

**LOWER SUSQUEHANNA SYNOD, ELCA
SYNOD COUNCIL**

**Minutes
April 24, 2010**

The Lower Susquehanna Synod Council met for a regular meeting on Saturday, April 24, 2010, at 9:00 a.m. in the Board Room of the United Church Center, Harrisburg, Pennsylvania. Vice President Ronald R. Price called the meeting to order. Thomas Benner led the devotions, reading Psalm 65, using the “Citizens of all Creation” Litany, and leading the members of the Synod Council in prayer.

Charlie Roberts gave the mission minute on youth ministry opportunities in this synod. He shared an information piece entitled, “Office for Youth Ministry.” Charlie discussed the goals for youth ministry in this synod and the tools he uses to communicate with our congregations. He highlighted some events that are sponsored by the office for youth ministry: Winterfest; Leadership Training Camp; Alive, Alive; and the Youthworkers’ Retreat. He also spoke about some important partnerships through which our youth ministry goals are addressed: LutheranHANDS, Hope in Haiti, Youth Ministry Certification School, Theological Education with Youth, Koinonia 21c, and the ELCA Youth Ministry Network.

ROLL CALL

Members present:	Bishop B. Penrose Hoover Thomas E. McKee	Ronald R. Price Bruce E. Seagrist
	Thomas C. Benner Judy K. Collins Holly Freas-Webster Elizabeth D. George Robert H. Getz, Jr. David L. Hefner Mary Anne Kingsborough	Paula L. Murray Timothy W. Sadler Patricia A. Snyder Marcus W. Thomsen April E. Trout Alexis Witt
Liaisons present:	Fred W. Bohls Kathy Hefner	Kirsten Youse
Staff present:	Pamela B. Drenner Clifton D. Eshbach David R. Fisher	Charlie Roberts Joanne Wilhelm
Members excused:	Lucinda L. Bringman Sara A Gausmann	Kim Wittel
Staff excused:	Melvin E. Dick	

MINUTES

Alex Witt moved:

ADOPTED: That the minutes of the February 20, 2010, meeting of Synod Council be approved as distributed.

BISHOP’S REPORT

Bishop B. Penrose Hoover provided a written report.

Bishop Hoover moved the following appointments and elections:

ADOPTED: That the Synod Council elect to the board of directors of Luthercare
SC10.04.21. Robert A. Brandt, Jr., for a first three-year term, expiring April 29, 2013, and Dr. Thomas B. Carmany for a partial term, expiring April 25, 2011.

ADOPTED: That the Synod Council reappoint to the Global Mission Committee the Rev. Paula Stecker for a second three-year term, expiring 2013, and appoint the Rev. Richard E.T. Jorgensen Jr., the Rev. Robert L. Hoover, and Larry Gessner for a first three-year term, expiring in 2013;

That the Synod Council reappoint to the Konde Diocese Committee Gaile Achey, Laretta Stutzman, the Rev. Sharon Hoover, the Rev. Gregory B. Lindsey, and the Rev. Judith A McKee, for a second three-year term, expiring 2013; and appoint Karen Poe, William Banta, Jacob Maser, and the Rev. Roy H. Stetler IV for a first three-year term, expiring 2013;

That the Synod Council appoint to the Christian Education Committee Marsha Roscoe for a first three-year term, expiring in 2013;

That the Synod Council appoint to the Candidacy Committee the Rev. Henry E. Herbener for a first five-year term, expiring in 2015; and

That the Synod Council appoint to the Ecumenical and Inter-religious Affairs Committee Christopher Couch for a first three-year term, expiring in 2013.

Bishop Hoover moved the following motions concerning “on-leave-from-call” status:

ADOPTED: That the Synod Council retain “on-leave-from-call” status the Rev. Thomas D. Hartman until June 1, 2011; and Sister Phyllis J. Enck until June 1, 2011; and

That the Synod Council grant “on-leave-from-call” status for Michelle Huth, effective January 1, 2010, until January 1, 2011; and for the Rev. Marie K. Krueger, effective May 15, 2010, until May 15, 2011.

ADOPTED: That the Synod Council request that the Conference of Bishops grant a two-year extension on “on-leave-from-call” status for the Rev. Robert P. Knight until October 1, 2012.

The bishop moved the following approval for retirement:

ADOPTED: That the Synod Council approve the requests of the Rev. Robert N. Maddox to retire, effective June 1, 2010; the Rev. Julia A. Hart to retire, effective July 1, 2010; and the Rev. Robert G. Kidd to retire, effective August 1, 2010.

Bishop Hoover moved the following Synod Council calls:

ADOPTED: That the Synod Council issue a call to Karen Minnich-Sadler, a candidate approved for reinstatement to the roster, to serve as hospice chaplain for

Lutheran Home Care and Hospice, Inc., an agency of Lutheran Social Services, of South Central Pennsylvania, for a three-year term call;

(This call is a three-year term call contingent upon Ms. Minnich-Sadler receiving ecclesiastical endorsement as a chaplain from the Office of Ministries in Chaplaincy, Pastoral Counseling, and Clinical Education Unit of the ELCA.)

That the Synod Council issue a call to the Rev. Dr. Amy Schifrin as intentional interim senior pastor of Christ Lutheran Church in Elizabethtown, effective May 1, 2010, for a period of one year or until a pastor is called;

That the Synod Council issue a three-year term call to the Rev. Constance L. Mentzer as pastor of St. Paul Lutheran Church, Millersville, under Terms of Synod Administration, effective June 1, 2010, pending congregational vote on April 25, 2010; and

That the Synod Council issue a call to the Rev. Eric N. Anderson as intentional interim pastor of Trinity Lutheran Church, Mechanicsburg, effective May 1, 2010, for a period of one year or until a pastor is called.

ADOPTED: SC10.04.27. That the Synod Council renew for an additional one year its call to the Rev. Peter S. Bergstresser as intentional interim pastor at St. Paul Lutheran Church, Wertzville Road, Enola, effective May 1, 2010; and

That the Synod Council renew for an additional one year its call to the Rev. Fredrica K. Meitzen as intentional interim pastor at Trinity Lutheran Church, Rouzerville, effective August 4, 2010.

Bishop Hoover moved the following:

ADOPTED: SC10.04.28. That the Synod Council remove from the roster of the Lower Susquehanna Synod and the Evangelical Lutheran Church in America the Rev. Donald J. Brown, effective April 4, 2010.

On April 4, 2010, Pastor Brown transferred his membership from Messiah Lutheran Church, Elliottsburg, an ELCA congregation, to Mt. Zion Free Lutheran Church, a congregation of the Association of Free Lutheran Congregations. Since he is no longer a member of an ELCA congregation, he is no longer able to be on the roster of ordained pastors of the ELCA. Pastor Brown has been informed of his impending removal and understands the implications.

Bishop Hoover informed the members of the Synod Council about two congregations that have held their first vote to leave the Evangelical Lutheran Church in America. Saint Paul Lutheran Church, West York, held its first vote on March 14, 2010. The vote was 177 in favor and 35 opposed. The bishop consulted with the congregation on April 21, 2010. The congregation has not yet set a date for the second vote. Christ Lutheran Church, Dallastown, held their first vote on March 28, 2010. The vote was 112 in favor and five opposed. The bishop will consult with them on May 6. Their second vote is scheduled for June 27, 2010.

At the request of a pastor rostered in this synod, Vice President Price distributed the press release about the action of the Florida-Bahamas Synod that refused to remove one of its congregations from the roster because that congregation was an important and viable mission site.

Responding to a question, Bishop Hoover assured the members of the Synod Council that pastors who decide to leave the roster because their congregations have left the ELCA will not lose their accrued pension benefits.

Bishop Hoover told the members of the Synod Council about his trip to Kathryn's Kloset, a ministry of Diakon Lutheran Social Services housed in a 50,000 square foot warehouse in Baltimore. This ministry makes available to non-profit organizations non-perishable items that are donated by their producers for a tax credit because they do not want to make these items available for sale for any number of reasons. Zion Lutheran Church, Akron, and several others of our congregations are making use of Kathryn's Kloset to receive important products distributed through their ministries. Bishop Hoover suggested that the Synod Council may want to hold one of its meetings there. Pastor Paula Murray also suggested that the Synod Council may also want to visit some other ministries housed in Baltimore: Lutheran World Relief, Lutheran Services of America, and Lutheran Immigration and Refugee Services.

TREASURER'S REPORT

Treasurer Bruce E. Seagrist submitted written reports through March 31, 2020, including reports of mission support and Merrill Lynch earnings. He distributed at the meeting a report of the treasurer, a schedule of activities, a schedule of financial position, and a budget summary, all through March 31, 2010.

Treasurer Seagrist noted that regular mission support for the first month of the FY 2010 is \$548,192, an increase of 10.44% over the same period last year; special mission support for the same month is \$271,653, an increase of 183.20%, largely because of donations to Disaster Relief in Haiti. At the same time net operating expenses have decreased for the same period from \$699,255 in 2005 to \$524,088 in 2010. Mr. Seagrist noted that all obligations are being paid in a timely fashion and that timely remittances are being made to the ELCA. The auditor has met with the Audit Committee and has revealed a draft of her findings. The auditor has reported that this synod is employing good internal accounting controls. Synod Council should receive a full report of the audit at its June 5, 2010, meeting. The treasurer continues to work on the status of our permanently restricted funds and on cross training the staff in the treasurer's office. He remains concerned about the amount of money that this synod has uninsured with the Mission Investment Fund. The treasurer reported on the status of the fraud restitution and surety. We have recovered \$1,173,574; the expenses we incurred amount to \$261,650.

VICE PRESIDENT'S REPORT

Vice President Ronald Price shared an e-mail that he received from Pastor Larry G. Hummer, chair of the Stewardship Committee, requesting that the Synod Council convene some type of forum of rostered and lay congregational leaders to address the issue of declining mission support. The vice president contacted Pastor Hummer regarding what type of forum the committee was suggesting. Pastor Hummer suggested that time be set aside at the Synod Assembly to discuss this issue since the situation will not get better by itself. The members of the Synod Council felt that it would be difficult and unproductive to have a general discussion about mission support on the floor of the Synod Assembly. The vice president will contact Pastor Hummer and ask that the Stewardship Committee bring a resolution to the floor of the assembly with a request that this issue be studied and addressed. The members of the Synod Council understand that it is a difficult time for many of our congregations because so many of our congregations are declining. This issue is tied to mission and outreach.

Pastor David Fisher, assistant to the Bishop for evangelical mission, provided a graph of giving trends from 2004-2009. While there has been an increase in congregational giving, there has been a decrease in total mission support plans. There has also been a decrease in the percentage of mission support that this synod shares with the ELCA.

SECRETARY'S REPORT

The Rev. Thomas McKee, synod secretary, provided an update on the Synod Assembly. Registration materials have been mailed to all certified voting members. He reminded the members of Synod Council that it was necessary for them to register in order to attend the assembly, and Pam Drenner encouraged them to register on line. The reports of committees, agencies, institutions, and synodical units of churchwide organizations as well as the report of the Nominating Committee, the proposed agenda and rules of procedure, and the Necrology have all been posted on line. The assembly mailing will be mailed mid-May and will include the report of the bishop and officers, the recommendations from Synod Council, resolutions, memorials, and the report of the Nominating Committee. He said that we are about midway through the schedule of conference assemblies; one memorial and two resolutions have been adopted by the conferences for referral to the Synod Assembly. The Committee on Memorials will meet May 5 at 7:00 p.m.; the Committee of Reference and Counsel will meet May 12 at 7:00 p.m.

Pastor McKee moved:

ADOPTED: That the Synod Council recommend to the 2010 Synod Assembly the election
SC10.04.29. en masse of the conference-selected voting members and alternate voting members of the 2011 Churchwide Assembly.

REPORT OF THE EXECUTIVE COMMITTEE

Vice President Price reviewed the April 9, 2010, minutes of the Executive Committee. There are no recommendations for Synod Council action coming from the Executive Committee.

REPORTS OF THE COMMITTEES OF SYNOD COUNCIL

ASSEMBLY PLANNING COMMITTEE will meet on Monday, April 26, 2010, at Messiah College to make final plans for this year's assembly. Registrations are running ahead of registrations at this time last year.

CONSTITUTION COMMITTEE provided minutes of its April 5, 2010, and a list of the committee's requested actions.

Holly Freas-Webster moved

That the following amendments to the constitution, bylaws, and continuing resolutions be recommended to the Synod Assembly for adoption.

~~S11.01.02.~~ S11.05.01. *The Audit Committee shall consist of five members, at least two of whom should be certified public accountants and all of whom shall have accounting or related financial management experience. In order to maintain its independence, no officer of this synod, member of Synod Council, member of the Finance and Budget Committee, or synod staff member shall serve on this committee. The Synod Treasurer shall be a consultant to this committee, and the committee may invite others as necessary to provide information necessary for the conduct of its work. The primary purpose of this committee is to assist the Synod Council in fulfilling its general oversight of this synod's accounting and financial reporting, internal control, and audit functions. The committee's authority, responsibilities, and duties are further described in its charter as adopted by Synod Council.*

S10.01.01. *The Synod Council, in addition to the four officers, shall consist of fifteen (15) adult members and one (1) youth member and one young adult member. Said membership shall conform to the standards of representation of the ELCA. Therefore, there shall be six (6) clergy members, nine (9) lay members, and one (1) youth member, and one young adult member. All members shall be elected as members-at-large.*

S10.01.04. *Young adult member, 18 – 30 years old: Each young adult member elected to the Synod Council shall serve a three year term. Each young adult member shall serve no more than two (2) consecutive terms.*

~~S6.03.r.E06~~ to become **S6.03.rF10.**

1) *Panel #1 shall be composed of one voting member and one alternate voting member from each conference, selected in accordance with the following plan:*

(Chart of Conferences)

2) *Panel #2 shall be composed of youth nominees-at-large. The nominees shall be voting members of their congregation ~~not more than yet~~ age 23 18 at the time of their election. The number and composition of this panel shall be determined by the Nominating Committee.*

3) *Panel #3 shall be composed of young adult nominees-at-large. They shall be voting members of their congregations between the ages of 18 and 30 years at the time of the election. The number and composition of this panel shall be determined by the Nominating Committee.*

4) *Panel #4 shall be composed of nominees-at-large in sufficient number to meet the current assigned number of voting members determined by the ELCA.*

5) *Nominations from the floor of the Synod Assembly may be made to panels #2, ~~and~~ #3 and #4.*

S7.26. This synod may establish processes through the Synod Council that permit representatives of mission settings formed with the intent of becoming ~~chartered~~ recognized congregations and authorized worshiping communities of the synod, which have been authorized under ELCA bylaw 10.02.03., to serve as voting members of the Synod Assembly, consistent with †S7.21. ~~Authorized worshiping communities, acknowledged under criteria, policies, and procedures approved by the Church Council of the Evangelical Lutheran Church in America, shall accept and adhere to the Confession of Faith and Statement of Purpose of this church, shall be served by leadership under the criteria of this church, and shall be subject to the discipline of this church.~~

S13.40. Synodically Authorized Worshiping Communities

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

S8.42. The treasurer shall provide and be accountable for:

f. ~~Giving of corporate surety in the amount determined by the Synod Council, which shall be in the custody of the secretary, and the premium therefore shall be paid by this synod. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement.~~ Obtaining a fidelity bond in the amount determined by the Synod Council for persons handling synod funds, which bond shall be in the custody of the secretary. The premium for the bond shall be paid by this synod. Fidelity coverage provided.

Pastor David Hefner moved to amend the renumbered **S10.05.01.** to read:

~~**S11.01.02.**~~ **S11.05.01.** *The Audit Committee shall consist of five members, at least two of whom ~~should~~ may be certified public accountants and all of whom shall have accounting or related financial management experience. In order to maintain its independence, no officer of this synod, ~~member of Synod Council, member of the Finance and Budget Committee,~~ or synod staff member shall serve on this*

committee. The Synod Treasurer shall be a consultant to this committee, and the committee may invite others as necessary to provide information necessary for the conduct of its work. The primary purpose of this committee is to assist the Synod Council in fulfilling its general oversight of this synod's accounting and financial reporting, internal control, and audit functions. The committee's authority, responsibilities, and duties are further described in its charter as adopted by Synod Council.

Pastor Paula Murray moved to amend the amendment to the renumbered **S10.05.01.** to read:

ADOPTED:

~~**S11.01.02.**~~ **S11.05.01.** *The Audit Committee shall consist of five members, at least two of whom should ~~may~~ be certified public accountants if possible and all of whom shall have accounting or related financial management experience. In order to maintain its independence, no officer of this synod, ~~member of Synod Council, member of the Finance and Budget Committee,~~ or synod staff member shall serve on this committee. The Synod Treasurer shall be a consultant to this committee, and the committee may invite others as necessary to provide information necessary for the conduct of its work. The primary purpose of this committee is to assist the Synod Council in fulfilling its general oversight of this synod's accounting and financial reporting, internal control, and audit functions. The committee's authority, responsibilities, and duties are further described in its charter as adopted by Synod Council.*

The amendment as amended was before the Synod Council:

ADOPTED:

~~**S11.01.02.**~~ **S11.05.01.** *The Audit Committee shall consist of five members, at least two of who should ~~may~~ be certified public accountants if possible and all of whom shall have accounting or related financial management experience. In order to maintain its independence, no officer of this synod, ~~member of Synod Council, member of the Finance and Budget Committee,~~ or synod staff member shall serve on this committee. The Synod Treasurer shall be a consultant to this committee, and the committee may invite others as necessary to provide information necessary for the conduct of its work. The primary purpose of this committee is to assist the Synod Council in fulfilling its general oversight of this synod's accounting and financial reporting, internal control, and audit functions. The committee's authority, responsibilities, and duties are further described in its charter as adopted by Synod Council.*

The main motion was before the Synod Council:

ADOPTED: **That the following amendments to the constitution, bylaws, and continuing resolutions be recommended to the Synod Assembly for adoption.**
SC10.04.30.

~~**S11.01.02.**~~ **S11.05.01.** *The Audit Committee shall consist of five members, at least two of whom should ~~may~~ be certified public accountants if possible and all of whom shall have accounting or related financial management experience. In order to maintain its independence, no officer of this synod, ~~member of Synod Council, member of the Finance and Budget Committee,~~ or synod staff member shall serve on this committee. The Synod Treasurer shall be a consultant to this committee, and the committee may invite others as necessary to provide information necessary for the conduct of its work. The primary purpose of this committee is to assist the Synod Council in fulfilling its general oversight of this synod's accounting and financial reporting, internal control, and audit functions. The committee's authority, responsibilities, and duties are further described in its charter as adopted by Synod Council.*

S10.01.01. *The Synod Council, in addition to the four officers, shall consist of fifteen (15) adult members and one (1) youth member and one young adult member. Said membership shall conform to the standards of representation of the ELCA. Therefore, there shall be six (6) clergy members, nine (9) lay members, and one (1) youth member, and one young adult member. All members shall be elected as members-at-large.*

10.01.04. Young adult member, 18 – 30 years old: Each young adult member elected to the Synod Council shall serve a three year term. Each young adult member shall serve no more than two (2) consecutive terms.

S6.03.r.E06 to become **S6.03.rF10**.

1) Panel #1 shall be composed of one voting member and one alternate voting member from each conference, selected in accordance with the following plan:

(Chart of Conferences)

2) Panel #2 shall be composed of youth nominees-at-large. The nominees shall be voting members of their congregation ~~not more than yet age 23~~ 18 at the time of their election. The number and composition of this panel shall be determined by the Nominating Committee.

3) Panel #3 shall be composed of young adult nominees-at-large. They shall be voting members of their congregation between the ages of 18 and 30 years at the time of the election. The number and composition of this panel shall be determined by the Nominating Committee.

4) Panel #4 shall be composed of nominees-at-large in sufficient number to meet the current assigned number of voting members determined by the ELCA.

5) Nominations from the floor of the Synod Assembly may be made to panels #2, ~~and~~ #3 and #4.

S7.26. This synod may establish processes through the Synod Council that permit representatives of mission settings formed with the intent of becoming ~~chartered~~ recognized congregations and authorized worshiping communities of the synod, which have been authorized under ELCA bylaw 10.02.03., to serve as voting members of the Synod Assembly, consistent with †S7.21. ~~Authorized worshiping communities, acknowledged under criteria, policies, and procedures approved by the Church Council of the Evangelical Lutheran Church in America, shall accept and adhere to the Confession of Faith and Statement of Purpose of this church, shall be served by leadership under the criteria of this church, and shall be subject to the discipline of this church.~~

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S8.42. The treasurer shall provide and be accountable for:

f. ~~Giving of corporate surety in the amount determined by the Synod Council, which shall be in the custody of the secretary, and the premium therefore shall be paid by this synod. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement.~~
Obtaining a fidelity bond in the amount determined by the Synod Council for persons handling synod funds, which bond shall be in the custody of the secretary. The premium for the bond shall be paid by this synod. Fidelity coverage provided.

FINANCE AND BUDGET COMMITTEE provided minutes of its March 18, 2010, meeting. The Committee also provided a proposed FY2011 Budget Worksheet that was identical to the proposed Spending Authorization for FY 2010.

Ronald Price moved:

That the Synod Council recommend to the 2010 Synod Assembly that the proposed FY 2011 budget of 3,500,000 be adopted.

Pastor David Hefner moved:

ADOPTED: That the proposed FY 2011 budget recommended to the Synod Assembly be in the amount of \$3,503,000 enabling \$3,000 to be added to budget line for Church and Society Committee for the work of the Criminal Justice Task Force.
SC10.04.31.

The main motion as amended was before the Synod Council.

ADOPTED: That the Synod Council recommend to the 2010 Synod Assembly that the proposed FY 2011 budget of 3,503,000 be adopted.
SC10.04.32.

The vice president moved:

ADOPTED: That the Synod Council adopt the proposed Spending Authorization for FY 2010.
SC10.04.33.

MISSION COMMITTEE provided minutes of its April 15, 2010, meeting. Marcus Thomsen reported that the committee is working diligently on some written documents to share with Synod Council.

REPORTS OF THE LIAISONS

LUTHERAN MEN IN MISSION liaison, Fred Bohls, shared a flyer announcing a Building Men for Christ Workshop that will be held on May 7 and 8, 2010, at Trinity Lutheran Church, Camp Hill. LMM is working with the Camping Corporation to develop men's ministry retreats. LMM still is looking for a men's ministry specialist.

LUTHERAN YOUTH ORGANIZATION liaison, Kirsten Youse, reported on a service day that the LYO had at Camp Nawakwa during which the youth planted 700 trees. The youth are preparing for the upcoming election of LYO officers on May 2.

WOMEN OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA liaison, Kathy Hefner, reported on the women's Annual Day of Renewal. Pastor Sally Gausmann was the presenter. An offering of \$517 went to the Resource Center to purchase resources for women's ministry. The annual convention will be held in June at First Lutheran Church, Chambersburg. The theme is "Hope in the Midst of Your Hopelessness." The organization still is seeking women to be nominated to serve as officers for the coming term.

REPORTS OF THE EXECUTIVE STAFF

Pastor David Fisher informed the members of the Synod Council about the Sudanese community that is moving toward becoming this synod's first synodically authorized worshipping community. Del Akech has been approved as a TEEM candidate and will become a full-time seminary student in the fall. His wife and daughter will be joining him in the states. Pastor McKee said that this synod is seeking sponsors who will provide scholarship aid and other support for this family so that Del can attend seminary full time and serve the Sudanese community.

REPORTS OF THE COMMITTEES FOR THE MINISTERIUM

Committee of Deans provided minutes of its March 15, 2010, meeting.

Compensation and Benefits Committee presented copies of its assembly report.

Ronald Price moved:

ADOPTED: That the Lower Susquehanna Synod, in assembly, adopt the minimum base salary and housing allowance for 2011 for a pastor serving full-time according to the following table and year of ordination.

BASE SALARY AND HOUSING ALLOWANCE
SHOULD EXCEED THE FOLLOWING AMOUNTS IN 2011

Year Ordained	Minimum Base Salary And Housing Allowance Combined (No Parsonage)			Minimum Base Salary Only (Parsonage Provided)
	Not Less Than			Not Less Than
2011	44,840	-	53,830	31,350
2010	45,290	-	54,370	31,660
2009	45,730	-	54,890	31,980
2008	45,910	-	54,990	32,300
2007	46,560	-	55,640	32,950
2006	47,230	-	56,300	33,600
2005	47,890	-	56,970	34,280
2004	48,110	-	57,100	34,620
2003	48,800	-	57,790	35,320
2002	49,160	-	58,150	35,670
2001	49,520	-	58,500	36,030
2000	49,870	-	58,860	36,390
1999	50,240	-	59,230	36,750
1998	50,610	-	59,590	37,120
1997	50,970	-	59,960	37,490
1996	51,350	-	60,340	37,860
1995	51,730	-	60,720	38,240
1994	52,110	-	61,090	38,620
1993	52,490	-	61,480	39,010
1992	52,880	-	61,870	39,400
1991	53,280	-	62,270	39,790
1990	53,680	-	62,660	40,190
1989	54,080	-	63,060	40,590
1988	54,480	-	63,470	41,000
1987	54,890	-	63,880	41,410
1986	55,310	-	64,300	41,820
1985	55,730	-	64,710	42,240
1984	56,150	-	65,130	42,660
1983	56,570	-	65,560	43,090
1982	57,000	-	65,990	43,520
1981	57,440	-	66,430	43,960
1980	57,880	-	66,870	44,400
1979	58,330	-	67,320	44,840
1978	58,780	-	67,760	45,290
1977	59,230	-	68,220	45,740

ADOPTED: That the Lower Susquehanna Synod, in assembly, adopt the minimum salary for SC10.04.35. 2011 for deaconesses, diaconal ministers, associates in ministry, who serve full-time according to the following table and years of experience.

**MINIMUM SALARY SHOULD EXCEED THE FOLLOWING AMOUNTS
IN 2011 DEPENDING ON POSITION DESCRIPTION AND QUALIFICATIONS**

Years Experience	RANGE	
0 - 4	32,510	40,640
5 - 9	35,420	44,270
10 - 14	38,960	48,700
15 +	40,910	51,140

REPORTS OF THE SYNODICAL MINISTRIES FOR CONGREGATIONAL LIFE

Resource Network provided a report and an overview of activities for February and March 2010.

REPORTS OF THE COMMITTEES FOR MISSION

Archives Advisory Committee liaison, Pastor Thomas McKee, reported on the retirement of Elwood Christ, Region 8 East archivist. The Region 8 East synods are in the process of entering into a contract with the Lutheran Theological Seminary at Gettysburg for archival services.

Audit Committee provided minutes of its February 8, 2010, meeting and its April 21, 2010, meeting.

REPORTS OF THE COMMITTEES OF THE SYNOD ASSEMBLY

Pastor McKee noted that at the next meeting the Synod Council will review the Memorials and Resolutions and prepare for leadership roles at the Synod Assembly.

Charlie Roberts reminded congregations to consider youth and young adults when they select voting members to the Synod Assembly. Youth and young adults benefit from the encouragement that adults give them and also benefit from attending such activities as the Synod Assembly. Youth and young adults can house and participate with the pages and can even serve as pages while serving as voting members. Additional pages are needed; contact Charlie with the names and contact information of any potential pages.

**REPORTS OF AGENCIES AND INSTITUTIONS RELATING TO THE LOWER
SUSQUEHANNA SYNOD**

LUTHERAN CAMPING CORPORATION will benefit from the Lutheran Night at the Senators. It will be held on May 7, and Bishop Hoover will be throwing out the first ball. The Camping Corporation will receive \$4.00 of every ticket sold.

ST. BARNABAS FOR MINISTRY will be one of the agencies benefiting from Highmark's Walk on May 22. Former Bishops McNutt and Edmiston as well as current Bishops Baxter and Hoover will be walking. Others are invited to join them. For those who prefer not to walk, donations to sponsor one of the walkers are in order.

UNFINISHED BUSINESS

There was no further unfinished business to come before the Synod Council.

NEW BUSINESS

There was no new business to come before Synod Council.

ADJOURNMENT

Pastor Paula Murray moved:

ADOPTED: That the meeting be adjourned.

The meeting was adjourned at with the praying of the Lord's Prayer at 11:20 a.m..

Thomas E. McKee
synod secretary

4/24/1