

**RECOMMENDATIONS FROM THE SYNOD COUNCIL
TO THE 2021 SYNOD ASSEMBLY
DO NOT PRINT UNTIL AFTER MAY 24 – SUBJECT TO CHANGE**

Recommendation 1: (SC21.02.05.) (SC21.05.XX) (see page _____)

That the proposed agenda for the 2021 Synod Assembly be adopted.

Recommendation 2: (SC21.04.20.) (see pages _____)

That the proposed Rules of Procedure for the 2021 Synod Assembly be adopted. (2/3 vote required)

Recommendation 3: (SC20.04.24.) (majority vote required)

That the Lower Susquehanna Synod, in assembly, adopt the following amendments to S9.05., S9.06., and S9.07. from the ELCA *Constitution for Synods*:

S9.05. The Synod Council shall nominate at least ~~two~~ one person[s] for vice president; additional nominations may be made from the floor.

S9.06. The Synod Council shall nominate at least ~~two~~ one person[s] for secretary; additional nominations may be made from the floor.

S9.07. The Synod Council shall nominate at least ~~two~~ one person[s] for treasurer; additional nominations may be made from the floor.

Recommendation 4: (SC20.04.36.) (see page _____)

That Jennifer R. Lau be nominated for the office of synod vice president for a term ending in 2024.

Recommendation 5: (SC21.02.09.) (see page _____)

That Joseph M. Stepansky be nominated for the office of synod treasurer for a second term.

Recommendation 6: (SC21.05.XX) pending

Regarding voting members of the 2022 Churchwide Assembly

Recommendation 7: (SC21.05.XX) pending

Regarding alternate voting members of the 2022 Churchwide Assembly

Recommendation 8: (SC20.09.51.) (2/3 vote required)

That the Lower Susquehanna Synod, in assembly, amend †S3.01. of the synod constitution:

†S3.01. The territory of this synod, as determined by the Churchwide Assembly, shall be the counties of Adams, Cumberland, Dauphin, Franklin, Fulton, Lancaster, Lebanon, Perry, and York in the Commonwealth of Pennsylvania; **and** the congregations St. Michael and Zion, **Klingerstown**, in Schuylkill County in the Commonwealth of Pennsylvania.

Recommendation 9: (SC20.11.72.)

(2/3 vote required)

That the Lower Susquehanna Synod, in assembly, amend S7.12. of the synod constitution:

S7.12. Special meetings of the Synod Assembly may be called by the bishop with the consent of the Synod Council, and shall be called by the bishop at the request of one-fifth of the voting members of the ~~previous~~ **most recent regular** Synod Assembly.

Recommendation 10: (SC20.11.72.)

(2/3 vote required)

That the Lower Susquehanna Synod, in assembly, amend S7.35. of the synod constitution:

S7.35. Immediately after the Order for the Opening of the Assembly, the Executive Committee of ~~the~~ Synod Council shall certify to the chairperson of the Synod Assembly the total number of persons who are eligible to vote at that assembly in accordance with the ~~C~~constitution, ~~B~~bylaws, and ~~C~~continuing ~~R~~resolutions of this synod.

Recommendation 11 (SC20.11.72.)

(2/3 vote required)

That the Lower Susquehanna Synod, in assembly, amend S12.06. of the synod constitution:

S12.06. The Committee of Deans shall be composed of the deans of all the conferences of this synod, who are elected to offer the rostered leaders and congregations of their respective conferences prayerful and practical support on behalf of the bishop by caring for the development of this church within the conference, by providing leadership to congregations in the call process, and by serving as liaison between the bishop and the congregations. Annually, at the first meeting after ~~the~~ Synod Assembly, the ~~deans~~ **Committee of Deans** shall elect a chair, vice chair, secretary, and one member-at-large, who shall comprise the Executive Committee. The ~~e~~**Committee of Deans** shall make an annual report to the Synod Assembly. This committee shall meet regularly to receive reports and guidance from the bishop, to receive reports and pertinent information from the bishop's staff, and to support one another in carrying out the functions of the office **of dean**.

Recommendation 12: (SC21.04.21.)

(see page _____)

That the Lower Susquehanna Synod, in assembly, adopt the Fiscal Year 2022 budget of \$2,305,000.

Recommendation 13: (SC20.02.19.)

That the Lower Susquehanna Synod, in assembly, adopt the 2021 minimum base salary and housing allowance for Ministers of Word and Sacrament with no years of experience and no parsonage provided of \$53,875 and the 2021 minimum salary for Ministers of Word and Sacrament with no years of experience and with a parsonage provided of \$37,480, representing a 3% increase over the 2020 minimum salaries.

Recommendation 14: (SC21.04.22.)

That the Lower Susquehanna Synod, in assembly, adopt the 2022 minimum base salary and housing allowance for Ministers of Word and Sacrament with no years of experience and no parsonage provided of \$55,170 and the 2022 minimum salary for Ministers of Word and Sacrament with no years of experience and with a parsonage provided of \$38,380, representing a 2.4% increase over the 2021 minimum salaries.

Recommendation 15: (SC20.02.20.)

That the Lower Susquehanna Synod, in assembly, adopt the 2021 minimum base salary for Ministers of Word and Service with no years of experience of \$48,530, a 5.5% increase over the 2020 minimum salary with the intent to achieve parity within six years.

Recommendation 16: (SC21.04.23.)

That the Lower Susquehanna Synod, in assembly, adopt the 2022 minimum base salary for Ministers of Word and Service with no years of experience of \$50,960, a 5% increase over the 2021 minimum salary.

Recommendation 17: (SC20.02.12.)

(majority vote required)

That the Lower Susquehanna Synod, in assembly, adopt continuing resolution S7.11.01.r.A20. The regular assembly of this synod shall be held annually between May 1 and June 30 at such place as the Synod Council shall designate.

Recommendation 18: (SC20.02.13.)

(2/3 vote required)

That the Lower Susquehanna Synod, in assembly, delete the following bylaws S7.11.01. (stipulates precise dates for the Synod Assembly) and S10.06.01. (to be relocated)

~~S7.11.01. The regular assembly of this synod shall be held annually between May 15 and June 30 at such place as the Synod Council shall designate.~~

~~S10.06.01. To the extent permitted by state law, meetings of the Synod Council and its committees may be held electronically or by telephone conference, and notice of all meetings may be provided electronically.~~

Recommendation 19: (SC20.02.24.)

(majority vote required)

That the Lower Susquehanna Synod, in assembly, adopt bylaws S7.11.01. and S10.08.01. from the ELCA Constitution for Synods.

S7.11.01. The time and place of the Lower Susquehanna Synod Assembly shall be determined in a continuing resolution by the Synod Council. The time and place for the next regular assembly normally shall be announced six months prior to the assembly.

S10.08.01. To the extent permitted by state law, meetings of the Synod Council and its committees may be held electronically or by telephone conference, and notice of all meetings may be provided electronically.

Recommendation 20: (SC20.02.13.)

(2/3 vote required)

That the Lower Susquehanna Synod, in assembly, adopt bylaw S12.02.02. (regarding boundary and number of conferences)

S12.02.02. Any change shall be effective upon Synod Council approval.

Recommendation 21: (SC20.02.10.)

(majority vote required)

That the Synod Assembly adopt the recommended amendments to the synod constitution and bylaws from the 2019 ELCA Churchwide Assembly as follows:

CHAPTER 7: SYNOD ASSEMBLY

S7.13. ~~Written notice~~ of the time and place of all meetings of the Synod Assembly shall be given by the secretary of this synod ~~in accordance with the bylaws of this constitution.~~

S7.22. This synod may establish processes that permit retired rostered ministers, or those ~~designated as disabled~~ granted disability status, or on leave from call, on the roster of the synod to serve as voting members of the Synod Assembly, consistent with †S7.21.c.

S7.26. This synod may establish processes through the Synod Council that permit persons representatives from congregations under development and of authorized worshiping communities of the synod, which have been authorized under ELCA bylaw 10.02.03, 10.01.04, to serve as voting members of the Synod Assembly, consistent with †S7.21.

S7.27. This synod may establish processes through the Synod Council to grant a minister of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by the Churchwide Assembly of the Evangelical Lutheran Church in America the privilege of both voice and vote in the Synod Assembly during the period of that ordained minister's service in a congregation of this church.

CHAPTER 8: OFFICERS

S8.01.01. *No elected official or other duly appointed representative of the synod shall accept personal special remuneration for services rendered on behalf of this synod to any congregation or organization of this synod. Any contributions made in connection with such services shall be placed in the synodical treasury.*

S8.11.01. When authorized by the Synod Council in order to address special circumstances, the synod bishop may be compensated as an employee or contractor for specified services to another expression of this church. Such an arrangement may be terminated by the Synod Assembly or Synod Council if determined to be detrimental to the function of the office or if the special circumstances no longer apply.

S8.14. The synodical bishop may have such assistants as this synod shall from time to time authorize.

CHAPTER 10: SYNOD COUNCIL

S10.04. Any proposal to appropriate funds, whether by amendment to the budget or otherwise, which is presented to a meeting of the Synod Assembly without the approval of the Synod Council, shall require a two-thirds vote for adoption.

If we accept proposed S10.04, all subsequent provisions in the LSS constitution will be proposed for renumbering as follows:

S10.045
S10.056
S10.056.01
S10.067
S10.067.01
S10.067.02
S10.067.03
S10.067.04
S10.067.05
S10.067.06
S10.067.07
S10.067.08
S10.067.09

S10.08. Robert's Rules of Order, latest edition, shall govern parliamentary procedure of all meetings of the Synod Council, unless otherwise ordered by the council.

CHAPTER 13: CONGREGATIONS

S13.25. This synod may temporarily assume administration of a congregation upon its request or with its concurrence. Such synod administration shall continue only so long as necessary to complete the purposes for which it was requested by the congregation or until the congregation withdraws consent to continued administration.

S13.40. Synodically Authorized Synod-authorized Worshiping Communities

CHAPTER 14: ROSTERED MINISTERS

S14.14. Whenever members of a congregation move to such a distance that regular attendance at its services becomes impractical, it shall be the duty of the pastor to commend them, upon their consent, to the pastoral care of a Lutheran congregation nearer to their place of residence.

S14.17. No minister of Word and Sacrament shall accept a call without first conferring with the bishop of this synod. A minister of Word and Sacrament shall respond with an answer of acceptance or declination to a letter of call within 30 days of receipt of such call. In exceptional circumstances with the approval of the bishop of this synod and the **chair-president** of the Congregation Council of the congregation issuing the call, an additional 15 days may be granted to respond to a letter of call.

S14.42. No minister of Word and Service shall accept a call without first conferring with the bishop of this synod. A minister of Word and Service shall respond with an answer of acceptance or declination to a letter of call within 30 days of receipt of such call. In exceptional circumstances with the approval of the bishop of this synod and the **chair-president** of the Congregation Council of the congregation issuing the call, an additional 15 days may be granted to respond to a letter of call

CHAPTER 15: FINANCIAL MATTERS

S15.14. Except when such procedure would jeopardize current operations, a reserve amounting to no more than 16 percent of the sum of the amounts scheduled in the next year's budget for regular distribution to **synodical** causes shall be carried forward annually for disbursement in the following year in the interest of making possible a more even flow of income to such causes. The exact number of dollars to be held in reserve shall be determined by the Synod Council.

Recommendation 22: (SC20.02.13.) (SC20.04.24.) (SC20.09.52.) (2/3 vote required)

That the Lower Susquehanna Synod, meeting in assembly, adopt the proposed amendments to bylaws S6.03.05., S6.03.06., S6.03.07., S6.03.08., S6.03.09., S6.03.10., S8.14.01., S9.03.01., S9.03.02., S10.01.01., S10.01.03., S10.01.04., S10.06.05., S10.06.06., S10.06.07., S10.06.08., S11.01.02., S11.01.03., S11.01.04., S11.01.05., S11.01.06., S11.01.07., S11.01.08., S11.01.09., S11.01.10., S11.01.11., S11.04.01., S11.05.01., S12.02.01., S12.03.03., S12.03.04., S12.04.01., S12.04.02., S12.04.03., S12.05.01., S12.05.02., S12.05.03., S13.11.01., S16.02.01., and S18.21.01. of the Lower Susquehanna Synod:

S6.03.05. *To promote relations of mutual benefit, this synod shall accord to the **synodical** organization of the Women of the Evangelical Lutheran Church in America the privilege of establishing liaison with the appropriate organizations of this synod and of presenting reports to regular assemblies of this synod and shall, upon invitation, appoint consultants to the **clusters conferences** and executive board of the organization.*

S6.03.06. *To promote relations of mutual benefit, this synod shall accord to the Lower Susquehanna Synod Lutheran Youth Organization the privilege of establishing liaison with appropriate organizations of this synod and of presenting reports to regular assemblies of this synod and shall, upon invitation, appoint consultants to the **clusters conferences** and executive board of the organization.*

S6.03.07. *To promote relations of mutual benefit, this synod shall accord to the **synodical** organization of Lutheran Men in Mission the privilege of establishing liaison with the appropriate organizations of this synod and of presenting reports to regular assemblies of this synod and shall, upon invitation, appoint consultants to the **clusters conferences** and executive board of the organization.*

S6.03.08. *The Synod Council shall elect representatives to the Region 8 Steering Committee in a number to be determined by the Region 8 Steering Committee. In addition to the bishop who serves ex officio, at least one **synodical** representative to the Region 8 Steering Committee shall be a member of the Synod Council.*

S6.03.09. *Voting members and alternate voting members of the Churchwide Assembly shall be elected according to the procedures set forth in the **Constitution and Bylaws** of the Evangelical Lutheran Church in America. The **synodical** bishop and **synodical** vice president shall be ex-officio voting members of the Churchwide Assembly.*

S6.03.10. *In addition to the requirements of Bylaw 12.41.11. of the the **Constitution and Bylaws** of the **ELCA Evangelical Lutheran Church in America** and **synodical** bylaw **S6.03.09.**, voting members of the Churchwide Assembly shall be elected from five panels of nominees:*

S8.14.01. *Staff assistants to the officers, if and when such positions are created by the **Synod Assembly synod-in-assembly**, shall be appointed by the bishop with the approval or call of the Synod Council. The term of office of a staff assistant to any officer shall continue six months beyond the expiration of the term of the officer. During the aforementioned term, such staff assistants may be recalled or dismissed by the bishop with or without cause*

pursuant to the written personnel policies of this synod.

- S9.03.01.** With the exception of nominations for the officers of **this** synod and Panel #1 for the Churchwide Assembly...
- S9.03.02.** The Synod Assembly shall elect **board** members **of the boards** of the following educational institution(s):
1) Susquehanna University - one (1) member.
- 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 (1) young adult **member**. Said membership shall conform to the standards of representation of the **ELCA Evangelical Lutheran Church in America in †S6.04**. Therefore, there shall be six (6) **clergy ordained ministers, of Word and Sacrament members, at least four (4) of whom shall be ministers of Word and Sacrament**; nine (9) lay **adult members**; one (1) youth member; and one (1) young adult member. All **other** members shall be elected as members-at-large.
- S10.01.03.** Youth member: **Each The** youth elected to the Synod Council shall serve one two-year term. **Each The** youth member shall be a confirmed member of a congregation of this synod and shall be under eighteen (18) years of age at the time of election.
- S10.01.04.** Young adult member, 18 – 30 years old: **Each The** young adult member elected to the Synod Council shall serve a three-year term. **Each The** young adult shall serve no more than two (2) consecutive terms.
- S10.06.05.** Duties and responsibilities of the Synod Council in addition to those specified in this **synod** constitution shall include:
c. Confirmation of appointments by the bishop of synod, including appointment of **synodical** representatives to serve on the governing bodies of **inter-church** agencies to which this synod is related;
e. Creation of and appointment to any committees, commissions, and other organizations needed to fulfill the functions of the Synod Council; and
f. Approval and triennial review of all policies to **consistent assure consistency with this the Constitution, Bbylaws, and Continuing Resolutions of this synod**.
- S10.06.06.** Meetings: The Synod Council shall have at least four (4) stated meetings annually. Special meetings may be called by the chair or by the bishop of **the** synod in the event of the death, removal, or incapacity of the chair. A majority of the members of the Synod Council shall constitute a quorum.
- S10.06.07.** General Provisions: The Synod Council shall be responsible for:
a. The election of members of the boards of SpiriTrust Lutheran and Luthercare - to be elected from nominees submitted by the respective agency, in numbers required by the **constitution governing documents** of the respective agency;
b. The election of members of the board of the Lutheran Camping Corporation of Central Pennsylvania - to be elected from nominees submitted by the corporation in accordance with the **constitution governing documents** of the corporation;
c. The election of a member of the board of directors of the United Lutheran Seminary;
d. The election of representatives to other institutions and agencies as may be determined.
- S10.06.08.** **The** Synod Council shall have the following standing committees to fulfill its responsibilities, with the members appointed annually:
a. Assembly Planning **Committee**. ~~This committee is~~ composed of the vice president, secretary, assembly manager, at least 2 Synod Council members, and at least 5 additional committee members. It shall plan the annual assembly's agenda and program to fulfill the constitutional mandate for "worship, edification, and the legislative business of this synod conducted with the greatest possible involvement of those entitled to participate."
b. Constitution **Committee**. ~~This committee is~~ composed of the secretary, at least 2 Synod Council members, and 3 to 5 additional committee members. It shall study the governing documents of this synod and recommend amendments to the Synod Council and the Synod Assembly for adoption. It shall aid congregations in the development and adoption of their governing documents.
c. Finance and Budget **Committee**. ~~This committee is~~ composed of 9 members, 1 of whom shall be the treasurer and at least 3 of whom shall be Synod Council members. It shall oversee the financial affairs of this synod; confirm that all obligations are being met and that mission support is forwarded to the churchwide office; exercise oversight responsibility for this synod's investments, insurance, and banking procedures; receive the

annual audit and the accompanying financial statements; and make recommendations to the Synod Council on financial matters. It shall project anticipated income for the coming fiscal year and, based on anticipated income, program requests, and adopted goals, develop a proposed budget for recommendation to the Synod Council and the Synod Assembly.

- d. Gifts Discernment Committee. — This committee is composed of the bishop, the secretary, at least 2 Synod Council members, and 3 additional committee members. It shall aid in identifying members of this synod for nomination, appointment, or election to the committees and task forces of this synod and to the boards of agencies and institutions. It shall aid the Synod Council in securing nominees for the offices of vice president, secretary, and treasurer of this synod.
- e. Mission Committee. — This committee is composed of the bishop, at least 3 Synod Council members, and 3 additional committee members. It shall uphold the vision and goals of this synod by proposing, developing, maintaining, and promoting priority ministries and by advocating that these priority ministries receive adequate financial and human resources.
- f. Personnel Committee. — This committee is composed of the vice president, at least 3 Synod Council members, and 5 additional committee members. It shall review the personnel policies of this synod and recommend amendments to the Synod Council. Under the guidance of the personnel officer, it shall administer and interpret these personnel policies. It shall recommend to the Synod Council the salaries of the bishop, treasurer, and assistants to the bishop and a salary scale for other members of this synod's staff.

S11.01.02. The Lower Susquehanna Synod Mission Fund Committee shall be composed of at least 7 persons: the bishop and the treasurer of this synod and at least 5 members (at least one of whom shall be an attorney) appointed by the Synod Council. At least three of the appointed members shall be lay voting members of congregations of this synod and at least 2 shall be ordained ministers of Word and Sacrament on the roster of this synod. The committee shall administer the Lower Susquehanna Synod Mission Fund. The fund, established by the Synod Council, shall be supported by bequests, trusts, endowments, planned and deferred gifts, assets from closing congregations, gifts from merging and consolidating congregations, and gifts from other congregations, individuals, and entities. The committee, the Synod Council, and the bishop shall promote and encourage such gifts. The assets of the fund shall be invested in a manner consistent with the purpose of the fund.

S11.01.03 It shall receive requests and proposals from this synod's officers and committees and present recommendations to the Synod Council. It shall be empowered to act upon recommendations regarding reinstatement to ordained ministry in cases where required by the Candidacy Manual of the ELCA Evangelical Lutheran Church in America. It shall receive reports about the distribution of funds from the Bishop's Discretionary Fund.

S11.01.04. The Committee on Candidacy shall be composed of at least ~~12~~ 15 ~~to~~ and no more than 20 persons, including the bishop of this synod and a seminary faculty representative appointed by the Evangelical Lutheran Church in America.

S11.01.05. The Committee for Global Mission shall be composed of ~~a minimum of~~ at least 8 persons. This committee shall be responsible for furthering the global mission of ~~the Lower Susquehanna Synod~~ this synod. To fulfill its responsibilities, this committee shall engage the members of this synod in global mission by raising awareness of the global mission of ~~the Church~~ this church and their responsibility for the same; cooperate with the Global Mission Unit of the churchwide organization to provide global mission education for ~~members of~~ this synod; recruit missionary personnel from within this synod and encourage support for them; work with congregations to provide human and material resources in support of global mission; and be a channel with the Global Mission Unit of the churchwide organization through which ~~churches~~ church bodies and congregations in other countries engage in mission ~~to with~~ this synod.

S11.01.06. The Konde Diocese Committee shall be composed of ~~no more than 12~~ at least 7 persons.

S11.01.07. The World Hunger Committee shall be composed of ~~no more than 21~~ at least 7 persons.

S11.01.08. The Committee for ~~Synodical~~ Synod Worship shall be composed of at least 8 ~~to 12~~ and no more than 15 persons, both ordained and lay. This committee shall serve the bishop and this synod in planning and coordinating worship for Synod Assembly, ordination ~~and consecration~~, and vocational reaffirmation. At the request of the bishop, this committee shall provide, by appointment of the chairperson, a liaison for worship at other ~~synodical~~ synod events. This committee also shall serve as a resource ~~for the purpose of~~ for education and ~~of~~ consultation with pastors, congregations, and worship planners; and shall respond to the requests of the bishop.

S11.01.09. The Committee for Stewardship Education and Mission Support shall be composed of ~~no more than~~ at least 7 persons.

S11.01.10. The Compensation and Benefits Committee shall be composed of at least 5 ~~to 7~~ 9 persons, at least 2 of whom are ~~rostered~~ ministers of Word and Sacrament on the roster of ~~in~~ this synod. This committee shall provide informed

guidance and recommendations to this synod on matters of compensation and benefits for rostered persons, in support of synodical synod policies and guidelines.

- S11.01.11.** *The Committee for Ecumenical and Inter-religious Affairs shall be composed of at least 8 persons, both including at least 2 ministers of Word and Sacrament and at least 5 laypersons. This committee shall relate to the bishop of this synod. The bishop also may invite to serve as consultants representatives from churches with which this synod has entered into agreement to serve as consultants. The bishop shall appoint the chair of this committee. The bishop shall appoint a person to serve as the ecumenical representative of this synod who shall become a member of the Lutheran Ecumenical and Inter-Religious Representatives Network. This committee shall coordinate the inter-Lutheran, ecumenical, and inter-religious activities of this synod and shall recommend policies, through this synod's the bishop, to the Synod Assembly and the Synod Council. To fulfill these responsibilities, this committee shall assist this synod's the bishop in carrying out the bishop's role as the chief ecumenical officer of this synod; oversee and facilitate the inter-Lutheran, ecumenical, and inter-religious discussions (including bilateral dialogues) in which this synod is involved; guide the process of reception of theological agreements; encourage the study of theological topics of shared concern; and assist the staff, institutions, agencies, and congregations of this synod in carrying out their inter-Lutheran, ecumenical, and inter-religious responsibilities.*
- †**S11.02.** The Consultation Committee of this synod shall consist of at least six persons and not more than 12 persons, of whom half shall be ministers of Word and Sacrament and half shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive re-election. The functions of the Consultation Committee are set forth in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* and in Chapter 17 of this constitution. The size of the Consultation Committee, in accord with this provision, shall be defined in this synod's bylaws.
- S11.02.01.** *The Consultation Committee of this synod shall consist of at least 10 persons.*
- S11.04.01.** *The Mutual Ministry Committee shall be composed of at least 9 persons; at least 4 ministers of Word and Sacrament ordained ministers and at least 5 laypersons, with at least 1 of the 9 to be a representative of the Synod Council. No officer of the synod nor any synod staff member shall serve on this committee unless appointed by the Executive Committee. The term of office shall be 2 years. Persons may serve consecutive terms.*
- †**S11.05.** The Audit Committee of this synod shall consist of three to six persons, none of whom is a member of the synod staff. Up to half of the committee members may be Synod Council members. The Audit Committee members shall be elected by the Synod Council for a term of three years and be eligible for re-election to a second consecutive three-year term. The terms of the Audit Committee members shall be staggered. The Audit Committee shall be responsible for assisting the Synod Council in fulfilling its general oversight of the synod's accounting, financial reporting, internal control systems, and external audit processes as provided in †S15.31.
- S11.05.01.** *The Audit Committee shall consist of at least 5 persons, at least 2 of whom should 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 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.*
- S12.02.** Boundaries of conferences shall be determined by the Synod Council.
- S12.02.01.** *The boundaries and number of conferences shall be determined reviewed by the Synod Council by 1990 and thereafter at six-year intervals calculated from 1990.*
- S12.03.** Each conference shall meet at least annually.
- S12.03.03.** *The bishop of this synod or the bishop's appointee and such staff officials members as the bishop may designate shall have voice at the conference assemblies. In addition, the social service agencies ministry organizations on the territories of the conference, the Synod Council, and each official auxiliary of this synod may send a representative who shall have voice in conference assemblies.*
- S12.03.04.** *Conference assemblies may from time to time adopt memorials and resolutions to be sent to the Synod Assembly.*

S12.04. Each conference shall elect its officers.

S12.04.01. All ~~members~~ ~~ministers~~ of Word and Sacrament on the roster of the Lower Susquehanna Synod of the ~~ELCA,~~ ~~Evangelical Lutheran Church in America~~ who are members of a congregation of the conference shall be eligible to hold office in that conference.

S12.04.02. ~~The Each~~ conference shall elect a dean in odd-numbered years. The deans shall be elected at the annual assembly of ~~the each~~ conference. On their annual confidential reports to the bishop, rostered ministers of ~~the conference~~ will submit nominations for the office of dean of their conference. ~~to~~ ~~The~~ bishop who will then recommends to ~~the each~~ conference a slate of at least two names. Additional nominations may be made from the floor ~~of the eConference~~ ~~Assembly~~. The final selection will be made at the annual ~~eConference~~ ~~Assembly~~ by written ballot by the voting members of ~~the conference assembly~~. The term of office for a conference dean shall be two years. A dean shall serve no more than three successive terms. The dean shall be a minister of Word and Sacrament.

S12.04.03. ~~The Each~~ conference shall elect a secretary in even-numbered years. The secretary shall be elected at the annual assembly of ~~the each~~ conference. On their annual confidential reports to the bishop, rostered ministers of ~~the conference~~ will submit nominations for the office of secretary of their conference. ~~to~~ ~~The~~ bishop who will then recommends to ~~the each~~ conference a slate of at least two names. Additional nominations may be made from the floor of the ~~cConference~~ ~~Assembly~~. The final selection will be made at the annual ~~eConference~~ ~~Assembly~~ by written ballot by ~~the~~ voting members of ~~the conference assembly~~. The term of office for a conference secretary shall be two years. A secretary shall serve no more than three successive terms. The secretary shall be a minister of Word and Sacrament.

S12.05. Each conference may order itself in other ways to fulfill its purposes as designated in the bylaws of this synod.

S12.05.01. ~~The Each~~ conference may have a ~~eConference~~ ~~eCabinet~~ composed of the dean and the secretary, and a specified number of ~~cabinet~~ ~~additional~~ members as determined by the conference assembly. In addition, the social service agencies on the territories of the conference, the bishop's office, the Synod Council, and each official auxiliary of this synod may send a representative who shall have voice in cabinet meetings. If a conference elects to have a ~~eConference~~ ~~eCabinet~~, ~~said conference cabinet it~~ shall, in addition to any responsibilities and authority assigned to it by these bylaws, have such responsibilities and authority as the ~~eConference~~ ~~Assembly~~ shall assign to it.

S12.05.02. The ~~eConference~~ ~~Assembly~~ or the ~~eConference~~ ~~eCabinet~~ may appoint task forces or ad hoc committees for particular purposes.

S12.05.03. ~~In each conference~~ ~~The~~ rostered ministers in each conference shall meet regularly for the purpose of professional and personal support.

S13.11.01. In the event of a ~~pastoral vacancy~~ ~~vacant pastorate~~ in a congregation or multi-congregation parish, the bishop shall appoint an interim pastor, in consultation with the dean and the Congregation Council.

S16.02.01. The following process for determining persons entitled to indemnification under this synod's constitution ~~†~~S16.02. shall be used:

1. Any person who desires the benefit of indemnification under ~~†~~S16.02. shall make written application setting forth the name of the other organization, whether or not this other organization is incorporated, the position in the other organization that the applicant held or holds or will hold, a brief statement as to why the applicant's holding of this position in the other organization was or is in the interests of this synod, and a statement that no claim has been asserted against the applicant that would or might entitle the applicant to indemnification under the indemnification ~~right~~ being requested.
2. The application must be signed by the applicant and must be endorsed by either the ~~unit~~ organization executive or the ~~unit~~ organization board or committee chair.
3. The applicant may be requested to supply additional information such as the other organization's policy on indemnification, information on the other organization's insurance coverage and financial responsibility, and a description of the responsibilities that the applicant had or has with relation to the other organization.
4. The application and any requested additional information should be submitted to and will first be reviewed by an administrative committee consisting of the bishop, the secretary, the treasurer, and the synod's legal counsel.

5. *The administrative committee shall recommend to the Executive Committee of the Synod Council whether the application should be approved. The Executive Committee will decide on behalf of the Synod Council. The action of the Executive Committee will be recorded in its minutes. The applicant will be notified of the Executive Committee's decision.*
6. *No member of the administrative committee or the Executive Committee shall participate in decisions ~~as to which such if that~~ member is an applicant.*
7. *Approval may be granted on a limited basis, examples of which include but are not limited to: the approval may cover the applicant's service as a director but not as an officer of the other organization; the approval may be limited in period of time; the approval may cover civil but not criminal liabilities; the approval may be conditional upon the applicant first seeking indemnification or reimbursement from the other organization or its insurance carrier. Unless otherwise specifically provided by the Executive Committee of the Synod Council, approval will not entitle any person to indemnification with respect to a claim asserted against her/him prior to such approval.*
8. *If the other organization is not a corporation, indemnification under †S16.02. shall be provided only in exceptional cases.*

S18.21.01. *Whenever ~~the~~ bylaws of this synod are **adopted or** amended at any meeting of the Synod Assembly, the remaining bylaws shall be renumbered appropriately without any further action required.*

Recommendation 23: (SC21.05.XX) pending

(2/3 vote required)

That the Lower Susquehanna Synod, meeting in assembly, adopt the proposed amendments to bylaw S12.01.01.

Recommendation 24: (SC20.02.13.) (SC20.04.24.) (SC20.09.52.)

(majority vote required)

That the Lower Susquehanna Synod, meeting in assembly, amend continuing resolutions S9.12.r.A08., S11.01.r.C16., and S12.03.r.A96. of the Lower Susquehanna Synod:

S9.12.r.A08. *The Synod Council Executive Committee shall provide for background checks for persons nominated for ~~synodical~~ office prior to the Synod Assembly at which the election will take place or as soon as possible after the Synod Assembly for newly elected officers nominated from the floor who were not identified as nominees prior to the assembly. The process shall be as follows: ...
The Executive Committee may adopt other procedures or protocols as are necessary to provide for background checks for nominees and newly elected ~~synodical~~ **synod** officers and shall report such actions to the Synod Council.*

S11.01.r.C16. *Consonant with the provisions of S11.01.15. these ministries may include:*

- 1) *ABX (Alpha Beta Christos), which shall be a ministry of the ~~bishop's~~ office of **the bishop of this synod** in collaboration with the Region 8 Office of the **ELCA Evangelical Lutheran Church in America** to gather newly rostered leaders during the initial three years of their first call for the purpose of support, collegiality, and disciplined reflection on ministry in accordance with ELCA First Call Theological Education requirements. The bishop shall designate an assistant to the bishop to ~~provide~~ **coordinate** this ministry.*
- 2) *The Office of Children, Youth, and Family Ministry (CYFM) shall have a director who shall work cooperatively with this synod's team of youth leaders to help train and equip young leaders for service in Christ's name. In addition, the Office of CYFM will assist in providing programming and event management for synod-wide events that foster faith formation for children, youth, young adults, their families, and the youth workers of this synod. The work of this office shall be considered a ministry of service to the congregational leaders of this synod who provide faith formation to ~~the~~ young people and **their** families. ~~they serve~~. This ministry shall include but not be limited to consultations, electronic resourcing and social networking, and event planning and management. The Office for CYFM shall also partner and network with other **ELCA** ministries **of this church** that support congregational leaders as they strive to raise faithful young people for a life of service and discipleship in Jesus' name.*
- 3) *The Leadership Support Team (LST) which shall be composed of **at least 8 9** to 12 persons, **both including at least 2 ministers of Word and Sacrament, ordained ministers** and **at least 6 lay persons**. A chairperson/convener shall be appointed by the bishop. This team shall work with congregations and leaders of ~~the Lower~~*

~~Susquehanna Synod~~ ~~this synod~~ to achieve positive responses to change, anxiety, and conflict. Members of this team shall possess skills and willingness to assist congregations in healthy communication and leadership patterns, as well as addressing conflict management, mediation, and resolution.

S12.03.r.A96. All memorials and resolutions which are to be presented at a spring ~~eConference~~ ~~aAssembly~~ for consideration must be delivered in writing to the secretary of the conference no less than 40 days prior to the date of the spring ~~eConference~~ ~~aAssembly~~, so that the memorial or resolution may be reviewed by the voting members ~~of the spring conference assembly~~, prior to the spring ~~eConference~~ ~~aAssembly~~.

All memorials and resolutions received less than 40 days prior to the spring ~~cConference~~ ~~aAssembly~~ shall, ~~according to the order of receipt~~, be referred automatically to the Conference Cabinet, or where no Conference Cabinet exists, to the conference dean and secretary ~~for review~~; ~~according to the order of receipt~~, ~~for review~~, and the Conference Cabinet, or where no Conference Cabinet exists, the conference dean and secretary shall decide whether ~~said such~~ memorials or resolutions shall be forwarded to the spring ~~cConference~~ ~~aAssembly~~ for consideration.

**2021 SYNOD ASSEMBLY SESSION OF WORSHIP AND BUSINESS
PRELIMINARY AGENDA 2021**

First Meeting

Friday, June 4, 2021

6:00 p.m. Log into Zoom meeting
7:00 p.m. Evening Devotions with the Order for the Opening of the Assembly
Bishop's Opening Remarks
Practice with Voting
Certification of Voting Members/Report on Registration
Presentation of the Minutes of the 2019 and 2020 Synod Assemblies
Report of the Synod Council: Assembly Planning Committee
Adoption of the Agenda
Adoption of the Rules of Procedure
Introduction of Assembly Guests
Report of the Churchwide Representative
Report of the Synod Council: Constitution Committee
Proposed amendments to provisions of the constitution
Report of the Synod Council: Nomination of the Vice President and Treasurer
Report of the Nominating Committee/Floor Nominations
Reports of the Bishop and Officers
Announcement of Reports of the Committees, Agencies, Institutions, and Synod Units
Compline/ Evening Prayer/ Devotions/Hymn and Prayer

Second Meeting

Saturday, June 5, 2021

8:15 a.m. *Deadline for submitting nominee information forms and for submitting proposals related to the budget to
bschlegel@lss-elca.org*

7:15 a.m. Log into Zoom meeting
8:15 a.m. Morning Devotions
Practice with Voting
Certification of Voting Members/Report on Registration
Report of the Synod Council: Election of Voting Members of the 2022 Churchwide Assembly (conference nominees)
Report of the Synod Council: Constitution Committee
Adoption of amendments to provisions of the constitution (cont.)

9:10 a.m. Break
9:30 a.m. Balloting and Report of the Elections Committee
Report of the Synod Council: Presentation and adoption of the 2022 Budget
Report of the Synod Council
Adoption of Minimum Salary Guidelines
Report of the Synod Council: Constitution Committee
Adoption of Amendments to Governing Documents
Balloting and Report of the Elections Committee

11:00 a.m. Worship – Service of the Word with the Necrology for 2020 and 2021
12:00 noon Lunch Break
1:00 p.m. Prayer
Report of the Committee of Reference and Counsel
Report of the Synod Council (cont.)
Balloting and Report of Elections Committee

2:20 p.m. Break
2:35 p.m. Report of the Committee on Memorials
Unfinished Business
New Business
Bishop's Closing Remarks

3:45 p.m. Order for the Closing of the Assembly and Installations of Officers, newly-elected Synod Council members, Deans and Secretaries

4:15 p.m. Reorganizational Meeting of the Synod Council
Rev. 4-29-2021 bas dbh mlr pending Synod Council approval

2021 Proposed Rules of Procedure for a Digital Assembly

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- A. Agenda
- B. Credentialing and Quorum
- C. Parliamentary Matters
- D. ZOOM Etiquette
- E. Voting
- F. Balloting and Elections
- G. Memorials and Resolutions

AGENDA

1. The assembly shall be considered in session from the opening on Friday evening June 4, 2021, until final adjournment on Saturday afternoon, June 5, 2021. The assembly will be divided into two meetings: Friday night, and Saturday. Each meeting will be recorded separately on Zoom and will have a separate log-in and credentialing.
2. The chair shall have authority to call items of business before the assembly in whatever order is most expedient for conducting assembly business.
3. In the event that the assembly must adjourn before completing its business, all remaining items shall be referred to the Synod Council for disposition.

CREDENTIALING AND QUORUM

4. Voting members will be credentialed uniquely through the registration process. **Voting credentials are not transferable and should not be shared with others.**
5. Near the beginning of each meeting, a special vote will be taken to establish the presence of voting members. The number of voters participating in those votes will be used to establish quorum.
6. *Voting members shall not absent themselves from any meeting of the assembly without valid reason (Constitution & Bylaws S7.36.02).* One-half (1/2) of the registered voting members of the Lower Susquehanna Synod Assembly shall constitute a quorum. Once a quorum has been established at the beginning of each assembly meeting, all items of business on the adopted agenda for that meeting may be completed.

PARLIAMENTARY MATTERS

7. The following persons shall have voice but not vote in the assembly:
 - a. official representatives of the Evangelical Lutheran Church in America
 - b. representatives of institutions and agencies having a relationship to this synod
 - c. Others identified by the bishop
8. Upon recognition by the chair, a speaker shall identify oneself by name, congregation (or agency/institution) and town/city and, if a rostered minister, the area of ministry or service.
9. Unless otherwise determined by a two-thirds vote, speeches during debate shall be limited to two (2) minutes and no person shall speak more than twice on the same question, except by consent of the assembly. This rule shall not apply to persons presenting a report nor when direct questions are posed to specific individuals for clarification.
10. No motion, except procedural, may be debated until the motion in writing is in the hands of the chair. Motions shall be submitted electronically to the secretary, according to instructions provided for that purpose in the pre-assembly materials and at the assembly. bschlegel@lss-elca.org

11. If a voting member recognized by the chair desires to make a motion, the motion is to be made first, before the voting member speaks to it. Once a motion is made, if there is a second, the voting member may then speak in support of the motion made.
12. When there are many pro and con statements on any motion, the chair will recognize alternately persons making a pro or con statement. To comply with this provision, when representing a pro position voting members shall indicate this to the chair by indicating "For" or "Against" as instructed. To address procedural issues, voting members shall indicate this to the chair by typing "Point of Procedure" in the chat.
13. During legislative meetings of the assembly, no member of the assembly may express a position on any matter unless assigned the floor by the chair. Further, no member may call upon other members to express themselves by oral acclamation, applause, raising of hands, with digital reactions, or in any other manner.
14. To give members the opportunity to express no opinion on a matter, the chair will ask for "yeas", "nays" and "abstentions".
15. *Robert's Rules of Order*, latest edition, shall be the governing parliamentary law of this assembly, except as otherwise provided in these Rules of Procedure. A parliamentarian will be appointed to advise the chair on procedure.
16. Except for procedural motions, any motion which the chair determines is not germane to the business of the assembly then under consideration shall be referred to the Committee of Reference and Counsel to decide whether said motion shall be brought to the assembly for consideration or referred to the Synod Council for final action.
17. Any amendments to the proposed budget of the Lower Susquehanna Synod must be adopted within the total proposed amount. Any motion will be ruled "out of order" that seeks to amend the Synod Council-recommended synod budget by increasing the amount or percentage of a budget item or program without also proposing a dollar-for-dollar matching decrease in another budget item or program. Those proposing such an amendment shall have consulted with the synod treasurer and submitted the motion electronically to the secretary no later than 8:15 a.m. on Saturday, June 5, 2021. bschlegel@lss-elca.org Such motions will be read from the Zoom screen at the time the person making the motion is recognized by the chair during the discussion on the budget.

ZOOM ETIQUETTE

18. The name of the voting member shall be used on the screen.
19. Voting members shall use mute and turn off video unless preparing to speak, to reduce bandwidth and more easily identify persons speaking.
20. During periods of deliberation, use of the chat function will be limited to messages to the host, when it may only be used to indicate "For", "Against" or "Point of Procedure". **These chat messages are not votes;** they are how the chair will call on people to speak.
21. Use "Point of Procedure" to be recognized by the chair when you wish to "Move the Previous Question".

VOTING

22. Voting will be done by individual voting members, each with a separate smartphone or tablet device according to the instructions provided.
23. **Voting credentials are not transferable and should not be shared with others.**

BALLOTING AND ELECTIONS

24. The consent of all nominees shall have been obtained prior to their nomination. Nominations made from the floor of the digital assembly must be submitted electronically to the secretary and chair of the assembly. The deadline

for the electronic submission of typed biographical information of persons who are nominated from the floor shall be 8:15 a.m. Saturday, June 5, 2021.

25. Nominees shall be listed in alphabetical order on the first ballot, in two groups. Nominations made prior to the assembly shall be alphabetically listed first, followed by nominations made from the floor. This grouping is necessary for efficient handling of vote counting. On subsequent ballots, listing will be in descending order according to votes received on the previous ballot.
26. The report of balloting will be given orally to the assembly, displayed on the assembly screen, and entered in full in the minutes.

MEMORIALS AND RESOLUTIONS

27. Any memorial or resolution which is to be presented at the Synod Assembly for consideration must be delivered electronically to the synod secretary by April 30, 2021, according to instructions presented in the preassembly materials and at the assembly, so that such memorial or resolution may be reviewed by the Committee on Memorials or the Committee of Reference and Counsel and by the voting members of the assembly, prior to the assembly.
28. Because of the conditions of the digital assembly, no resolutions or memorials may be submitted after the April 30 deadline, unless such resolution is determined by the appropriate committee to be of an **emergency** nature.
29. If a resolution has budgetary implications, the author(s) must consult with the synod treasurer prior to submitting the resolution and the resolution should include financial considerations. The treasurer's response must be provided to the Committee of Reference and Counsel. Proposals lacking this documentation will not be considered for action by the assembly.
30. When the Committee of Reference and Counsel has recommended the adoption of a resolution, the text of the resolution recommended for passage shall be the main motion before the assembly.
31. When the Committee of Reference and Counsel has recommended that a proposed resolution be amended, the resolution shall be the main motion before the assembly and the committee's recommendation shall be received as information/advice to the assembly.
32. When the Committee of Reference and Counsel has recommended referral of a resolution, the committee's recommendation shall be the main motion before the assembly.
33. When the Committee of Reference and Counsel has recommended that the assembly not adopt a proposed resolution without the committee making any other recommendation related to the same or closely related subject, the resolution shall be the main motion before the assembly and the committee's recommendation shall be received as information/advice to the assembly.
34. When the Committee of Reference and Counsel has acted to present a resolution to the assembly without recommendation, the text of the resolution shall be the main motion before the assembly.
35. When the Committee of Reference and Counsel has combined similar resolutions, the composite resolution shall be the question before the assembly.
36. Action on recommendations from the Committee on Memorials shall follow the same procedure as action on the recommendations from the Committee of Reference and Counsel.
37. When memorials and resolutions are brought before the assembly, the oral reading of the 'whereas clauses' shall be waived.

NOMINEE BIOGRAPHICAL INFORMATION

JENNIFER R. LAU

NOMINATED FOR POSITION: SYNOD VICE PRESIDENT

Mailing address: 2515 Brady Road, York, PA 17404

Phone number: 717-332-8416

Email: JENNIFERL17404@yahoo.com

Congregation: Zion, York

Congregation conference: York

Current occupation: Administrative Assistant, Quickel Lutheran Church, York

Previous occupation (if relevant): Director of Child Care Licensing, OCDEL,
Commonwealth of Pennsylvania – retired 2013

Year of birth (optional): 1955



Education:

- B.S. – York College of Pennsylvania (Police Science and Corrections)

Church Service Position:

- Synod Council Executive Committee (2018 – present)
- Synod Council Member; Member of Mission Committee, Constitution Committee, LSS Mission Fund Committee and Transforming Ministry Team (2017 – present)
- R3 Renewal Coach, Rounds 1 and 2 (2017 – present)
- Zion York Congregation Council (2005-2010 and 2012-2017)
- Zion York Council President (2007-2008 and 2012-2013)

Significant Community Service Position:

Please describe your unique talents and/or experiences that equip you for this position:

I feel God is calling me to deeper involvement in the life of all expressions of the church – congregation, synod and churchwide. I am committed to the priorities of our synod – equipping leaders, encouraging cooperation and engaging in new mission - and am involved in efforts to meet those priorities. I am passionate about renewal in our church on many levels and serve as a coach guiding congregations through the R3 journey. My experience working with other congregations across our synod has provided me with opportunities to learn about the ministries and joys as well as the concerns and challenges that are part of being the church. Three years of service as a member of Synod Council has broadened my understanding of issues facing our synod and I want to continue to be of service on Synod Council. Serving for 12 years on congregational council, including four years as president, allowed me to deepen my understanding of issues faced in each of our congregations. Through my career, I developed skills in administration, public speaking, team building, visioning, policy and program development, working across organizations and communications. With the help of God, I hope to put my love of Christ, talents and experience to use by continuing to serve as a member of Synod Council.

JOSEPH M. STEPANSKY

NOMINATED FOR POSITION: SYNOD TREASURER

Mailing address: 7648 Patterson Drive, Harrisburg, PA 17112

Phone number: Home 717-657-9792; Cell 717-329-1906

Email: Kq3f@comcast.net

Congregation: Good Shepherd, Harrisburg

Congregation conference: Harrisburg

Current occupation: Retired

Previous occupation (if relevant): Financial Analyst

Year of birth (optional): 1956



Education:

- B.S. - Penn State University, University Park (Computer Science) 1979
- M.S. - California State University, Sacramento (Accounting) 1987
- B.S. - Mississippi State University (Meteorology) 2003

Church Service Position:

- Congregation Treasurer (December 2008 – Present)
- Congregation Council (Six years)
- Catechism Instructor (Two years)
- Treasurer, Lower Susquehanna Synod (September 2017 – Present)

Significant Community Service Position:

- Harrisburg Radio Amateur's Club, treasurer (2006-2017)
- Frankford Radio Club, Newsletter publisher (12 years)

Please describe your unique talents and/or experiences that equip you for this position:

It's been an honor to serve as treasurer of the Lower Susquehanna Synod these past four years. I don't use the words "to serve" lightly, because that's exactly what this position is – one of service to God, congregations and individuals. For whatever crazy reason, I'd very much like another four-year term. Together with the synod staff, we've stabilized and improved the synod's finances. We've overcome significant challenges, including that thing called "2020". There's much more to be done, but I'm confident that, together, we'll continue the synod's mission of "equipping leaders, encouraging cooperation and engaging in new mission".

Lower Susquehanna Budget Summary 100 Series

	FY 2020	2021 Current		
	Spending Plan	Budget	2022 Budget	Changes
ELCA Churchwide Ministries	738,259.93	707,435.41	714,571.35	(7,135.94)
Region 8	8,320.00	4,000.00	8,320.00	(4,320.00)
Seminary (ULS)	172,500.00	160,000.00	160,000.00	0.00
Outdoor Ministry	71,000.00	66,500.00	66,500.00	0.00
PA Council of Churches	4,650.00	4,325.00	4,325.00	0.00
Lutheran Planned Giving	7,000.00	7,000.00	7,500.00	(500.00)
Campus Ministry	59,500.00	46,500.00	43,000.00	3,500.00
Total External Ministry Support	1,061,229.93	995,760.41	1,004,216.35	(8,455.94)
Care of Rostered Persons	800.00	500.00	1,000.00	(500.00)
Psychological Services	500.00	500.00	500.00	0.00
Leadership Support	(1,000.00)	(1,700.00)	(950.00)	(750.00)
Communication	5,800.00	5,700.00	5,150.00	550.00
ABX Alpha Beta Christos	(750.00)	(750.00)	(750.00)	0.00
Conference of Deans	400.00	400.00	0.00	400.00
Res. Ctr. for Faith Formation	(13,750.00)	(12,750.00)	(13,000.00)	250.00
Resource Center Administration	3,800.00	3,000.00	3,000.00	0.00
Ecumenical Programs	325.00	325.00	325.00	0.00
Synodical Worship	2,250.00	2,500.00	2,500.00	0.00
Candidacy Committee	6,800.00	2,200.00	3,200.00	(1,000.00)
Faith Formation With Youth & Young Adults	(5,850.00)	(5,850.00)	(6,000.00)	150.00
Justice Ministries	0.00	1,000.00	16,000.00	(15,000.00)
Coordination of Relief Projects	350.00	350.00	350.00	0.00
Assembly Planning	(20,650.00)	(29,400.00)	(28,800.00)	(600.00)
Total Programmatic Ministry	(20,975.00)	(33,975.00)	(17,475.00)	(16,500.00)
Evangelism & Mission	242,702.00	234,202.00	228,600.00	5,602.00
Asst. to BP-Evangelical Mission Travel	13,000.00	9,400.00	10,700.00	(1,300.00)
Human Resources	170,038.07	152,962.59	152,528.65	433.94
R3 (congregation renewal and new mission)	425,740.07	396,564.59	391,828.65	4,735.94
Synod Council, Exec Cmte, and Standing Cmtes	100.00	300.00	300.00	0.00
Office Operating Cost/Officers	21,900.00	21,100.00	21,100.00	0.00
Occupancy	60,905.64	69,400.00	38,600.00	30,800.00
Office Operations	98,550.00	99,350.00	97,150.00	2,200.00
Human Resources	734,792.18	784,428.70	775,770.78	8,657.92
Travel Synod Staff	34,200.00	24,450.00	25,950.00	(1,500.00)
Development	10,000.00	5,000.00	3,000.00	2,000.00
Other Support	(15,152.34)	(62,378.70)	(35,440.78)	(26,937.92)
Total General Operations	945,295.48	941,650.00	926,430.00	15,220.00
Grand Total	2,411,290.48	2,300,000.00	2,305,000.00	(5,000.00)
Mission Support	2,425,000.00	2,300,000.00	2,305,000.00	
Balance	(13,709.52)	0.00	0.00	