

CANDIDACY COMMITTEE

As the body of Christ, we the church participate in God’s mission of continually making all things new. The Candidacy Committee helps identify and guide prospective leaders through the discernment process, from application to ordination, to become rostered ministers. Those leaders then in turn help equip others to work in this world doing Gods’ work to serve their neighbors.

The Candidacy Committee usually meets almost monthly both at Trinity Lutheran Church, Camp Hill, and at United Lutheran Seminary, Gettysburg campus. However, this year our meetings were held virtually via Zoom. At our meetings, interviews are conducted with candidates or potential candidates who are at one of the three stages of the candidacy process – entrance, endorsement or approval.

In our process and interviews, we follow the ELCA Candidacy Manual, as do all the other synods. The manual and all necessary candidacy forms and other candidacy resources are available on the ELCA website to view or download.

This year the committee had to forego our normal day-long retreat in February to give the candidates and future applicants some information that is outside the normal course work and to give candidates, future applicants and committee members the opportunity to interact. Instead, a morning session via Zoom featured a presentation by Bishop Dunlop on the ELCA’s new first call process, along with time for questions and answers.

Many thanks for all the dedicated pastors, deaconess and other members of the baptized priesthood who make up this committee.

As of March 1, 2021, we continue to care for the following individuals. Please note that while candidates are identified by roster, those roster classifications are subject to change as individuals struggle with their sense of call and discern where God is leading them.

Minister of Word and Sacrament

Katharine Beckman
DeAnn Books
Stephen Boyhont
Scott Brubaker
Rosalie Brunner
Rebekah Cochrane
Jonah Davis
Michael Faust
Kathleen Getaz
Carrie Hoff
Melissa Hoffman
Michael Johnsen

Jennifer Morris
Susan Mull
Kurt Nielsen
Elizabeth Peter Eckman
Emily Schreiber
Susan Scott
John Sheaf
Keith Shively
Troy Spencer
Vanessa Storlie
RoseMary Tonkin
Rodney Warfield

Minister of Word and Service

Holly Gainor
Robert Kivlan
Emily Orner
Karl Segletes
Timothy Swartz

Minister of Word and Service - Deaconess

Margaret Folkemer-Leonard
Mindy Shively

The following individuals have been given approval for assignment to the Roster of the ELCA:

Minister of Word and Sacrament: DeAnn Books, Stephen Boyhont, Elizabeth Peter Eckman

Candidates removed or withdrew from the candidacy process: Mary Louise Aims (deceased), Jessica Lee, Pál Pusztai

Statistical Summary of Action Taken by LSS Candidacy Committee March 2020 – February 2021

Date	Positive Entrance	Entrance Postponed	Entrance Denied	Positive Endorsement	Endorsement Postponed	Endorsement Withdrawn	Positive Approval	Approval Postponed	Denial
March, 2020	1								1
April, 2020 (no meeting scheduled)									
May, 2020				1			1		
June, 2020 (committee training)									
July, 2020	1		1				1		
August, 2020						1			
September, 2020 (committee training)									
October, 2020 (endorsement panels)									
November, 2020 (2-day meeting)	1			2	1				
December, 2020	1								
January, 2021				1					
February, 2021	1								
Totals	5	0	1	4	1	1	2	0	1

Jeffrey P. Weaver, *chair*

COMPENSATION AND BENEFITS COMMITTEE

The synod Compensation and Benefits Committee is charged with the responsibility of encouraging and fostering responsible and equitable compensation and benefits for all rostered ministers. This work involves annual reviews of the Compensation and Benefits Manual, which serves as the primary tool for congregations and agencies of the church as they develop compensation plans with their rostered ministers. As a part of this annual review process the committee recommends minimum salary and benefit guidelines to the Synod Council, which then considers the recommendations and makes a set of recommendations to the Synod Assembly for the following year.

In February of 2020, the committee followed this process by adopting salary and benefits minimum guidelines, as well as updating compensation recommendations for supply preaching, and recommended the actions to the Synod Council. Since there was no Synod Assembly in 2020 due to COVID-19, the Synod Council at its September 2020 meeting took action that encouraged congregations and agencies to follow the proposed guidelines for 2021 as they planned their budgets.

Scheduling complexities attributable to the pandemic have made it impossible for the Compensation and Benefits Committee to meet via Zoom until March 16, 2021. The Synod Council will act upon the committee's compensation and benefits recommendations for 2022 at its April 24, 2021 meeting. The Synod Council's recommendations will be presented to the 2021 Synod Assembly.

Thank you to the following members of the committee: the Rev. Barbara Barry, secretary; the Rev. Thomas Bruner Jr.; Sister Davia Evans; the Rev. Marleen Griffith-Stull; the Rev. Stanley Reep; Bruce Senft; Kay Hinkle, SC liaison; Joseph Stepansky, treasurer; Bishop James Dunlop; Debbie Clark, staff; and the Rev. Douglas Johnson, chair.

The Rev. Douglas Johnson, *chair*

COMMITTEE OF DEANS

Each of the 14 conferences of the Lower Susquehanna Synod is served by a dean and a secretary. These two positions are elected in alternate years at the Conference Spring Assembly. Each term is for two years, and each dean and secretary may serve three terms. Deans are elected in years ending in odd numbers and secretaries in the even years.

“First and last, the office of conference dean is an office of daily prayer...” (from the *Dean’s Manual*). Each conference dean is asked to pray for the congregations, rostered leaders, and seminarians, as well as for the bishop and the staff of the Lower Susquehanna Synod.

The conference deans serve as an extension of the bishop’s office on the territory of the synod. Within the conference, the dean:

- Leads conference meetings and assemblies;
- Cares for the development of the church;
- Provides leadership to congregations in the call process, including arrangement of interim pastors to congregations in transition and installing newly-called pastors in their congregation; and
- Serves as a liaison between the synod office and the congregations of the conference.

Typically, the deans gather every other month or so throughout the year at the United Church Center, with one of the meetings traditionally expanded to a retreat setting with worship and time for deeper conversation and learning. Over this past year we have met via Zoom. These meetings continue offer us valuable time with our bishop, to worship and pray together, to give and receive support, to share insights and ideas. We also receive reports - written or verbal - from synod council and various synod staff on issues important to our congregations and shared ministry as synod. We appreciate being able to reflect among ourselves on timely topics, and occasionally receive presentations from representatives of other church-related institutions.

This past year these conversations have continued to focus on congregational and synod-wide adaptations to the crisis of the COVID-19 pandemic. Bishop Dunlop and other staff have helpfully shared advice, ideas and support, leading us in discussion of strategies and sharing best practices.

At last November’s meeting, the following officers were belatedly elected for a year’s term:

Chair – the Rev. Dr. Stephen Verkouw

Vice-Chair – the Rev. Alex Martini

Member-at-large – the Rev. Lisa Leber

Secretary – the Rev. Jeffrey Compton, (retired) who has continued in this service to the Committee of Deans for many years.

We appreciate his minutes, his careful summaries and his contributions to the work our committee.

I’m sure I speak also for the bishop and synod staff in thanking the deans for their collegial service and participation in these conversations and for their service in support of our conferences and congregations:

Chambersburg Conference - the Rev. William Nienstedt

Gettysburg Conference - the Rev. Michael Allwein

Hanover Conference - the Rev. Bradley Dayett

Harrisburg Conference - the Rev. Martha Boyd

Lancaster Conference - the Rev. Dr. Stephen Verkouw

Lebanon Conference - the Rev. Robert Wallace Jr.

North Lancaster Conference - the Rev. Karen Larson

North York Conference - the Rev. Jason Northridge

Perry Conference - the Rev. Linda Shank

South York Conference - the Rev. Douglas DeStephano

Upper Dauphin Conference - the Rev. Jonathan Jenkins

West Cumberland Conference - the Rev. Lisa Leber

West Shore Conference - the Rev. Alexander Martini

York Conference - the Rev. Elizabeth Polanzke and

the Rev. Stanley Reep

We also thank those conference secretaries who occasionally attend these meetings in place of their absent dean, and who join us for the annual Deans’ (and Secretaries’) retreat.

The deans are grateful for our bishop, the Rev. Jim Dunlop, and all of his assistants, who support us by attending individual conference meetings and by offering their time and insights to the Committee of Deans. This year we recognize with particular thanksgiving the ministry of the Rev. Rob Blezard, Assistant to the Bishop, who has been especially active in support of the Committee of Deans in recent years, and who took a new call in the Delaware-Maryland Synod last year. We also thank Lucinda Bringman for her long service on Synod Council and frequent presence at our meetings, and we welcome Jen Lau in her role as synod acting vice president to our meetings. Finally, many thanks to Cathy Deitrich, who prepared meeting agenda and provided other administrative support.

The Rev. Dr. Stephen Verkouw, *chairperson*

MUTUAL MINISTRY COMMITTEE

The Mutual Ministry Committee is appointed by the Executive Committee of the Synod Council and exists to provide support and counsel to the bishop. The committee meets with the bishop approximately three times a year and is available to meet additionally at the bishop's request or by request of the committee. Meetings have been conducted utilizing Zoom during the coronavirus pandemic. Committee members were identified in consultation with the bishop and represent a cross section of members of congregations of the Lower Susquehanna Synod including ministers of Word and Sacrament and ministers of Word and Service, and ELCA related agencies and institutions.

Members of the committee for 2020-2021 were: Lucinda L. Bringman; the Rev. Shawn M. Berkebile; Tracey DePasquale; the Rev. Aaron M. Erdley; Deacon Michelle J. Huth; the Rev. Michael J. Martine; Andrea Oslikova; Joseph A. Ricci; the Rev. LaDonna E. Thomas; and Stella Ludwig, Synod Council Liaison.

Lucinda L. Bringman, *committee member*