

**LOWER SUSQUEHANNA SYNOD, ELCA**  
**SYNOD COUNCIL**  
**Minutes**  
**May 17, 2018**

The Lower Susquehanna Synod Council met for its regular meeting on Thursday, May 17, 2018, in the Board Room of the Pennsylvania United Church Center, 900 S. Arlington Avenue, Harrisburg, PA 17109. Vice President Lucinda L. Bringman called the meeting to order at 6:30 p.m.

**ROLL CALL**

**Members present:** Acting Bishop Thomas McKee Joseph M. Stepansky  
Lucinda L. Bringman

Eric N. Anderson Colleen M. Hoffman  
Dana J. Blouch-Hanson Jennifer R. Lau  
Joel S.B. Folkemer Jillian E. Riddle  
Joyce E. Frigm Beth A. Schlegel  
Virgil L. Gibson Timothy J. Seitz-Brown  
Brenda D. Hartzell Stephanie M. Strauss  
Jered L. Hock Allen P. Stump

**Staff present:** Robert C. Blezard Charlie R. Roberts III  
Debbie M. Clark Marsha L. Roscoe  
Richard E. T. Jorgensen Jr.

**Guest/newly elected member present:** Carlotta Strevig

**Members excused:** Emma L. Johns Christine C. Lowe

**Liaison excused:** Fred Bohls Linda Lubold  
Jeremy Filus Elizabeth Polanzke

**Staff excused:** Bishop James S. Dunlop Jennifer Hope-Tringali  
Sharron R. Blezard

Pastor Jillian Riddle provided devotions sharing three familiar stories of the Bible. Deacon Marsha Roscoe read from the 9<sup>th</sup> chapter of Acts, The Conversion of Saul. Pastor Riddle read from the 24<sup>th</sup> chapter of Luke, The Walk to Emmaus. Pastor Joel Folkemer read from the 10<sup>th</sup> chapter of Luke, The Parable of the Good Samaritan. Pastor Riddle shared that the commonality of the three stories is the road: Saul's conversion to Paul on the road to Damascus, the apostles' journey post-resurrection of Jesus going from hopelessness to hope on the road to Emmaus; and the parable of the good Samaritan on the road to Jericho. She asked the members of Synod Council to consider how we are walking together as synod. She asked, "What road do you see us on in our own communities, in our congregations, in our synod?" "How can ministry we do together be a way of safety as we travel the road together?" The members of Synod Council discussed the questions in small groups. Pastor Riddle shared the roads that we are on as a synod and the ways that Christ meets us on the road bring safety and belonging to those who travel with us on the road. Pastor Riddle led the members of the Synod Council in prayer.

**SPECIAL ORDER**

Acting Bishop Thomas E. McKee moved the following motions:

**ADOPTED:** That the Synod Council accept the resignation of Dr. Jayne LeGore, effective SC18.05.28. immediately, and of Colleen Hoffman, effective at the close of the 2018 Synod Assembly.

The Synod Council expressed its appreciation for Colleen Hoffman with applause.

**ADOPTED:** That the Synod Council elect Carlotta “Chucki” Strevig to an unexpired term on SC18.05.29. Synod Council, expiring in 2020.

**ADOPTED:** That the Synod Council elect Linda Long to an unexpired term on the Synod SC18.05.30. Council, effective at the close of the 2018 Synod Assembly until the close of the 2019 Synod Assembly.

Vice President Bringman congratulated Carlotta “Chucki” Strevig and Linda Long on their elections. Carlotta “Chucki” Strevig took her seat as a member of Synod Council. Linda Long will assume her seat at the reorganizational meeting of Synod Council on June 1, 2018.

#### **CONSENT AGENDA**

Virgil Gibson moved:

**ADOPTED:** That the Consent Agenda be adopted. SC18.05.31.

That the Synod Council appoint to the World Hunger Committee the Rev. Maureen Seifried and Crystal Houser for first three-year terms, expiring in 2021.

That the Synod Council appoint to the Konde Diocese Committee Angela and Andrew Hammer and Rich and Sadie Garner for second three-year terms, expiring in 2021.

That the Synod Council elect to the board of directors of Luthercare Todd Stewart for a first term, effective June 16, 2018, until April 30, 2021.

That the Synod Council extend the on-leave-from-call status of the Rev. Jean N. Kuebler for one additional year, from July 16, 2018, until July 16, 2019.

That the Synod Council extend the on-leave-from-call-family-leave status of the Rev. Martine Joseph for one additional year, from June 19, 2018, until June 19, 2019, and the Rev. Beth Garber Martini, for one additional year, from August 1, 2018, until August 1, 2019.

That the Synod Council grant on-leave-from-call status to the Rev. Neil Harrison from May 1, 2018, until May 1, 2019.

That the Synod Council approve the retirement request of the Rev. Nancy Knol, effective June 15, 2018.

That the Synod Council recommend to the Lower Susquehanna Synod, meeting in assembly June 1, 2018, the election of the following conference nominees as voting

**members of the 2019 Churchwide Assembly: Kristina A. Ahrens, Janice S. DuBois, Steven S. Shissler, John D. Swartz, the Rev. Sean S. Titus, the Rev. Patrick P. Wirick Jr., and Justin R. Zullinger.**

**That the Synod Council recommend to the Lower Susquehanna Synod, meeting in assembly June 1, 2018, the election of the following conference nominees as alternate voting members of the 2019 Churchwide Assembly: the Rev. Matthew B. Best, Eric H. Crump, Jered L. Hock, Linda J. Long, Daniel P. Picone, the Rev. Alan J. Watt, and Linda R. Weaver.**

### **SYNOD COUNCIL ACTIONS**

Acting Bishop McKee asked the members of Synod Council to review the Harrisburg Area Youth Initiative (HAYI) Congregational Covenant, particularly the section where our Lower Susquehanna Synod covenants to the initiative.

Acting Bishop McKee moved:

That the Synod Council accept the Harrisburg Area Youth Initiative Covenant.

Pastor Beth Schlegel asked about the compensation for the position. Charlie Roberts explained that the congregations participating in the covenant will remit financial support for the position to our synod's Treasurer's Office and our synod will pay the deacon. Our synod will serve as the fiscal agent.

Pastor Schlegel moved a friendly amendment to the covenant as the third bullet point under the Lower Susquehanna Synod covenants:

- To serve as fiscal agent for the receipt and disbursement of funds related to the position.

Acting Bishop McKee accepted the friendly amendment as a replacement for the third bullet point.

The amended HAYI covenant was before the Synod Council.

Joyce Frigm asked about the annual commitment by the congregations. Charlie Roberts reminded the Synod Council that the HAYI is part of a position that includes other responsibilities. He explained that if the congregations decide to discontinue their commitment to HAYI, then that portion of the position ends and the candidate continues working with the other portions of the position. Charlie Roberts noted that this is a co-vocational position where the candidate is called to more than one specific role, and it is a model to consider for future endeavors with congregations partnering with each other in youth and family ministry.

Pastor Richard Jorgensen stated that there are three job descriptions rolled into this one position. It is a  $\frac{3}{4}$  time position with  $\frac{1}{2}$  time the Missioner to the Community Experiencing Homelessness in Harrisburg combined with The Tribe, and  $\frac{1}{4}$  time with HAYI. The Bishop's Congregation Mission Fund granted \$28,000 to the position and HAYI will provide the remaining financial support to the position. This is a unique opportunity of overlapping ministry of all three positions. Vice President Bringman noted that the Bishop's Congregational Mission Fund grant information was shared by Jennifer Lau in her liaison report to Synod Council at its last meeting on April 21, 2018.

Jered Hock asked about paragraph 3 of the HAYI Addendum related to the annual compensation.

Pastor Schlegel offered an amendment to the language to provide clarity:

The Lower Susquehanna Synod has approved an annual  $\frac{3}{4}$  compensation package initially totaling \$43,670 for a three-year term. Congregational contributions would underwrite the HAYI with the remainder being funded by a grant from the synod.

Vice President Bringman stated that as written there would be no salary increase over the three-year period. Our Compensation and Benefits Committee recommends an annual increase for deacons. Acting Bishop McKee noted that only the beginning compensation is included in our synodical administration covenants with congregations. Vice President Bringman stated that the Definition of Compensation page indicates that it is a three-year term call that will be updated annually. Pastor Jorgensen stated that the call is to the Synod Council for a missioner to homelessness in Harrisburg and a director for The Tribe Family Ministry Program and that HAYI is contracting services for youth ministry. Our synod is free to contract with other congregations and missions.

Acting Bishop McKee accepted the friendly amendment as a replacement for the 3<sup>rd</sup> paragraph of the HAYI Addendum..

The amended HAYI covenant was before the Synod Council.

**ADOPTED: That the Synod Council accept the Harrisburg Area Youth Initiative Covenant as amended.**  
**SC18.05.32.**

Acting Bishop McKee moved the following:

**ADOPTED: That the Synod Council call approved candidate for consecration as a deacon David Hope-Tringali to serve as Youth Minister for the Harrisburg Youth Initiative, Director for the Tribe Family Ministry Program, and Missioner to the Community Experiencing Homelessness in Harrisburg for a renewable three-year call.**  
**SC18.05.33.**

**ADOPTED: That the Synod Council call the Rev. Glenn Miller to serve as interim rector of St. John Episcopal Church, Lancaster, under our full communion agreement with The Episcopal Church, effective April 1, 2018, until a new rector is called.**  
**SC18.05.34.**

Joyce Frigm moved the following on behalf of the Policies Review Task Force:

That the following policies previously adopted by the Synod Council of the Lower Susquehanna Synod be retired and archived:

10/1988 Procedure for Financial Aid for Lower Susquehanna Synod Seminarians.

4/14/1989 Statement of Partnership between the \_\_\_\_\_ Synod of the Evangelical Lutheran Church in America and Gettysburg College.

6/1992 Policy related to who serves as voting members for assembly (all pastors under call or on-leave-from-call and the “number of retired pastors in attendance at the assembly the previous year”) and the formula to be used at assembly to reach the 60% lay 40% “clergy” ratio.

11/19/1994 Congregational Conflict Consultant Resources.

- 1/13/1995 Executive Committee Minutes stating that Synod Council adopts an option from Brotherhood Mutual offering a \$50,000 Blanket Employee Dishonesty Program per congregation at a total annual premium of \$8,789, coverage to be endorsed to the existing Synod Package Policy and billed to the synod. No deductible per loss.
- 4/20/98 Printing and Photocopy Policy.
- 12/1999 (which replaces previous policies from 3/99, 8/98, 4/98, 10/96, 1/96, 3/94, 9/93, 7/92, 1/92, 6/91, 12/90) Policies governing distribution of Synod Council minutes, Executive Committee minutes and Minute Book.
- 6/7/2001 Policy that the secretary of this synod is authorized to grant exceptions at the secretary's discretion concerning requests from congregations that are unable to achieve the requirement of one male and one female lay voting member to the annual synod assembly, such exception if granted to be applicable to one annual assembly.
- 11/11/2006 Budget Development Process for Program Ministry for FY 2007.

Acting Bishop McKee requested that the policy dated 6/7/2001 be excluded from the list. This policy is used when a congregation requests an exception to sending one female and one male lay voting member. The assembly registrar notifies the synod secretary when a congregation registers two female or two male lay voting members and the secretary contacts the congregation.

Joyce Frigm stated that there are many more synod policies that need to be reviewed. Some are listed on our website and others are not; some policies should be included in our constitution. The policies listed above are the ones the task force believed could be retired and archived.

**ADOPTED:** That the following policies previously adopted by the Synod Council of the Lower Susquehanna Synod be retired and archived: 1988 Procedure for Financial Aid for Lower Susquehanna Synod Seminarians; 1989 Statement of Partnership with Gettysburg College; 1992 Policy Related to Formula for Selecting Retired Pastors as Assembly Voting Members; 1994 Congregational Conflict Resources; 1995 Option for Congregational Blanket Coverage for Employee Dishonesty from Brotherhood Insurance; 1998 Printing and Photocopy Policy; 1999 Policy Governing Distribution of Synod Council Minutes; and 2006 Budget Development Process for Program Ministry for Fiscal Year 2007.

#### **REPORT OF THE ACTING BISHOP**

Acting Bishop Thomas E. McKee submitted a written report. He shared with the members of Synod Council that the United Lutheran Seminary Board of Trustees approved the appointment of interim president Dr. Richard Green to begin on June 1, 2018. Bishop Dunlop, acting president of ULS, will be in our synod office May 22-24, 2018. His last day with the seminary is Friday, May 25, 2018. Acting Bishop McKee expressed his gratitude for Bishop Dunlop's return to our synod, for our synod staff taking on some of his responsibilities while he was acting bishop; and for our Synod Council and many others who offered assistance and prayers. He noted that our synod officers and staff continued its work to the best of their ability during this time and that a significant amount of time was spent discussing how to handle and deal with the concerns that arose during this time.

Acting Bishop McKee reported that many of our retired rostered ministers, spouses, and widows attended our annual Ascension Day worship and luncheon. Over 2,000 years of ministry was represented by the

attendees. Additionally, three rostered ministers were recognized for their 50 years of service: Deacon Anna Herr, Pastor Donald Seiple, and Pastor Dennis Trout.

Acting Bishop McKee also reported that our synod officers and executive staff recognized our administrative and executive support staff by celebrating Administrative Professionals' Day with lunch together. He expressed sincere gratitude for their dedication and service to our synod.

Acting Bishop McKee reported that all the assembly materials are posted on our website. The printed copies of the essential parts of the Bulletin of Reports will be mailed early next week to those registered who requested printed copies. There will be worship Friday night at assembly with two ordinations: Elizabeth Frey called to Trinity, Camp Hill; and Ronald Costen, called to Messiah, Harrisburg; and one consecration, David Hope-Tringali called by Synod Council earlier in the meeting. Additionally, the newly-elected conference deans and secretaries and the newly-elected members of Synod Council will be installed.

Charlie Roberts requested permission from Vice President Bringman that the official minutes of this Synod Council meeting reflect the deep, deep appreciation by this synod staff and synod for the Rev. Thomas E. McKee who accepted the appointment as acting bishop with grace and humility and who would never accept that appreciation except for his dedication to serving God and this church. The Synod Council expressed its appreciation for Acting Bishop McKee with applause.

#### **REPORT OF THE VICE PRESIDENT**

Vice President Lucinda L. Bringman submitted a written report. She thanked the outgoing members of Synod Council: Joyce Frigm, Jered Hock, Christine Lowe, Pastor Jillian Riddle (who is seeking a second term), and Pastor Beth Schlegel, for their dedicated service.

Vice President Bringman stated that the Synod Council needed to schedule its reorganizational meeting following Synod Assembly. The choices offered were: Friday night after worship or return to Messiah College on Saturday morning. The members of Synod Council agreed to meet following worship at Messiah College on Friday, June 1, 2018, for its annual reorganizational meeting.

Vice President Bringman asked members of Synod Council to volunteer to assist with worship at assembly on Friday, June 1. She needed four people to help with communion and eight people to help usher. Virgil Gibson, Jen Lau, Pastor Beth Schlegel, and Allen Stump volunteered for communion assistants; and Pastor Eric Anderson, Pastor Jillian Riddle, Pastor Tim Seitz-Brown, Stephanie Strauss, and Chucki Strevig volunteered to usher. Vice President Bringman reported that rehearsal for communion assistants is at 5:15 p.m. and rehearsal for ushers is at 5:45 p.m. on Friday, June 1. A dinner buffet will be provided for those participating in worship rehearsals until 6:30 p.m.

Vice President Bringman asked members of Synod Council who would like reserved seating at Synod Assembly and who would like a complete printed copy of the Bulletin of Reports.

Vice President Bringman distributed a handout detailing the task force and committee assignments for the Preliminary Identification Process Leading to the Election of a Bishop in 2019. There are three committee/task forces: Mission Committee, Synod Profile Task Force, and Bishop Profile Task Force. Vice President Bringman will contact a representative on each work group, and each group will convene to select a chairperson. The committee/task forces must convene and accomplish its work this summer in order to have the first draft by the Synod Council meeting in September. Virgil Gibson asked about the

synod staff's participation on the work groups. Vice President Bringman indicated that synod staff should attend the committee/task forces meetings when they are available.

### **REPORT OF THE TREASURER**

Treasurer Joseph M. Stepansky submitted a written report and financial reports. He reported that the annual audit went smoothly. The onsite auditors asked few questions, and there has been little follow up from the audit firm. He noted that there were two minor concerns: a 2016 balance discrepancy and a bank reconciliation discrepancy. Treasurer Stepansky stated that he is unsure where the balance discrepancy originated and that the bank reconciliation resulted in a positive sum of \$570.

Vice President Bringman reported that the Audit Committee is scheduled to meet with the auditors on Tuesday, May 29. Treasurer Stepansky is anticipating a clean audit. He suggested that the same audit firm be retained for next year to allow consistency since both he and Denise Ferguson were new in the Treasurer's Office for this 2017 audit.

Vice President Bringman led the members of Synod Council through the proposed 2019 budget worksheet being presented to the Synod Assembly for adoption. She encouraged all members of Synod Council to have the worksheet available at assembly and to be prepared to answer questions if asked for information or explanation. The proposed 2019 budget will be presented on Friday morning, June 1, 2018, and action on the proposed 2019 budget will be Friday afternoon, June 1, 2018. After review by Synod Council, there were three line items corrected: Mission Leaders Training grant distribution was adjusted from \$25,000 to \$31,000; New Mission Development grant distribution was adjusted from \$20,000 to \$26,000; and Trinity, Rouzerville, grant distribution was adjusted from \$12,000 to \$0.

Vice President Bringman read section S15.14 of our constitution: "Except when such procedure would jeopardize current operations, a reserve amounting to no more than 16% 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." With the proposed 2019 budget, a reserve of 16% would be more than \$400,000. Synod Council is charged with determining the reserve amount and developing a plan on how that reserve amount will be obtained. Vice President Bringman noted that our Synod Council has never set a reserve amount and that the legacy funds cannot be used for operating expenses in a reserve account because those funds are restricted by donor intent.

When asked when such a large amount of reserve would be necessary, Treasurer Stepansky replied during a major economic recession similar to 2008. Treasurer Stepansky stated that the Synod Council must consider an obtainable goal for a reserve amount. There could be three ways or a combination of the three ways to reach a reserve: increase mission support; reduce or eliminate grants; or reduce the largest budget item, that being our synod staff. Joyce Frigm stated that she would hate to see a reduction in our synod staff. Vice President Bringman agreed that our synod office is already maintaining a maximum work load with decreased staff and further decrease would result in decreased ability to complete the work.

Vice President Bringman asked Synod Council to consider planning for the future. Synod Council must be committed to begin work in September for determining the reserve amount and a plan to build the reserve fund.

Pastor Beth Schlegel moved:

**ADOPTED:** That the Synod Council refer to the Finance and Budget Committee the matter of  
**SC18.05.36.** recommending a reasonable amount of reserve funds and a budgetary plan including a time line to progress towards the reasonable reserve with a recommendation to be presented to Synod Council at its meeting in September 2018.

**REPORT OF THE SYNOD SECRETARY**

Secretary Thomas E. McKee submitted a written report.

**REPORT OF THE SYNOD COUNCIL EXECUTIVE COMMITTEE**

The Synod Council Executive Committee provided minutes of its May 4, 2018, meeting.

**REPORTS OF THE LIAISONS**

The Lower Susquehanna Synod Women's Organization of the Women of the ELCA provided a written report.

Pastor Elizabeth Polzanke, ELCA Foundation Gift Planner, provided a quarterly report.

**REPORTS OF THE EXECUTIVE STAFF**

Deacon Marsha Roscoe provided a written report.

Charlie Roberts submitted a written report.

Pastor Robert Blezard offered a written report.

Pastor Sharron Blezard provided a written report.

Pastor Richard Jorgensen provided a written report and a powerpoint presentation related to the R3 initiative.

Pastor Jennifer Hope-Tringali provided a written report.

**REPORTS OF COMMITTEES**

**Committee of Deans** provided minutes of its May 14, 2018, meeting.

**REPORTS OF TASK FORCES**

**Always Being Made New Campaign (ABMN) Advisory Committee** staff liaison, Deacon Marsha Roscoe, provided a written report of the campaign. She reported that a comprehensive report is posted online. However, it is not included in the numbered pages of the Bulletin of Reports.

Written reports were received from the following Review Teams for Synod Administration: Salem, Jacobus, Jen Lau; Trinity, Rouzerville, Pastor Dana Blouch-Hanson; St. James, Brogue, and St. Paul, Felton, Allen Stump; and St. Paul, Dillsburg, Jered Hock.

Vice President Bringman thanked the review team chairpersons for submitting written reports. Treasurer Stepansky noted one correction to the report on St. Paul, Dillsburg: that Pastor Ludwig began his work with St. Paul in mid-November 2017, not 2018. Jered Hock thanked Treasurer Stepansky for noting the correction to his report.

**UNFINISHED BUSINESS**

There was no unfinished business.

**NEW BUSINESS**

Vice President Bringman noted that the Synod Council received copies of the resolutions coming before the Synod Assembly. The Committee of Reference and Counsel found them to be in good order after working through them with the original authors of the resolutions. The Committee of Reference and Counsel is recommending adoption of the resolution of gratitude for the Rev. Thomas E. McKee and the resolution on ending homelessness. The Committee of Reference and Counsel is presenting the resolution on Synod Assembly Planning to the assembly without recommendation.

Joyce Frigm stated that the resolution on Synod Assembly Planning is limiting the Synod Assembly to Friday evening after work and Saturday. She is concerned that Friday evening will allow time for worship only and Saturday's time will be affected as the day's agenda runs into the late afternoon and evening when assembly voting members will likely leave before the close of the assembly. Pastor Schlegel wondered if we aren't succumbing to a mindset that one cannot take time off work to serve the church and shared a story of hospitality provided by people taking time off from their jobs to serve at a recent conference she attended.

Vice President Bringman encouraged the members of Synod Council to model their assembly actions on the body of Christ. The Committee of Deans discussed this matter at its meeting on Monday and considered a letter written by Pastor Robert Wallace. The Deans agreed that they would each discuss with their conferences how we treat each other at assembly. Pastor Jillian Riddle added that Pastor Wallace shared his letter with the Lebanon Conference. Pastor Wallace's letter is pointing to the way that we are to treat one another and to live as the body of Christ.

**ADJOURNMENT**

The meeting was adjourned at 9:35 p.m. with prayer led by our Acting Bishop McKee.

Deborah Myers Clark, scribe  
Executive Assistant for the Bishop's Office

5/18/18

Harrisburg Area Youth Initiative  
Congregational Covenant

Yet I will remember the covenant I made with you in the days of your  
youth,  
and I will establish an everlasting covenant with you.  
Ezekiel 16:60

The original and most important covenant belongs to God—we're just finding new ways to live it out in our communities. One of the most recent new chapters in this journey for the ELCA congregations in and near Harrisburg is HAYI—the Harrisburg Area Youth Initiative. HAYI exists as a cooperative effort among ELCA congregations in the Harrisburg area of the Lower Susquehanna Synod (though not limited to the Harrisburg Conference) and our synod, to spiritually nourish and support the youth in those congregations and their communities for the sake of building up the body of Christ.

This document is meant to communicate the terms and expectations of a covenant between \_\_\_[congregation name]\_\_\_, the synod, who comprise this cooperative youth ministry project.

HAYI covenants to identify a candidate who will...

- Create and administrate a yearly calendar of events involving at least 18 meetings a year, including:
  - Regularly scheduled meetings involving bible study and/or devotions, conversation, fellowship, and fun.
  - Quarterly worship and/or service events.
  - Synod youth events.
  - Harrisburg Area Confirmation Camp.
- Provide an ELCA-compatible at-home faith formation program to participating families.
- Raise up youth as leaders as those gifts are identified.
- Connect youth to adult mentors.
- Act as a resource to families and as an advocate for their child's faith formation.
- Communicate the mission and activities of the cooperative across a variety of platforms, including but not limited to:
  - A monthly e-blast
  - Quarterly reports, formatted for use as a bulletin insert or additional page in a church newsletter.
  - A website and social media presence.
- Maintain relationships with liaisons and pastors in covenant congregations.
- Participate in worship or other congregations events with each participating congregation at least once annually to share about the youth ministry program.
- Participate regularly, as available, in regularly scheduled Harrisburg Conference meetings.
- Maintain and deepen the relationship with the Lower Susquehanna Synod.

[congregation's name]'s covenants to...

- Regularly pray for God's guidance of HAYI and for the youth it serves.
- Provide support for the faith formation for those in the first third of life.
- Financially support for the Youth Minister position. There are no minimum dues, however covenantal congregations are asked to give meaningfully to that financial commitment.

Contributions should be sent to the Lower Susquehanna Synod Treasurer's Office. If the congregation's contribution exceeds \$2,000, it may be given in two disbursements. Deadlines for payment are outlined in the attached addendum.

- Provide time and space to share about HAYI at Sunday worship, Sunday school, and through its various communications channels.
- Raise up a layperson to liaise with the Youth Minister, assisting with communications and connection. These liaisons will function as:
  - Conduits to the pastor(s) and the congregational council
  - Part of existing youth & family committees/task forces engaged in developing programming beyond HAYI
  - A primary presence at congregational youth-oriented activities
- Make available members, either pastors or liaisons, willing to be nominated to a board of relators. This board of 3-5 people, including this synod's Director for Faith Formation and Youth Ministry, will offer support, some supervision, and feedback for the Youth Minister, and will perform an evaluation of the program every 6 months. **[2-3 members of this board will also serve on the youth minister's mutual ministry committee]**
- Encourage their clergy to work collegially with the candidate
- Encourage pastors and liaison members to regularly participate in youth meetings.

The Lower Susquehanna Synod covenants to...

- Regularly pray for God's guidance of HAYI and for the youth and families they serve.
- To act as the primary body extending the candidate's call, a three-year term call that includes the HAYI Youth Ministry position, which is currently funded for one year by the congregations, working cooperatively with the synod.
- To serve as fiscal agent for the receipt and disbursement of funds related to the position.
- Provide primary supervision for the position, working cooperatively with the aforementioned team of congregational relators.
- Make the synod Director of Faith Formation and Youth Ministry available as a liaison to the congregations comprising the HAYI, and to serve as a member of the team of relators.

Congregation's name and contact information (address, phone number, email):

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Pastor's name and contact information (address, phone number, email):

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Liaison's name and contact information (address, phone number, email):

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Yearly financial pledge: \_\_\_\_\_

After prayerful consideration, and trusting in the Spirit's guidance, we covenant together to uphold the expectations outlined above.

Council President: \_\_\_\_\_

Pastor: \_\_\_\_\_

Liaison: \_\_\_\_\_

HAYI Youth Minister: \_\_\_\_\_

# HAYI Addendum: Congregations & Financial Contributions

The following congregations currently comprise the HAYI cooperative. The congregations listed in bold, are contributing to the staff position:

Communities of Hope, Harrisburg	
<b>Good Shepherd, Harrisburg:</b>	1,250.00
Messiah, Harrisburg	
<b>Our Savior, Harrisburg:</b>	2,000.00
Shell's, Grantville	
<b>St John's, Hoernerstown:</b>	2,000.00
<b>St John's, Steelton:</b>	500.00
St Paul's, Sand Hill	
<b>St Peter's, Highspire:</b>	500.00
<b>Trinity, Steelton:</b>	800.00
<b>Zion, Hummelstown:</b>	8,000.00
<b>Private Donors:</b>	<u>800.00</u>
<b>Total Contributions (2018)</b>	<b>15,850.00</b>

The congregations will forward their contributions to the Lower Susquehanna Synod Treasurer's Office. Funds will come due in anticipation of the anniversary date of the candidate, and in the case of the congregations sending split payments (*annual contributions in excess of \$2,000, total*), the second payment will be due six months after the anniversary date of the candidate.

Congregations will be approached in September, to request that they recommit to this annually, so they have time to consider it as a part of their annual budgeting process.

The Lower Susquehanna Synod has approved an annual  $\frac{3}{4}$  compensation package initially totaling \$43,670 for a three-year term. Congregational contributions would underwrite the HAYI with the remainder being funded by a grant from the synod.

As outlined briefly in the **HAYI Covenant** document attached, the candidate will have responsibility for three ministry areas; the HAYI Youth Ministry position, The Tribe (*ministry with children and their families currently focused at Trinity, Steelton*), and ministry with the community living with homelessness in Harrisburg city, who gather for parking lot worship at St Michael's in Harrisburg. Since The Tribe and the HAYI Youth Ministry position have a lot of symbiosis, and the parking lot worship with the homeless community could have service learning implications for the young people of the HAYI cooperative, we are confident this will be a healthy blend of ministries.

If the HAYI cooperative congregations cannot sustain their level of support, the portion of the candidate's position time given to HAYI will need to also be re-evaluated annually.