

**LOWER SUSQUEHANNA SYNOD, ELCA**  
**SYNOD COUNCIL**  
**Minutes**  
**November 17, 2016**

The Lower Susquehanna Synod Council met for its regular meeting on Thursday, November 17, 2016, at 6:30 p.m. in the Board Room of the United Church Center, 900 S. Arlington Avenue, Harrisburg, PA. Vice President Lucinda L. Bringman called the meeting to order.

Prior to the meeting, members of the Synod Council had opportunity to enjoy a light supper and fellowship in the Resource Center.

**ROLL CALL**

<b>Members present:</b>	Bishop James S. Dunlop Thomas E. McKee	Lucinda L. Bringman Bruce E. Seagrist
	Eric N. Anderson Dana J. Blouch-Hanson Zoe L. Clark Joel S. B. Folkemer Joyce E. Frigm Brenda D. Hartzell	Christine C. Lowe Susan L. McDonald Jillian E. Riddle Beth A. Schlegel Stephanie M. Strauss Allen P. Stump M. Jane Wigand
<b>Staff present:</b>	Robert C. Blezard Debbie M. Clark	Marsha L. Roscoe Charlie R. Roberts III
<b>Liaison present:</b>	Stephen R. Herr	
<b>Guests present:</b>	Katie R.L.B. Brantner	Virginia J. Cover
<b>Consultants present:</b>	Donna Nicholson	
<b>Members excused:</b>	J. Richard Eckert Virgil L. Gibson	Jered L. Hock Colleen M. Hoffman
<b>Staff excused:</b>	Sharron R. Blezard Richard E. T. Jorgensen, Jr.	Linda L. Lubold

Pastor Joel Folkemer led the members of the Synod Council in devotions, asking them to share with a partner two sixty-second elevator speeches on, “Why Am I a Christian?” and “Why I Go to Church?”

**CONSENT AGENDA**

Christine Lowe moved:

**ADOPTED:** That the Consent Agenda be adopted:  
**SC16.11.36.**

**That the Synod Council approve the minutes of the September 24, 2016, meetings of Synod Council.**

**That the Synod Council appoint to the Audit Committee Robert Rundle for a first three-year term, expiring in 2019;**

**That the Synod Council elect Lawrence Young and Dr. Mark Oldenburg to the board of directors of SpiriTrust Lutheran, for first terms, effective January 1, 2017, until December 31, 2019; reelect Mark Evans, Lisa Wagman, and Lise Shehan for second terms, effective January 1, 2017 until December 31, 2019; reelect the Rev. George Schneider, for a first full term, effective January 1, 2017, until December 31, 2019; and elect the Rev. Christopher Frye, to fill the unexpired term of the Rev. Neal Hively, effective January 1, 2017, until December 31, 2018;**

**That the Synod Council elect Cheryl Burns to the Policy Council of Lutheran Advocacy Ministry in Pennsylvania for a second term, expiring 2019;**

**That the Synod Council elect the Rev. Lisa Leber to the board of directors of the United Lutheran Seminary, term to be announced;**

**That the Synod Council elect the Rev. Russell Mueller and Joseph Ricci to the Discipline Committee for an unexpired term, expiring in 2019;**

**That the Synod Council grant “on-leave-from-call” status to the Rev. Brenda M. Ritterpusch, effective January 1, 2017, until January 1, 2018, and to the Rev. Haley Vay Beaman, effective January 1, 2017, until January 1, 2018;**

**That the Synod Council approve the retirement requests of the Rev. Barbara Caruana, effective January 1, 2017; the Rev. David L. Ritterpusch, effective January 1, 2017; the Rev. Newell Embley, effective January 1, 2017; the Rev. Karen Minnich-Sadler, effective November 1, 2016; Sister Joy Hovis, effective January 1, 2017; the Rev. James William Roth, effective February 19, 2017; and J. Douglas Price, AiM, effective January 9, 2017;**

**That the defined compensation paid to the Rev. James S. Dunlop for the period beginning January 1, 2017, shall include an annual payment of \$24,000 to be designated as a housing allowance within the meaning of that term as used in Section 107 of the Internal Revenue Code; that the defined compensation paid to the Rev. Robert Blezard for the period beginning January 1, 2017, shall include an annual payment of \$12,500 to be designated as a housing allowance within the meaning of that term as used in Section 107 of the Internal Revenue Code; that the defined compensation paid to the Rev. Sharron Blezard for the period beginning January 1, 2017, shall include an annual payment of \$12,500 to be designated as a housing allowance within the meaning of that term as used in Section 107 of the Internal Revenue Code; that the defined compensation paid to the Rev. Richard E. T. Jorgensen Jr. for the period beginning January 1, 2017, shall include an annual payment of \$18,000 to be designated as a housing allowance within the meaning of that term as used in Section 107 of the Internal Revenue Code; that the defined compensation paid to the Rev. Thomas E. McKee for the period beginning January 1, 2017, shall include an annual payment of \$20,000 to be designated as a housing allowance within the meaning of that term as used in Section 107 of the Internal Revenue Code; and that the defined compensation paid to the Rev. Jennifer Crist**

**for the period beginning January 1, 2017, shall include an annual payment of \$19,152 to be designated as a housing allowance within the meaning of that term as used in Section 107 of the Internal Revenue Code.**

**That the Synod Council set the date, time, and place of the 2017 Synod Assembly for Friday, June 2, 2017, beginning at 8:30 a.m., through the completion of business on Saturday afternoon, June 3, 2017, at Messiah College, Grantham, PA.**

**That the Lower Susquehanna Synod permit seasonal membership in congregations as set forth in \*C8.02.e. of the Model Constitution for Congregations.**

**OTHER ACTIONS**

Bishop Dunlop moved the following Synod Council calls:

**ADOPTED: SC16.11.37. That the Synod Council call the Rev. Jacqueline H. Roderick to serve as the Bereavement Coordinator for York Hospital and Chaplain for WellSpan Surgical and Rehabilitation Hospital, for a three-year term, effective August 29, 2016.**

**ADOPTED: SC16.11.38. That the Synod Council call Jennifer Bradshaw, approved candidate for diaconal minister, to serve as Spiritual Counsellor for Visiting Nurse Association of Hanover and Spring Grove for a three-year term, effective upon consecration, December 4, 2016.**

**ADOPTED: SC16.11.39. That the Synod Council call the Rev. Daniel V. Biles III to serve as intentional interim pastor of Advent Lutheran Church, York, effective January 1, 2017, until December 31, 2017.**

**ADOPTED: SC16.11.40. That the Synod Council renew its call to the Rev. Robert Lowden to serve as intentional interim pastor of Jerusalem (Rothsville), Lititz, effective January 1, 2017, until December 31, 2017.**

**ADOPTED: SC16.11.41. That the Synod Council renew its call to the Rev. Timothy W. Sadler to serve as chaplain at Reading Hospital, Reading, PA, effective August 24, 2016, until August 23, 2017.**

Christine Lowe, chair of the Personnel Committee, moved the following on behalf of the Personnel Committee:

**That the Synod Council set Bishop Dunlop's 2017 base salary and housing allowance at \$88,156.**

Treasurer Bruce Seagrist asked why the bishop's salary was reduced. Pastor McKee explained that Bishop Dunlop had been receiving health benefits under his wife's plan. However, the conditions of that plan changed to dictate, if a spouse is eligible to receive health care benefits through the spouse's work, the spouse must use the spouse's employer's plan. Since Bishop Dunlop is eligible for enrollment in Portico Benefits' health plan through our synod, he must

enroll in that plan at a cost to the synod of \$12,264 annually. Bishop Dunlop, aware of our synod's budget, wrote a letter to the Personnel Committee, offering to share in the cost by having his salary reduced by \$7,500. The committee's recommendation was to share equally the cost with the bishop and reduce his salary by \$6,000 to \$88,156. Pastor McKee reminded the Synod Council that part of our Personnel Policies dictate that the Lower Susquehanna Synod provide health care benefits to all employees and their spouses and dependents, unless they opt out because they are covered under the spouses' plan. Several members of Synod Council expressed concern that our reducing the bishop's salary to cover health care costs could become a precedent for our congregations to reduce the salaries of their pastors to offset rising health care costs. Pastor Stephen Herr cited a similar situation, when his wife's plan changed and he could no longer be covered under it, his congregation assumed the cost of his Portico plan without reducing his salary. He said that we, as a synod, are thankful for the years that the bishop's health care was provided through his wife's employer's plan. Pastor Dana Blouch-Hanson thanked the bishop for making the offer to have his salary reduced, and expressed her opinion that reducing his salary would not be the proper thing to do.

The motion was before the council.

**LOST:**       **That the Synod Council set Bishop Dunlop's 2017 base salary and housing allowance at \$88,156.**

Bishop Dunlop abstained from voting on this motion.

Pastor Thomas McKee moved:

**ADOPTED:**   **That the Synod Council set Bishop Dunlop's 2017 base salary and housing allowance at \$95,568.34, an increase of 1.5 percent over his 2016 base salary and housing allowance.**

Bishop Dunlop abstained from voting on this motion.

Christine Lowe moved the following on behalf of the Personnel Committee:

**ADOPTED:**   **That the Synod Council set the 2017 base salaries and housing allowances of the other Category I Executives as follows: Pastor Thomas McKee, \$77,083.16; Pastor Richard Jorgensen, \$76,550.29; Pastor Robert Blezard, \$63,360.36; and Pastor Sharron Blezard, \$63,360.36.**

Pastor McKee abstained from voting on this motion.

**ADOPTED:**   **That Synod Council grant all remaining Category II and III employees a 1.5% cost of living increase for 2017;**

That the Synod Council set the following salary ranges for 2017-2019: Category I Executive, \$50,000 - \$105,000; Category II Executive, \$40,000 - \$65,000; and Category III Support Staff, \$25,000-\$50,000.

Pastor Schlegel moved the following amendment:

**ADOPTED:** To insert the following words, “including housing allowance,” after the words, “Category I Executive,”

The amended motion was before the council:

**ADOPTED:** That the Synod Council set the following salary ranges for 2017-2019: Category I SC16.11.46. Executive, including housing allowance, \$50,000 - \$105,000; Category II Executive, \$40,000 - \$65,000; and Category III Support Staff, \$25,000-\$50,000.

### **REPORT OF THE BISHOP**

Bishop James S. Dunlop provided a written report to Synod Council. He entertained questions about his report. Asked to reflect on his recent trip to the Konde Diocese, he said, although he had to contend with 48 straight hours of travel, the consultation was a good one. It was interesting to meet together with the German and Scandinavian churches that also have a relationship with the Konde Diocese and to coordinate our efforts to walk with them in partnership. He regaled the members of the council with stories of a lengthy boat ride on Lake Nyasa to a congregation reachable only by boat, of what he learned about snakes jumping into boats traveling on the lake, of a much shortened 2 ½ hour church service through which the children stayed well behaved and attentive, of a donation made to the congregation to repair its boat, and of transporting a gift of a live chicken finally given to the Matema Center. The bishop was asked about the impact of not having regional coordinators after February. He responded by saying, that the regional coordinators have been very helpful with candidacy, the assignment process, and cooperative ventures in the region. As a way to respond to decreasing mission support, the nine regional coordinator positions will be reduced into four coordinators for candidacy, who will also assist with the assignment process. Nancy Gable has been a tremendous asset to the synods in Region 8. The bishops and vice presidents of the region will meet the first week of December; there is some sense that the synods in Region 8 may want to purchase some services from Nancy as the region talks more about opportunities to cooperate together.

### **REPORT OF THE TREASURER**

Treasurer Bruce Seagrist provided a written report. Bruce announced that his term will come to an end August 31 and that he will not be seeking reelection. He explained Linda Lubold’s situation and her decision to retire on December 31, 2016. He urged the members of Synod Council to thank Linda for her sixteen years of service and invited them to come to her farewell at Holy Trinity Lutheran Church, Hershey, on December 29, beginning at 4:00 p.m. As a result of her impending retirement, we have begun to look for someone to replace Linda. We have had two interviews and have a third scheduled.

The treasurer spoke about Hunger J.A.M. We have gathered \$83,069 toward our goal of \$100,000. He announced that the World Hunger Committee will be asked to use Legacy Funds to enable us to meet our goal. Pastor Jillian Riddle reminded the members of the council that the amount of money that the World Hunger Committee receives from the Legacy Fund yearly is limited and using part of the Legacy Fund distribution to pay for Hunger J.A.M. will diminish the committee’s abilities to help other local hunger initiatives.

The treasurer announced that the FY 2016 budget was administrative revised early in 2016 in such a way that expenses of \$17,250 were added to the total budget; the revision was not discussed with, nor formally approved by the Finance and Budget Committee or Synod Council nor is the redistributed budget within

the total amount adopted by the Synod Assembly.

The treasurer addressed the situation that occurred on June 28, 2016, when the synod announced \$20,000 was sent to the West Virginia – Western Maryland Synod to assist with needed flood relief. The disbursement of funds was made from the Always Being Made New “Lutheran Disaster Response Needs in the Lower Susquehanna Synod” Fund which was established to address disaster response needs within our synod. He reminded the council that by their action at the September 2016 meeting what is not received to cover the \$20,000 grant to the West Virginia-Western Maryland Synod for disaster relief following its flooding will be taken from our unrestricted, unreserved funds, further depleting these funds. Mission Support continues to decrease.

The treasurer reminded council the 2016 – 2017 budget identifies eight events planned to provide \$74,155 net revenues over expenses during the fiscal year. The four events held during the eight months ending September 30, 2016 reported net revenue over expenses of \$44,963 vs. budgeted of \$54,059 or a shortfall of \$9,096.

The treasurer reviewed the synod’s Schedule of Financial Position reporting total asset of \$3,211,010 at September 30, 2016. The schedule reflected the advance of \$100,000 from the operating fund to the Always Being Made New Campaign Temporarily Restricted Fund in accordance with Synod Council Resolution adopted in February 2016. The advance is necessitated by the campaigns inability to self-fund direct campaign expenses.

The treasurer also reported the fund balance of the Unrestricted – Undesignated Fund at September 30, 2016 amounted to \$109,203. He noted that this is the operating fund reserve of the Lower Susquehanna Synod which has decreased \$184,249 or 62.8% since January 31, 2014.

Next the treasurer provided a commentary for the Schedule of Activities for the Eight Months Ending September 30, 2016 which reflects total support and revenue of \$2,740,812 and total expenses of \$2,770,502 or an operating deficit of \$29,390 for the eight months ending September 30, 2016. Operating expenditures continue to be within the budget adopted by the Synod Assembly.

The treasurer reported Mission Support of \$1,648,398 which is \$25,401 (or 1.5%) lower than the eight months ending September 30, 2015. The treasurer provided the following recap of Mission Support for the past five fiscal years:

Fiscal year ending January 31, 2012	\$3,059,542
Fiscal year ending January 31, 2013	\$2,891,495
Fiscal year ending January 31, 2014	\$2,915,677
Fiscal year ending January 31, 2015	\$2,663,282
Fiscal year ending January 31, 2016	\$2,645,214
Budgeted for fiscal year ending January 31, 2017	\$2,630,000
Budgeted for fiscal year ending January 31, 2018	\$2,700,000

The treasurer reported Mission Support will be on target for 2016 – 2017. However, continued reduction in Mission Support may call for a reevaluation of the spending plan for 2017 – 2018.

The treasurer also commented on congregational giving to ELCA World Hunger. For the first eight months in the calendar year 2016, congregational contributions to ELCA World Hunger declined \$6,022 (or 3.4%) from \$177,269 to \$171,247 when compared to the 2015. Analysis of congregational giving to ELCA World Hunger reflects a decrease of 8% since the inception of the Always Being Made New Campaign. The council discussed the difficulty of keeping track of World Hunger contributions because of the many different categories and appeals and because many of our congregations and individuals remit World Hunger funds directly to the churchwide office.

Treasurer Seagrist announced that the plan to fund the Always Being Made New Campaign adopted by Synod Council in February 2016 is not working. He announced that he will be introducing a resolution to end the funding of the campaign as of December 31, 2016.

It was moved by Pastor Thomas McKee:

**ADOPTED: That the Finance and Budget Committee provide a redistributed FY 2016 budget SC16.11.47. within the total amount of the budget adopted by the 2015 Synod Assembly.**

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

Synod Vice President Lucinda L. Bringman submitted a written report. She announced the appointment of a task force to develop a policy for the distribution of the Lower Susquehanna Synod Disaster Relief Fund. Members of the task force are: The Rev. Dr. Janyce Jorgensen, chair; the Rev. Glenn Beard, LSS Disaster Coordinator; Robert Rundle; Robert Walton; and Virgil Gibson, SC. Pastor Beth Schlegel asked if the work of this task force could be used as a template as we develop other such policies. The vice president agreed that this may be a possibility; however, the work of this task force is also very specific because of the need to release funds quickly in times of disaster.

The vice president distributed again the Agreement for Commitment that she shared with the council at its last meeting. Pastor Beth Schlegel said that it is helpful; it helps us concentrate on what we should be doing. Bishop Dunlop added that it will be a tool to use when we talk to people about their willingness to serve on Synod Council. Pastor Joel Folkemer shared that he introduced a similar document to the Congregation Council of Union Lutheran Church, York. Members showed their willingness to agree to this commitment by signing the document and returning it to the vice president.

#### **REPORT OF THE SYNOD SECRETARY**

Secretary McKee referred to his written report. He announced that he would be going on sabbatical January 1, 2017 through March 31, 2017. He will be taking time to rest and rejuvenate as well as to begin work on updating Dr. Charles Glatfelter's History of York County Lutherans. He expressed appreciation to the synod for the opportunity to enjoy this sabbatical and thanked the staff, other officers, and members of council for accepting responsibility for his duties while he is on sabbatical. He announced that Jered Hock will be serving as secretary to the Synod Council and the Executive Committee during this sabbatical.

The members enjoyed a fifteen-minute break. Upon resuming the meeting, Vice President Bringman

asked each of those present to share a personal prayer request with the others.

### **REPORT OF THE SYNOD COUNCIL EXECUTIVE COMMITTEE**

The Executive Committee submitted draft minutes of its October 26, 2016, meeting.

### **REPORTS OF THE COMMITTEES OF SYNOD COUNCIL**

**Assembly Planning Committee** presented draft minutes of its November 10, 2016, meeting.

**Constitution Committee** provided minutes of its November 3, 2016, meeting.

**Finance and Budget Committee** submitted minutes of its October 26, 2016, meeting.

**Gifts Discernment Committee** offered draft minutes of its October 3, 2016, and November 15, 2016, meetings.

**Personnel Committee** presented draft minutes of its November 9, 2016, meeting.

### **REPORTS OF THE LIAISONS**

**Lutheran Youth Organization** liaison, Zoe Clark, presented a written report.

**Lower Susquehanna Synod Women's Organization of the Women of the ELCA** liaison, Linda Lubold, provided a written report.

**ELCA Church Council** member, Pastor Stephen Herr, reported on the five days he spent in Chicago with the Church Council. The Church Council approved the future direction of the ELCA by adopting the initiative, Called Forward Together in Christ. The members of the council spend considerable time discussing regional coordinators, personnel policies, and Standing Rock. The Church Council largely approved the bylaws of the United Lutheran Seminary. One change that our Synod Assembly must address is the change of the election of seminary board members by Synod Assembly to the election by Synod Council. The one section of the bylaws that was returned to the Transition Team for reworking and review was the section on dissolution, especially the distribution of assets at the time of dissolution.

### **REPORTS OF THE EXECUTIVE STAFF**

Deacon Marsha Roscoe, Director of Resource Ministries, provided a written report.

Charlie Roberts, Director of Children, Youth, and Family Ministry, presented a written report.

Pastor Robert Blezard, assistant to the bishop, submitted a written report.

Pastor Sharron Blezard, assistant to the bishop, offered a written report.

Pastor Richard E. T. Jorgensen, Director for Evangelical Mission, presented a written report.

### **REPORT OF CONSULTANTS**

**Always Being Made New Campaign** consultant, Donna Nicholson, provided a written report, financial reports, and a request for information. Donna highlighted the following statistics for Lower Susquehanna Synod ministries: amount received or pledged through the campaign: \$427,140.97; amount spent to fund the campaign, \$228,228; net of new funds, \$196,860; participating congregations, 203; non-participating congregations, 32; new donors in October, 90; percentage of fund raising costs compared to total gifts,

12.1%, compared with an industry average of 25% for start-up campaigns. Donna assured the council that we are beginning to receive real momentum. The anxiety, fear, and the lack of understanding of today's giving patterns have not made this campaign easy. This is a comprehensive campaign that is positively influences three bodies, the local congregation, our synod, and our churchwide expression. Donna explained that she feels called to serve the church by raising funds to increase the church's capacity to serve. She provided a request for information to each member of the council, asking for them to refer one or two individuals who may be receptive to a visit from staff or volunteers to tell them about our ministries and to invite them to consider a gift in support of the Always Being Made New Campaign. The request form should be returned to Donna Nicholson or Denise Ferguson.

### **REPORTS OF COMMITTEES AND OTHER ORGANIZATIONAL UNITS**

**Committee of Deans** provided draft minutes of its November 14, 2016, meeting.

**Global Mission Committee** liaison, Stephanie Strauss, submitted a report about this committee's October 29, 2016, meeting.

**Konde Diocese Committee** liaison, Pastor Beth Schlegel, submitted a Synod Council report.

**The diakonia Board** liaison, Allen Stump, reported no meeting.

**The Learning Ministries Team** liaison, Brenda Hartzell, provided a Synod Council report of its October 10, 2016, meeting.

**Nominating Committee** provided minutes of its November 2, 2016, meeting.

### **REPORTS OF TASK FORCES**

#### **UNFINISHED BUSINESS**

Bishop Dunlop indicated in his written report that he had not had opportunity to review our policies on Synod Council calls to chaplaincy ministry and did not have a report for this Synod Council meeting.

Pastor Thomas McKee moved:

**ADOPTED:** That discussion requested by Pastor Scott Davis about the granting of Synod Council calls to chaplaincy be tabled until the February 11, 2017, meeting of Synod Council to enable Bishop Dunlop and his staff to research the subject.

The Executive Committee asked that the bishop, secretary, and treasurer bring a proposal for funding the Always Being Made New Campaign and a plan for moving the campaign forward,

Pastor Thomas McKee moved:

That the Lower Susquehanna Synod fund through January 31, 2017, the Always Being Made New Campaign by using the \$60,000 in the Restitution Fund, the \$72,000 allocated to the Where Needed Most area of the ABMN Campaign, the \$44,500 not yet received in anticipated pledges to the Where Need Most area of the Always Being Made New Campaign, and the \$73,535 restated by our auditors from benevolence and accounts receivable to a decrease in net assets.

Treasurer Seagrist spoke in favor of the resolution, explaining the availability of each of the funds that would be used, including the strong likelihood that at least half of the pledges made to Where Needed Most will be received. There was discussion pro and con about using Where Needed Most Funds to fund the campaign and about how the donors to this area would react to the use of their donations in this manner. Several members indicated that they gave to this area to help with the funding; and others pointed to the reality that this support was needed most at this time to pay the cost of the campaign. After reading the original resolution with the following footnote, “\*Unless funded through this synod’s budget or other funding sources, all costs associated with fundraising for this campaign, estimated to total \$550,000 over the five-year period or approximately nine percent of the campaign proceeds, will be borne by the campaign proceeds,” Pastor Stephen Herr was not sure about the constitutionality of this motion. He suggested getting advice from ELCA Secretary Chris Boerger.

The motion was before the council.

**ADOPTED: That the Lower Susquehanna Synod fund through January 31, 2017, the Always Being Made New Campaign by using the \$60,000 in the Restitution Fund, the \$72,000 allocated to the Where Needed Most area of the ABMN Campaign, the \$44,500 not yet received in anticipated pledges to the Where Need Most area of the Always Being Made New Campaign, and the \$73,535 restated by our auditors from benevolence and accounts receivable to a decrease in net assets.**

**NEW BUSINESS**

Treasurer Bruce Seagrist moved the following resolution:

Resolution to Discontinue Incurring Additional Fundraising Expenses Supporting the Always Being Made New Campaign of the Lower Susquehanna Synod

Whereas, no formal documented ABMN Campaign Plan with measurable, time-sensitive benchmarks or goals has been prepared or presented to Synod Council; and

Whereas, after 28 months the campaign has incurred approximately \$240,000 of direct campaign fundraising expenses; and

Whereas, the campaign has not produced sufficient contributions to recover direct campaign fundraising expenses in accordance with the resolution adopted February 20, 2016, by Synod Council by approximately \$168,000; and

Whereas, the campaign borrowed \$74,532 from contributions for designated campaign programs to pay for fundraising expenses; and

Whereas, the campaign has received an unbudgeted advance of \$100,000 from the synod’s Operating Fund to pay for fundraising expenses; and

Whereas, there is no authorized source of funding identified when the \$100,000 borrowing from the Operating Fund for the campaign is exhausted; and

Whereas, campaign results have negatively impacted cash flow; and

Whereas, the campaign has insufficient funds to remit donations of \$74,532 to designated ABMN programs on a current basis; and

Whereas, a written plan required by the resolution adopted February 20, 2016, by Synod Council to limit total expenses for the campaign to \$350,000 has not been presented; and

Whereas, after 28 months only 1 congregation, 2 organizations, and 53 individuals have made pledges totaling approximately \$262,000 to the campaign; and

Whereas, after 28 months congregational giving to ELCA World Hunger has decreased 9.2% instead of achieving the 20% campaign goal; and

Whereas, after 28 months only \$43,277 of the \$1,000,000 goal has been contributed to “Lutheran Camping – Seeding the Future”, and only \$36,585 of the \$750,000 goal has been contributed to the “Congregational Mission Fund; and

Whereas, after given the opportunity to actively participate in the campaign, members, congregations, agencies, and institutions of the Lower Susquehanna have not responded in a sufficient manner to justify continuation of the \$6,050,000 campaign; and

Whereas, due to less than expected response to the campaign, beginning July 1, 2016, the fundraising consultant is now engaged on a part-time basis; therefore be it

Resolved the Synod Council of the Lower Susquehanna Synod take the following actions:

That the synod discontinue incurring any additional campaign fundraising as of December 31, 2016; and

That the bishop immediately prepare and execute a written notice to terminate the Independent Contractor Agreement with the campaign coordinator; and

That on or before January 1, 2017, the bishop submit a detailed written plan describing the process to (1) repay the synod’s Operating Fund advanced to the campaign, (2) repay all advances to the campaign from other synodical funds, and (3) make distributions to campaign categories for funds since the inception of the campaign for discussion and approval by the Synod Council; and

That the Treasurer’s Office be responsible to monitor and collect outstanding campaign pledges; and

That the Office of the Treasurer continue to report the financial status of the campaign at each Synod Council meeting; and

That the Bishop communicate this Resolution to each congregation of the Lower Susquehanna Synod.

Treasurer Seagrist spoke to this resolution. He highlighted several of the “whereas” clauses, speaking in more detail about the references made in these clauses. He also distributed an information sheet with statistics about the money and pledges contributed through the campaign, world hunger giving, pledges

made and sources of the pledges, and the number of donors, including clergy donors, and the amount of their gifts. He announced that there have been no new pledges in the past eight months. He stressed that he believed that it was deceitful to claim as part of the campaign gifts that were received prior to the beginning or during the silent phase of our campaign and the gifts that would normally just come in. He also questioned counting bequests and gifts from closing congregations as part of the campaign receipts. He said that it was painful to tell donors that their gifts had not been dispersed to their intended recipients because they were being held to cover fundraising expenses. Pastor McKee asked the treasurer, "Who authorized not distributing campaign receipts to the intended recipients?" Treasurer Seagrist said that there was no other alternative. Pastor McKee asked whether the money could have been temporarily borrowed from the unrestricted money in the Mission Investment Fund to cover campaign costs. The treasurer said that that money was not available. The treasurer expressed his opinion that the campaign is not working and that this is the proper time to end the campaign.

Jane Wigand said that it is unfair to the people who are giving to withhold their contributions from their intended recipients. Pastor Dana Blouch-Hanson reminded the members of the council that they should talk about this tough subject kindly.

Treasurer Seagrist asked to speak again to explain what he was asking. He was asking for the Synod Council to discontinue the funding of the campaign on December 31, 2016. The campaign would then enter a silent phase, giving time to develop a new strategy.

Donna Nicholson responded by saying that some remittances to the campaign are coming through the congregational remittance forms, and others are being sent directly to the ELCA. We do not know who has contributed these gifts. The churchwide office has approved the crediting of bequests which have matured as part of the campaign proceeds. Through the ABMN Campaign, other bequests have been made; however, they will not mature until well after the campaign is over. The proceeds will still benefit the intended ministry addressed in the bequest.

Bishop Dunlop spoke against the motion. What matters is what the campaign is about, talking about the ministries of the larger church. We have increased moneys for the mission of our church. To pay for this increased revenue, we have used resources that have been stuffed into barns, resources that were given to be used and not stored away. The money we gain will be greater than the money spent in the campaign. This campaign will change the narrative of who we are as a synod. The worst thing that we can do is to quit and say that we are a failure. It will be detrimental to stop the campaign.

Sue McDonald said that she believes that it would be a huge mistake to stop the campaign without having a solid one to replace it. Allen Stump stressed our need to have faith and announced that he will vote against the resolution. Guests Pastor Virginia Cover and Pastor Katie Brantner shared that they are present to support Bruce's resolution. They and other pastors are opposed to paying more than many parish pastors receive to someone to direct this campaign and also pay for a secretary for this consultant. It is the job of the bishop and his staff to promote this synod. People are concerned about whether the expense is worthwhile. No feasibility study was done. The Advisory Council only did a quasi-feasibility study. We need to hold up on this strategy because it is not working. We need to regroup and reform after a feasibility study is completed. In God's time we can plan and implement a faithful campaign. It is unfortunate to think that, if we shut down this campaign, we are failures. Jane Wigand stated her agreement with Pastor Cover. She stated that we know that not everything will work; it won't be a failure to halt the campaign. It would be a wise thing to do. She urged the council to keep the campaign until the end of January and then end it, revisit it, and start anew. Pastor Beth Schlegel wondered whether it would be unfair to those persons and congregations who are supporting the campaign to end the campaign at this

time. She stated that the council needs to take seriously the intent of the Synod Assembly. The Synod Assembly has authorized the creation of this campaign. If we desire to recommend ending the campaign, we need to make that recommendation to the Synod Assembly, whose decision would be final. Pastor Joel Folkemer said that he does not like the discrepancies in the accounting nor the contentiousness about what the accurate figures should be. We need to report the campaign results in the way that the campaign was set up by the Churchwide Assembly whether we agree or not. Jane Wigand asked, "Where will we get the funding to continue the campaign?" Joyce Frigm affirmed that the Synod Assembly designated this campaign. She asked, "Why are we talking about it?" Pastor Katie Brantner informed the council members that it was their plan to bring their concerns about the campaign to the Synod Council now and have Synod Council deal with them because they do not want all hell to break out at the Synod Assembly. Treasurer Seagrist stated that he did not offer this resolution to admit failure. The truth is that the campaign is not living up to its expectations.

Pastor Beth Schlegel moved:

**ADOPTED: That the previous question be called.**

Pastor Stephen Herr led the members of the Synod Council in prayer.

The resolution was before the council.

**LOST: Resolution to Discontinue Incurring Additional Fundraising Expenses Supporting SC16.11.49. the Always Being Made New Campaign of the Lower Susquehanna Synod**

**Whereas, no formal documented ABMN Campaign Plan with measurable, time-sensitive benchmarks or goals has been prepared or presented to Synod Council; and**

**Whereas, after 28 months the campaign has incurred approximately \$240,000 of direct campaign fundraising expenses; and**

**Whereas, the campaign has not produced sufficient contributions to recover direct campaign fundraising expenses in accordance with the resolution adopted February 20, 2016, by Synod Council by approximately \$168,000; and**

**Whereas, the campaign borrowed \$74,532 from contributions for designated campaign programs to pay for fundraising expenses; and**

**Whereas, the campaign has received an unbudgeted advance of \$100,000 from the synod's Operating Fund to pay for fundraising expenses; and**

**Whereas, there is no authorized source of funding identified when the \$100,000 borrowing from the Operating Fund for the campaign is exhausted; and**

**Whereas, campaign results have negatively impacted cash flow; and**

**Whereas, the campaign has insufficient funds to remit donations of \$74,532 to designated ABMN programs on a current basis; and**

**Whereas, a written plan required by the resolution adopted February 20, 2016, by Synod Council to limit total expenses for the campaign to \$350,000 has not been presented; and**

**Whereas, after 28 months only 1 congregation, 2 organizations, and 53 individuals have made pledges totaling approximately \$262,000 to the campaign; and**

**Whereas, after 28 months congregational giving to ELCA World Hunger has decreased 9.2% instead of achieving the 20% campaign goal; and**

**Whereas, after 28 months only \$43,277 of the \$1,000,000 goal has been contributed to “Lutheran Camping – Seeding the Future”, and only \$36,585 of the \$750,000 goal has been contributed to the “Congregational Mission Fund; and**

**Whereas, after given the opportunity to actively participate in the campaign, members, congregations, agencies, and institutions of the Lower Susquehanna have not responded in a sufficient manner to justify continuation of the \$6,050,000 campaign; and**

**Whereas, due to less than expected response to the campaign, beginning July 1, 2016 the fundraising consultant is now engaged on a part-time basis; therefore be it**

**Resolved the Synod Council of the Lower Susquehanna Synod take the following actions:**

**That the synod discontinue incurring any additional campaign fundraising as of December 31, 2016; and**

**That the bishop immediately prepare and execute a written notice to terminate the Independent Contractor Agreement with the campaign coordinator; and**

**That on or before January 1, 2017, the bishop submit a detailed written plan describing the process to (1) repay the synod’s Operating Fund advanced to the campaign, (2) repay all advances to the campaign from other synodical funds, and (3) make distributions to campaign categories for funds since the inception of the campaign for discussion and approval by the Synod Council; and**

**That the Treasurer’s Office be responsible to monitor and collect outstanding campaign pledges; and**

**That the Office of the Treasurer continue to report the financial status of the campaign at each Synod Council meeting; and**

**That the Bishop communicate this Resolution to each congregation of the Lower Susquehanna Synod.**

Pastor Thomas McKee moved:

**ADOPTED: SC16.11.50. That the Lower Susquehanna Synod fund the Always Being Made New Campaign from February 1, 2017, through May 31, 2019, by including the Always Being Made Campaign expenses in the synodical budget.**

As a result of the above action, Synod Council will need to adjust the 2017 budget within the framework of the total amount of the budget to include the campaign costs in the budget and to include campaign costs in the proposed 2018 and 2019 budgets.

Pastor Thomas McKee noted that he has heard from increasing numbers of people who are upset about the Always Being Made New Campaign for a wide variety of reasons. Because of this lack of support, the campaign has not performed as we had intended. He continued, "However, all with whom I have talked agree that the intent of the campaign is worthy and the ministries for which we are attempting to raise increased funding are vital ones, important to the mission of our church." He stressed that it is important that we listen and address these concerns and refocus and reshape the campaign in such a way that these leaders can get behind the campaign and support it. The Advisory Council of the campaign has the wisdom and capacity to do this.

Pastor McKee moved:

**ADOPTED: SC16.11.51. That the Always Being Made New Advisory Council evaluate and reshape the ABMN Campaign; develop plans for the continuation of that campaign, including a campaign organization and specific benchmarks to monitor the success of the campaign; provide its recommendations to Synod Council by the May 4 meeting of the Executive Committee; and provide to the 2017 Synod Assembly a full report of the campaign plan and concrete examples of how the proceeds of the funds received have been used for the mission of our church.**

There was no further new business.

**ADJOURNMENT**

Pastor Beth Schlegel led the members of the Synod Council in a closing prayer. The meeting was adjourned at 10:10 p.m.

Thomas E. McKee  
synod secretary  
11/22/16