

**Report
of the
Synod Council**

**MINUTES OF THE PROCEEDINGS
OF THE TWENTY-SEVENTH ANNUAL ASSEMBLY
OF THE SOUTHEASTERN PENNSYLVANIA SYNOD
OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA**

God's Work. Our Hands.

May 2-3, 2014

**Franconia Mennonite Meetinghouse
Telford, Pennsylvania**

Friday Morning, May 2, 2014

Service of Holy Communion

The Service of Holy Communion began at 9:30 a.m. The Reverend Claire Burkat, Bishop, Southeastern Pennsylvania Synod, served as the Presiding Minister, and the Reverend Mark S. Hanson, former Presiding Bishop, Evangelical Lutheran Church in America, as the Preacher. Also providing worship leadership were the following: Ms. Tracey Beasley, Assisting Minister; Ms. Judith Roberts, Sister Sally Kerr, and Mr. Art Beck, Readers; and the Reverend Janet Peterman, Prayer Leader.

The Bible readings were Isaiah 52:7-10, Psalm 98, Ephesians 2:4-10, and Luke 24:36-49.

Following the sermon, Bishop Burkat installed the following *Rostered Leaders Called to Specialized Ministries*: the Reverend Jennifer Ollikainen, Executive Director, Lutheran Congregational Services, and Sister Jane Roper, Executive-on-Duty/Registered Nurse, Silver Springs-Martin Luther School.

During the Prayers of Intercession, Pastor Peterman led the assembly in commemorating the synod's Faithful Departed since the last assembly: the Reverends Lloyd Sheneman, William Phillips, Walter Reimet, James Servey, and Paul Cornell, and Mr. Lawrence House, Associate in Ministry.

The Former Presiding Bishop's Sermon

Asking the assembly to "take out your imaginary cell phone," former Bishop Hanson invited them to "take an imaginary selfie." After doing that, he said, "Look at your eyes, mouth, nose, ears, mind, brain, hands, and feet ..." and know that "nothing that we would see in that selfie will save us, make life whole, raise us from the dead, or make us alive together with God. No part of us, or all of us, will save any of us. That is God's work. God's work is to make us alive together in Christ."

Citing Ephesians 2:4-10, "For by grace you have been saved through faith, and this is not your own doing; it is the gift of God," former Bishop Hanson invited his listeners to turn to someone near them and ask, "What do you expect God to do at this assembly?" Following these brief conversations, he continued, "God is here, rich in mercy, loving all of you in that selfie. In this polarized world, our work is to save, to do God's work of reconciliation, not work of meanness and divisiveness. The Southeastern Pennsylvania Synod is ahead of the church in living reconciliation. Guilt and shame are our activities, not God's work. God is not in the sin accounting business. As Luther points out in the Third Article of the Apostles' Creed in the Small Catechism, not even our faithfulness will save us. Faith is not our work but the Holy Spirit's. We are saved by the work of the Holy Spirit."

Returning to the gospel reading, Luke 24:36-49, former Bishop Hanson reminded the assembly that, when the crucified and risen Christ showed his disciples his hands and feet, he did not ask them what they had done with their hands and feet. Instead, he asked them, "What do you see when you see my hands and feet? Don't look at your selfie, look at my hands and feet – and see God's promise."

He invited the assembly to take out their imaginary selfies one more time and to ask, “What are you going to do, selfie? Are you going to do God’s work?” He told those present that they had been created for good works – their ears to hear the cries of the suffering, their ears to hear joyful words, their ears to hear the good news. He asked those present to look at each other’s feet and consider what makes those feet beautiful. Recalling the sermon that the Reverend Heidi Neumark preached at his installation as Presiding Bishop, where she told him that she would be watching not who puts their hands on his head but where his feet will be tomorrow, he challenged the assembly, “Where will your feet be tomorrow? Will they be standing with those in need?” He assured the assembly, “God will use all of you. We are joined to Christ crucified and risen and are set free to do God’s work.”

“We live on this side of Pentecost,” concluded former Bishop Hanson. “Your selfie has been anointed by the Holy Spirit.” He invited those present to look at their hands and place those hands on someone’s head. “The Holy Spirit is in this place,” he said. “And what God has promised has been delivered through the power of the Holy Spirit.”

Order for the Opening of the Assembly

At 11:05 a.m. Bishop Burkat led the Order for the Opening of the 27th annual Assembly of the Southeastern Pennsylvania Synod, Evangelical Lutheran Church in America.

Welcome and Introductions

Bishop Burkat introduced the Keynote Presenter, former Presiding Bishop Mark Hanson; the ELCA Churchwide Representative, Ms. Judith Roberts, Program Director, Racial Justice, Congregational and Syndical Mission, ELCA; the Parliamentarian, the Reverend Dr. Larry Smoose; the Regional Representative of Portico Benefit Services, Ms. Barbara Debski; Synod Officers, Synod Council members, and the Committee of Deans; and the Reverend Ellen Meissgeier, Director of Mobility. She invited rostered leaders, new to the synod since the last assembly, to introduce themselves.

Report of the Registrar

Ms. Cynta Outterbridge, Registrar, reported that the total number of voting members was 459, the total number of voting members registered was 406, and the number of voting members needed for a quorum was 306. Bishop Burkat declared a quorum.

Report of the Secretary

The Reverend Raymond Miller, Secretary, presented, and the assembly approved, the proposed program as printed in *The Bulletin of Reports*. He then presented as information the Rules of Procedure as printed in *The Bulletin of Reports*. By common consent, the assembly approved the following rule: "The Synod Assembly shall limit each speaker from the floor to two minutes, alternating *for* and *against* whenever possible, and allowing someone who has not spoken on a particular issue from the floor to speak before someone speaks a second or additional time."

He reported that the Synod Council approved the minutes of the 26th annual assembly on June 6, 2013.

He presented as information the reports of the various committees, task forces, organizations, and institutions of the synod.

Report of the Constitution Committee

Secretary Miller presented as information the required provisions of the *Constitution, Bylaws, and Continuing Resolutions of the Southeastern Pennsylvania Synod, Evangelical Lutheran Church in*

America which were adopted by the 2013 Churchwide Assembly. He then presented for approval three amendments as recommended by the Constitution Committee.

†S18.12. AMENDMENTS

Secretary Miller explained that amendments that are adopted by the Churchwide Assembly but not required “may be adopted by the Synod Assembly on a majority vote at one assembly under †S18.12.” He presented the following resolution, which the assembly approved:

S. A. 14.05.01 RESOLVED THAT, upon the recommendation of the Constitution Committee, the Southeastern Pennsylvania Synod Assembly approves the following amendments, for which a majority vote at one synod assembly is required:

S7.23. The presiding bishop of the Evangelical Lutheran Church in America and such other official representatives of this church as may be designated from time to time by the Church Council shall ~~also~~ have voice but not vote in the meetings of the Synod Assembly. Like privileges shall be accorded to those additional persons whom the Synod Assembly or the Synod Council shall from time to time designate.

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

BYLAW AMENDMENT

Secretary Miller presented the following resolution, which the assembly approved:

S. A. 14.05.02 RESOLVED THAT, upon the recommendation of the Constitution Committee, the Southeastern Pennsylvania Synod Assembly approves the following bylaw amendment, for which a two-thirds vote at one synod assembly is required (†S18.21.):

S12.01.02. The synod shall be divided into ~~nine~~ conferences in accordance with Chapter 12 of the synod constitution in order to foster interdependent relationships among congregations, institutions and synodical and churchwide units for mission purposes.

Secretary Miller noted that this amendment would give the Synod Council greater flexibility if it were to reconfigure conferences in the future.

The Reverend Martin Lohrmann, Christ Ascension, Philadelphia, urged the Synod Council to find a way to preserve the diversity of representation provided by congregations in the Northwest Philadelphia/Olney Conference if it chooses to dissolve that conference.

Report of the Nominating Committee

The Reverend Sandra Brown, Nominating Committee, presented the report.

Synod Council

TICKET 1, Synod Council – Clergy (Three to be elected for terms ending 2017)

The committee nominated the Reverends Stephen Keiser, Thomas Lang, Tina Mackie, and Jane Marston. There were no nominations from the floor. Bishop Burkat declared closed Ticket 1.

TICKET 2, Synod Council – Lay Man at Large (One to be elected for a term ending 2017)

The committee nominated Mr. Wynne Fisher. There were no nominations from the floor. Bishop Burkat declared closed Ticket 2, noting that Ticket 2 may include those not elected on Tickets 4, 5, and 8.

TICKET 3, Synod Council – Lay Woman at Large (One to be elected for a term ending 2017)

The committee nominated Ms. Lucille Hall. Nominated from the floor was Ms. Sandra Zimmerman. Bishop Burkat declared closed Ticket 3, noting that Ticket 3 may include those not elected on Tickets 6 and 7.

TICKET 4, Synod Council – Chester Conference Representative (Lay, Man) (One to be elected for a term ending 2017)

The committee nominated Mr. Rod Rothermel. There were no nominations from the floor. Bishop Burkat declared elected Mr. Rothermel.

TICKET 5, Synod Council – Lower Bucks Conference Representative (Lay, Man) (One to be elected for a term ending 2017)

The committee presented no nominations. Nominated from the floor was Mr. Donald Gleiter. Bishop Burkat declared elected Mr. Gleiter.

TICKET 6, Synod Council – Lower Montgomery Philadelphia Conference Representative (Lay, Woman) (One to be elected for a term ending 2017)

The committee nominated Ms. Sue Massey. There were no nominations from the floor. Bishop Burkat declared elected Ms. Massey.

TICKET 7, Synod Council – Youth Representative (Lay, Woman) (One to be elected for a term ending 2016)

The committee nominated Ms. Emily Fowler. There were no nominations from the floor. Bishop Burkat declared elected Ms. Fowler.

TICKET 8, Synod Council – Young Adult Representative (Lay, Man, Person of Color and/or Whose Primary Language is Other than English) (One to be elected for a term ending 2016)

The committee nominated Mr. Emmanuel Alves. There were no nominations from the floor. Bishop Burkat declared elected Mr. Alves.

Since there were no nominees from Tickets 4, 5, and 8 that could be added to the ballot for **TICKET 2**, Bishop Burkat declared elected Mr. Wynne Fisher to the Synod Council as the Lay Man at Large for a term ending 2017.

Consultation Committee

TICKET 9, Consultation Committee – Clergy (Four, five, or six to be elected to terms ending 2020)
The committee nominated the Reverends Marie Caron, George Detweiler, Gerald Faust, and Regina Goodrich. There were no nominations from the floor. Bishop Burkat declared elected Pastors Caron, Detweiler, Faust, and Goodrich.

TICKET 10, Consultation Committee – Lay Women (Two or three to be elected for terms ending 2020)
The committee nominated Ms. Mary Julia McKenzie and Ms. Margie Pendarvis-Wright. There were no nominations from the floor. Bishop Burkat declared elected Ms. McKenzie and Ms. Pendarvis-Wright.

TICKET 11, Consultation Committee – Lay Man (Two or three to be elected for terms ending 2020)
The committee nominated Mr. Robert Hensil. Nominated from the floor was Mr. Thomas Salber. Bishop Burkat declared elected Mr. Hensil and Mr. Salber.

Committee of Discipline

Before presenting the nominees for the Committee of Discipline, Pastor Brown noted the following rule approved by the Synod Council for the 2014 Synod Assembly regarding the election of members of the Committee of Discipline (**S. C. 14.03.08.**):

After the presiding officer declares the two clergy, one lay man, and one lay woman elected for terms ending 2020, the next runners-up shall be declared elected to the available positions; the total number of votes received by the nominees determining their length of term. As such, the clergy receiving the third and fourth most votes shall be declared elected to terms ending 2018, the clergy receiving the fifth most votes shall be declared elected to a term ending 2016, the lay man receiving the second most votes shall be declared elected to a term ending 2018, the lay man receiving the third most votes shall be declared elected to a term ending 2016; and the lay woman receiving the second most votes shall be declared elected to a term ending 2016. If a nominee declines election, the nominee with the next most votes on that particular ticket shall be declared elected for the stated term.

TICKET 12, Committee on Discipline – Clergy (Two to be elected for terms ending 2020)
The committee nominated the Reverends Charles Leonard, Paul Sorcek, Janice Vogt, and Donna Wright. Nominated from the floor was the Reverend Mark Singh-Hueter. Bishop Burkat declared closed Ticket 12.

TICKET 13, Committee on Discipline – Lay Woman (One to be elected for a term ending 2020)
The committee nominated Ms. Joyce Brown Adams and Ms. Susan Pursch. There were no nominations from the floor. Bishop Burkat declared closed Ticket 13.

TICKET 14, Committee on Discipline – Lay Man (One to be elected for a term ending 2020)
The committee nominated Mr. Peter Duskey and Mr. John Ungerman. There were no nominations from the floor. Bishop Burkat declared closed Ticket 14.

Pastor Brown thanked the members of the Nominating Committee.

Report of the Treasurer

Ms. Janet Huber Neff, Treasurer, highlighted portions of a draft of the *Financial Statements and Report of Independent Certified Public Accountants*, dated January 31, 2014. She noted that the synod's Total Net Assets as of January 31, 2014, were \$2,892,021, of which \$1,703,356 was unrestricted; \$489,256, temporarily restricted; and \$699,409, permanently restricted. The synod's income for fiscal year 2013 consisted of Mission Support from congregations, \$2,138,677; Other Contributions, \$725,319; Registration Fees, \$281,070; Investment Income, \$132,019; and Proceeds from the Sale of Closed Church Properties, \$802,703. The synod's expenses for fiscal year consisted of Operating Expenses, \$1,880,969; ELCA Proportionate Share (53%), \$1,135,335; and Property Management, \$245,794.

She reported that Partnership Support increased from \$2,137,127 in 2012 to \$2,138,677 in 2013. She noted that 81 of the synod's congregations maintained or increased their Mission Support to the synod in 2013, that 68 exceeded their intents, and that 42 congregations gave 9% or greater of their receipts to the synod.

Ms. Neff identified 2013 Actual Expenses by Major Purpose: Partnerships: \$1,297,965; Mission: \$449,569; Office of the Bishop: \$618,602; Synod Administration: \$282,498; and Leadership: \$71,149.

The Reverend Jane Marston requested that the Treasurer's assembly Power Point presentation be made available for use by the synod's congregations.

The Reverend Richard Mathisen asked for the percentages that the synod gave to the ELCA Partnership Support over recent years. Ms. Neff reported that the synod gave 53.5% in 2012 and 53% in 2013 and plans to give 50% in 2014.

Ms. Neff presented the following resolution, which the assembly approved:

S. A. 14.05.03 RESOLVED THAT the Southeastern Pennsylvania Synod Assembly receives as information the draft report of the auditors of the synod's financial statements for the fiscal year ending 2013.

She indicated that the final report of the auditors would be presented to the Synod Council for approval.

First Report of the Committee on Reference and Counsel

Ms. Jill Meuser, Chair, Committee on Reference and Counsel, presented the report.

Thrivent Financial's Neutrality Policy

Ms. Meuser reported that the committee had received the following resolution:

Whereas Thrivent Financial is a membership organization of Christians, including many Lutheran Christians from the Southeastern Pennsylvania Synod (SEPA) of the Evangelical Lutheran Church in America (ELCA); and

Whereas the relationship between congregational members and Thrivent Financial has included the designation of Thrivent Choice Dollars in support of community outreach; and

Whereas this relationship between Lutherans and Thrivent Financial (formerly Lutheran Brotherhood and Aid Association for Lutherans) has for many years been one of affirmation and cooperation; and

Whereas, on February 6, 2014, the Thrivent Financial Board of Directors made effective a Neutrality Policy regarding recipients of Thrivent Choice Dollars, which restricts giving to “certain social, politically partisan, or health and human services causes and issues such as abortion, sexual orientation, or guns;” and

Whereas the ELCA statement on Church in Society (1991) states that Christians “often disagree passionately on the kind of responses they make to social questions. United with Christ and all believers in baptism, Christians welcome and celebrate their diversity;” and

Whereas the ELCA statement on Peace (1995) reminds us that “The Church is a disturbing presence when it refuses to be silent and instead speaks the truth in times when people shout out, ‘Peace, peace,’ when there is no peace (Jeremiah 6:14).”

Therefore be it resolved, that the Southeastern Pennsylvania Synod of the Evangelical Lutheran Church in America at this assembly urge individual Thrivent Financial members, who are members of this synod’s congregations, to register disapproval of this neutrality policy, directing their disapproval to Thrivent Financial representatives, Thrivent Financial branches, and the Thrivent Financial Board of Directors; and

Be it further resolved that the Southeastern Pennsylvania Synod of the Evangelical Lutheran Church in America, at this Assembly, call on the congregations of this synod, particularly those who own Thrivent Financial products, to register their concerns to Thrivent Financial regarding this discriminatory neutrality policy; and

Be it further resolved that the Southeastern Pennsylvania Synod of the Evangelical Lutheran Church in America direct the Secretary of this synod to send a copy of this resolution to the Thrivent Financial Board of Directors.

Ms. Meuser presented the following substitute resolution which the committee recommends for approval:

BE IT RESOLVED THAT the Southeastern Pennsylvania Synod of the Evangelical Lutheran Church in America at this assembly urges individual Thrivent Financial members, who are members of this synod’s congregations, to register their concerns about this neutrality policy, directing their responses to Thrivent Financial representatives, Thrivent Financial branches, and the Thrivent Financial Board of Directors; and

BE IT FURTHER RESOLVED THAT the Southeastern Pennsylvania Synod of the Evangelical Lutheran Church in America at this assembly calls on the congregations of this synod, particularly those who own Thrivent Financial products, to register their concerns to the Thrivent Financial Board of Directors regarding this neutrality policy; and

BE IT FURTHER RESOLVED THAT Southeastern Pennsylvania Synod of the Evangelical Lutheran Church in America direct the Secretary of this synod to send a copy of this resolution to the Thrivent Financial Board of Directors.

Ms. Meuser indicated that the committee wrestled with an appropriate response to the original resolution, noting that Thrivent Financial is not a church body but a fraternal organization.

The Reverend David Deal, a sponsor of the original resolution, expressed support for the substitute resolution. He provided background on Thrivent’s “neutrality policy,” noting that it has been renamed “outreach funding policy.”

Mr. Tom Conroy, Good Shepherd, Southampton, stated that it is not appropriate for “a faith organization to speak to a private organization” and seek to alter one of its policies.

Mr. Jeff Dimmig, Zion, Zion Hill, noted that the substitute resolution weakens the position taken by the original resolution and makes it meaningless.

The Reverend Timothy Johansen observed that Thrivent’s “neutrality policy” is not discriminatory about the organizations which it makes eligible to receive Choice Dollars.

The Reverend Donna Wright moved to substitute the original resolution for the Committee on Reference and Counsel’s substitute resolution, stating that, because Thrivent Financial is a non-profit and not taxed, it should support “all Lutheran justice and caring ministries.”

Bishop Burkat called for the order of the day.

Prayer

The Reverend Jonathan Shin of the Philadelphia Korean Lutheran Church, one of the synod’s newest missions, offered prayer.

The assembly recessed for lunch.

Friday Afternoon, May 2, 2014

Prayer

The Reverend Nathan Krause, and assembly voting members, led the assembly in prayer.

Balloting

The Reverend Rebecca Eisenhart, Chair, Committee on Elections, explained the balloting procedure. The assembly then cast votes for the first ballot of Tickets 1, 3, 12, 13, and 14.

Report of the Churchwide Organization

Ms. Judith Roberts brought greetings from the Reverend Elizabeth Eaton, Presiding Bishop, Evangelical Lutheran Church in America, and introduced the video prepared by the churchwide organization for use at this year’s synod assemblies. The video, featuring Bishop Eaton as narrator, highlighted three ministries: Grace in Action, an outreach ministry to youth in Detroit; a partnership between a rural congregation and an urban congregation in Minnesota, which led to a program called Sowing Seeds that taught urban families about faith and farm life; and Lutheran Advocates for Maritime Mission, a ministry to seafarers in San Juan, Puerto Rico. “We are one church in more than 9,000 places,” said Bishop Eaton.

Ms. Roberts identified Bishop Eaton’s four strategic messages – (1) we are church, (2) we are Lutheran, (3) we are church together, and (4) we are church for the sake of the world – and encouraged the assembly to “take them to heart and take them out into the world.”

She invited the assembly to become better acquainted with (1) the publication, *Stories of Faith in Action*, which describes people whose lives have been touched by ELCA ministries, (2) The Welcome Church, a ministry to the homeless in Philadelphia, and (3) the “God’s Work, Our Hands” Day of Service planned for September 7, 2014. She also encouraged those present to participate in the ELCA’s five-year *Always Being Made New* campaign, the goal of which is to raise \$198 million for new ministries. “We are church together,” said Ms. Roberts, “and together we can grow, evangelize, educate women, serve globally,

end hunger, overcome malaria, send missionaries abroad, and more.” She thanked the synod for contributing over one million dollars to support the ELCA and then closed with prayer.

Recognition of Anniversary Celebrants

Bishop Burkat invited the Reverends George Keck and D. Craig Landis, both celebrating fifty years of ordination, to greet the assembly.

Accompanied by his wife Betty, Pastor Keck described his life as a series of “unexpected happenings.” Cradling in his arms a *Curious George* stuffed bear, given to him by his wife, he began, “What I am curious about is how did I get here – a kid born in western Pennsylvania and who lived in Philadelphia for 40 years. What I am curious about is a young couple with two daughters who were able to graduate from Thiel College and then get through seminary ...” He shared more aspects of his life about which he was curious and then observed, “Nothing ever worked out quite as expected but what happens is the good stuff. At each stage, something good, something new, was added to my life.” He concluded, “Thanks to God and to you for all the good stuff that has happened!”

Pastor Landis, accompanied by wife Anne, began by expressing thanks to his parents; to his wife for her love, support, and guidance; to his extended family for getting him through adolescence after the early death of his father; to his close friends who supported him through tough challenges; to congregation members who received his pastoral care; and to God for inspiring and guiding him in the proclamation of the gospel.

He identified the four cornerstones for proclaiming the crucified and risen Christ as preaching, teaching, visiting, and administering, and then offered the following suggestions: (1) focus on being the church, not a social organization; (2) get rid of the adjectives “traditional” and “contemporary” in describing worship -- worship should have no adjectives; and (3) standardize the text of the Lord’s Prayer. He encouraged pastors “to stay focused on preaching, teaching, and living the gospel and to leave the rest to God. If they do so, the people will come.”

Bishop Burkat recognized rostered leaders celebrating significant anniversaries:

- 60th Anniversary of Ordination: the Reverends John N. Holman and Kenneth S. Ensminger ;
- 40th Anniversary of Ordination: the Reverends Eric R. Royer, Kenneth S. Nelson, LaVonne Althouse, Richard A. Olson II, William E. Braun, Jr., and William M. Rex, Jr.; and
- 25th Anniversary of Ordination: the Reverends John P. Dougherty, Kristine A. Peterson, Leslie M. Richard, Marcia G. Bell, Rosa M. Key, Serena S. Sellers, and Terrence W. Goad.

Bishop Burkat also recognized the following congregations celebrating significant anniversaries:

- 275th Anniversary: St. Paul, Red Hill;
- 140th Anniversary: Christ, Springtown;
- 125th Anniversary: Holy Trinity, Wallingford;
- 75th Anniversary: Messiah, Newtown Square; and
- 25th Anniversary: Ascension, Washington Crossing

Keynote Presentation

Addressing the assembly, former Presiding Bishop Hanson began by expressing “heartfelt thanks for the way that each of you live out your baptismal calling.” He thanked Bishop Burkat for leadership, saying that he was present at her election eight years ago and is delighted “to see her flourishing in this hall.” He also thanked the Reverend Dr. Philip Krey for his “outstanding leadership” as President of the Lutheran Theological Seminary at Philadelphia. He noted that the prayer stole, given to him at this assembly eight years ago in conjunction with the bishop’s election, has been worn at every synodical bishop’s election over which he has presided since that time. He called this synod “a praying synod.”

“To do God’s work with our hands,” he continued, “we have to be discerning communities.” Just as the ancient Israelites felt a responsibility to tell and re-tell their story of God’s work among them, God’s people, in order to do God’s work today, need to know the narrative.

He then invited those present to briefly converse with those next to them on the question: What part of Scripture is most informing you today on doing God’s work with your hands?

Citing 2 Corinthians 5:17, “So if anyone is in Christ, there is a new creation,” former Presiding Bishop Hanson acknowledged, “Our dilemma as Lutherans is that we cannot know with certainty what God is doing but, at the same time, God wants us to participate in what God is doing. To be a discerning community,” he continued, “we must know the narrative and also put ourselves in the particular social position where we can see the world from the perspective of those from below.”

He then asked those present to share with those next to them stories about where they see God at work.

He told his own story of doing sermon preparation in the waiting area of an auto service department when another customer noticed him reading the Bible. “Praise the Lord!” the customer said. Soon another customer joined them and the three of them began to share with each other their stories of faith.

“Look at your hands,” former Presiding Bishop Hanson instructed the assembly. “Think about how you have been doing God’s work with your hands.” The first posture of hands is openness, he said. It is the posture of receiving. Imagine someone holding you with their hands at the baptismal font. Imagine your hands receiving the bread and wine of Holy Communion. Imagine your hands lifted up in prayer. He told his listeners that they do God’s work by being God’s people at prayer.

He then instructed those present to stand, face west, extend their hands, and renounce evil. “One of the greatest forces that we need to hold back is fear,” he said. Making use of a quote by the biblical theologian Walter Brueggemann, he said, “When fear takes over, we become possessive, suspicious, and un-neighborly.” Extend radical hospitality. Take a look at what needs to die in your congregations. “Worship needs to be less rehearsal in a practice hall,” he said, “and more practice in a rehearsal hall.”

He told the story of meeting in which he participated with King Abdullah II of Jordan, where the king asked the Christians present to do three things: (1) work to make Arab Christianity viable in Arab lands, (2) make sure that Jerusalem is a shared city, and (3) encourage Muslims and Christians to engage in conversation so that the extremists do not win the day.

He told another story about participating in an interfaith panel, coordinated by the Coexist Foundation, an organization that seeks to foster reconciliation among religious communities. During the course of the conversation, the moderator asked each panelist to tell their story of faith in two minutes. He challenged those at the assembly to consider how they would tell their story of faith in two minutes.

Before closing with prayer, he told the assembly that one of the hardest things to do with your hands is letting go. He talked about sitting with his dying mother who asked him why death was taking so long, saying good-bye to a daughter leaving for college, and hearing Jesus crying out from the cross. “We don’t talk enough about the sadness of letting go,” he said. “As Easter people, we grieve loss but we do not fear loss.”

Following the presentation, Bishop Burkat invited Ms. Ione Hanson to join her husband at the podium, where she presented several gifts to both of them, including items made by the people of The Welcome Church, Philadelphia. She also reported that those present at worship this morning contributed \$5,500 to the offering for the ELCA *Fund for Leaders* in honor of former Presiding Bishop Hanson.

Mission Moments

Mr. Robert Fisher introduced slides depicting the various activities of the synod’s congregations on “God’s Work, Our Hands” Day of Service on September 8, 2013.

Report of the Mission Investment Fund

The Reverend Mark Wimmer, Regional Manager, Mission Investment Fund, reminded the assembly that “the Mission Investment Fund is a financial ministry of our church” and presented a video about the fund which asked the question, “With your one life, how will your light shine?” He concluded by listing some of the fund’s partners in this synod and mentioning some new opportunities for investment.

Prayer

The Reverend Regina Goodrich led the assembly in prayer.

The assembly recessed for dinner, to participate in forums, and to visit the Mission Center.

Friday Evening, May 2, 2014

Prayer

The Reverend Beth Lockard led the assembly in prayer.

Bishop Burkat recognized the Reverend George Detweiler who was celebrating his 40th Anniversary of Ordination.

Report of the Committee on Elections

Pastor Eisenhart reported the results of the first ballots for Tickets 1, 3, 12, 13, and 14.

TICKET 1, Synod Council – Clergy (Three to be elected for terms ending 2017)

418 total ballots, 418 valid ballots, 210 votes needed to elect

Stephen Keiser, 272; Jane Marston, 270; Thomas Lang, 241; Tina Mackie, 232

Bishop Burkat declared elected the Reverends Stephen Keiser, Jane Marston, and Thomas Lang.

TICKET 3, Synod Council – Lay Woman at Large (One to be elected for a term ending 2017)

344 total ballots, 344 valid ballots, 173 votes needed to elect

Lucille Hall, 179; Sandra Zimmerman, 165

Bishop Burkat declared elected Ms. Hall.

TICKET 12, Committee on Discipline – Clergy (Two to be elected for terms ending 2020; two to be elected for terms ending 2018; and one to be elected for a term ending 2016)

360 total ballots, 354 valid ballots, 6 invalid ballots, 178 votes needed to elect

Donna Wright, 193; Paul Sorek, 135; Janice Vogt, 133; Charles Leonard, 119; Mark Singh-Hueter, 110

Bishop Burkat declared elected the Reverends Donna Wright and Paul Sorcek for terms ending 2020, the Reverends Janice Vogt and Charles Leonard for terms ending 2018, and the Reverend Mark Singh-Hueter for a term ending 2016.

TICKET 13, Committee on Discipline – Lay Woman (One to be elected for a term ending 2020 and one to be elected for a term ending 2016)

355 total ballots, 355 valid ballots, 178 votes needed to elect

Susan Pursch, 211; Joyce Brown Adams, 144

Bishop Burkat declared elected Ms. Pursch for a term ending 2020 and Ms. Adams for a term ending 2016.

TICKET 14, Committee on Discipline – Lay Man (One to be elected for a term ending 2020; one to be elected for a term ending 2018; and one to be elected for a term ending 2016)

350 total ballots, 350 valid ballots, 176 votes needed to elect

John Ungerman, 176; Peter Duskey, 174

Bishop Burkat declared elected Mr. Ungerman for a term ending 2020 and Mr. Duskey for a term ending 2016.

Pastor Eisenhart thanked the members of the Committee on Elections.

Introduction of Candidates for Roster Status

The Reverend Nancy Brown, Director of Candidacy, and Mr. Fred Renigar, Chair, Candidacy Committee, introduced the candidates approved for the ELCA roster: Ms. Ashley Rossi, Mr. Russell Crouthamel, Ms. Karen Kelly, Ms. Laura Tancredi, Ms. Karen Sease, and Mr. Axel Kaegler.

Report of the Lutheran Theological Seminary at Philadelphia

Bishop Burkat introduced President Krey, who thanked former Presiding Bishop Hanson and Bishop Burkat for their “solid support” of theological education. “Why does theological education matter?” he asked. “Because pastors matter -- and congregations matter.” Acknowledging that “it takes a congregation to raise children in this society,” he cited the role that his family’s congregation played in raising his five children and added, “Pastors do much of that, bringing the message of the Cross and Resurrection.” He also expressed appreciation to congregations for their youth ministries.

“We [at the Lutheran Theological Seminary at Philadelphia] prepare leaders,” he said, noting that this year is the Philadelphia Seminary’s 150th anniversary. “We count on you to make our work possible,” he said as he thanked those at the assembly for their financial support. Stating that providing scholarships for students is a missional issue, he invited those present to participate in the seminary’s anniversary campaign, which is seeking to raise funds for scholarships. He noted that this report would be his last as the seminary’s president and congratulated the Reverend Dr. David Lose on being selected by the seminary’s Presidential Search Committee as the seminary’s next president.

Evening Prayer

Pastor Donna Wright led the assembly in Evening Prayer.

The assembly recessed.

Saturday Morning, May 3, 2014

Worship

Preaching on Matthew 12:9-14, the story of how Jesus healed a man with a withered hand, Bishop Burkat began by inviting those present, “Hold up one of your hands and take a good look at [them]. What an amazing piece of mechanical and biological engineering you see before you! If you’re sitting close enough to someone, hold each other’s hands and just marvel at what you see ... How appropriate that the ELCA chose this wonderful phrase to describe our common ministry: God’s Work, Our Hands.

“Now gently,” she continued, “take the fingers of that hand and fold them down, covering the person’s hand with your own. Imagine losing the use of that hand. Think of all the things you do with that hand that would be lost to you, that you would have to learn all over in a new way.” She told the story of an eight-year-old boy named Steve who was born without a left hand but who received “a bionic boost” by receiving a robotic hand. God can work even through a bionic hand, she inferred.

“There are many instances in the Gospel of Matthew where Jesus uses his hands to touch and heal another,” Bishop Burkat told the assembly. “And then there is this story of the man with the withered hand. You might not be as familiar with this one because it’s not part of the lectionary cycle... But when we think of the phrase, ‘God’s Work, Our Hands,’ this text shifts our perspective and gives us some interesting insights and as to what that phrase means...

“We don’t know why the man’s hand was deformed. Perhaps it was a congenital condition that he suffered from birth. Perhaps it had gotten crushed in an accident and never healed properly. Whatever the reason, this man’s hand did not function the way it should. It kept him from being able to work and support himself and his family.

“Jesus wants the real situation to be brought out into the open. Stretch [that hand] out. Let’s see just how bad it is. It’s as if Jesus is saying to the man and the crowd, ‘Let’s be honest about our withered hands, the things about ourselves that do not function well, that have been crushed or kept from growing. What is your withered hand?’” Bishop Burkat asked.

“This story in Matthew is not just about individual healing,” she said. “The fact that Jesus brought this man’s condition out in the open means that he’s challenging the community to ask: What is withered in our society? What is not functioning the way God intended? How are the hands and hearts in our communities suffering from harm, choked off from the rest of the body? What and who needs to be restored?”

Bishop Burkat told the assembly, “When Jesus healed the man with the withered hand, the authorities tried to trick him and trap him, daring him to heal the man and stand up to the iron grip they had on the control of God’s grace. In the same way, the impervious powers of today say to the church: We dare you to heal. We dare you to bring the healing power of Christ into the world. We dare you to honor the personhood and rights of immigrants. We dare you to try to have church out in the open and assist those living with homelessness. We dare you to bring the oppression of the criminal justice system out into the open. We dare you to stand up against failing schools and champion wounded soldiers.

“Yes, the authorities will be angry when we do this work. They will plot against us, pass ordinances to discourage us, drag their feet, and resist our efforts to advocate for the withered hands of our society. But this is God’s work, strengthening our hands and our resolve, linking our hands one to another...

“God’s work is to bless our hands so that we can interlock our fingers and join our palms in the work of lifting up others and bringing justice, peace, and Jesus’s agape love into this world.

And God's work is to take our hands and heal our hearts, even when we are tired ... weak ... [and] worn, because we are very, very loved, and so that our hands in gratitude can heal others."

Second Report of the Committee on Reference and Counsel

Thrivent Financial's Neutrality Policy (Continued)

The assembly resumed discussion of the motion to substitute the original resolution for the Committee on Reference and Counsel's resolution.

The Reverend Matthew Ollikainen spoke in favor of the intent of the resolutions, stating that "Thrivent should not be binding hands from doing healing."

Pastor Mathisen spoke against the motion to substitute, stating that he believed that Thrivent had made a mistake in allowing "politically sensitive donations."

Acknowledging that "Thrivent is different from the church," Pastor Deal said that, as a Thrivent member, "We have a voice to speak to the decisions that Thrivent makes."

Mr. Philip Rossomando, Centennial, Kimberton, reported that, after doing some research, less than one percent of Thrivent's Choice Dollar contributions goes to the organizations in question. He added that Thrivent should be free to choose what organizations receive its funds.

The Reverend Karl Richard spoke against the motion to substitute, observing that the language of the original resolution seems "strident."

The assembly approved a motion to close discussion and then defeated the motion to substitute the original resolution for the Committee on Reference and Counsel's resolution.

The assembly approved the Committee on Reference and Counsel's resolution:

S. A. 14.05.04 BE IT RESOLVED THAT the Southeastern Pennsylvania Synod of the Evangelical Lutheran Church in America at this assembly urges individual Thrivent Financial members, who are members of this synod's congregations, to register their concerns about this neutrality policy, directing their responses to Thrivent Financial representatives, Thrivent Financial branches, and the Thrivent Financial Board of Directors; and

BE IT FURTHER RESOLVED THAT the Southeastern Pennsylvania Synod of the Evangelical Lutheran Church in America at this assembly calls on the congregations of this synod, particularly those who own Thrivent Financial products, to register their concerns to the Thrivent Financial Board of Directors regarding this neutrality policy; and

BE IT FURTHER RESOLVED THAT Southeastern Pennsylvania Synod of the Evangelical Lutheran Church in America direct the Secretary of this synod to send a copy of this resolution to the Thrivent Financial Board of Directors.

Kairos and Associates Presentation

Bishop Burkat introduced the Reverend Dr. David Lose by saying, "The secret is out! David Lose is the new President of the Lutheran Theological Seminary at Philadelphia." She continued, "Recently [Dr. Lose] has been working as a stewardship and mission planning consultant with Kairos and Associates. It is in that capacity that he comes to speak with us today. With the approval of the Synod Council we

engaged Kairos to conduct a deep listening and feasibility study for our synod as we discerned the time and season for a synod capital campaign. Since February our Synod Council, staff, deans, and other constituents met with [Mr.] Jeff Kjellberg, owner of Kairos, and [Dr. Lose]. More than 1,000 electronic *Landscape Surveys* went out to key rostered and lay leaders on our synod territory. This online survey, consisting of 60 multiple choice questions, were tabulated as part of a sophisticated feasibility instrument to help determine energy in various ministry areas of [this] synod.”

She added, “I also hosted two Bishop’s Summits with key leaders from many of our synod teams to engage synod stakeholders in deep listening to the hopes and dreams of rostered and lay leaders for a vital future for mission in the synod. Today Dr. David Lose ... will highlight what Kairos has learned about the energy and vitality already present in our synod, as well as the areas that needing strengthening.”

Indicating his intent to report on “where we are and where we are going,” Dr. Lose began by commenting on a graph which showed the decline of every major Christian tradition in the United States over the past several years. “Most of us look at this graph with feelings of distress and shame,” he said. “We remember when the church was bigger and expanding, but this trend of decline is not your fault. The decline is the result of massive cultural change: (1) the loss of cultural support, (2) the decline of the culture of duty, (3) the disappearance of Sabbath as a time of rest, and (4) the reality that today we are drowning in a sea of stories. No wonder we have lost our compass and our way forward.”

After showing an EDS (Electronic Data Systems) commercial, depicting a team building an airplane in the air, he said, “This is what leadership is like in the church today. None of us really knows what we are doing right now. We are reinventing and experimenting, but the Lord is three steps ahead of us and leading us. Ministry is like building airplanes in the air.”

He described Kairos and Associates as a group that does resource development for Lutheran communities. To this end, he said, “Mission and discernment are essential.” Part One of Kairos’ partnership with the Southeastern Pennsylvania Synod is to discern, clarify, and articulate God’s preferred future for this synod. The strategy for doing this has involved deep listening through Landscape Surveys, Bishop’s Summits, and interviews. Part Two will seek to discover resources for that future.

He noted four significant findings from Part One: (1) we know we need to change; (2) there is a consensus around strengthening our Lutheran identity; (3) we have an opportunity to clarify the role of the synod; and (4) synods lead by equipping congregations and leaders.

“God is up to something bigger,” Dr. Lose told the assembly. “God’s future is rarely what we imagined. The earliest Christians weren’t called Christians; they were called ‘the People on the Way.’ We are people on the way as we walk together.” He closed with prayer.

Moment with Our Missionaries

Mr. David Neale, Chair, Tanzania Companionship Team, introduced a video which highlighted the ministries of the North Eastern Diocese, Evangelical Lutheran Church of Tanzania. He then brought greetings by means of a letter from the synod’s missionaries, Ms. Susan MacPherson and Mr. Tom MacPherson, who serve at the Irente Children’s Home in that diocese. In that letter, Mr. and Mrs. MacPherson thanked the assembly for the synod’s support. By means of Skype, Mr. and Mrs. MacPherson introduced the assembly to a group of children at the Irente Children’s Home, who sang and recited the Lord’s Prayer.

Bishop’s Address: Joining a Christian Conspiracy

“We’ve been through a lot these last eight years,” Bishop Burkat told the assembly. “When I was elected bishop in 2006, none of us had any idea the Great Recession loomed ahead. Here at the synod office we

were concerned about the drop in financial support for congregations and consequently for synods and the churchwide expression of the ELCA. We worried about the fragility of many of our congregations, the decline in worship attendance, the lack of biblical literacy, and the inadequate Christian formation of the younger generations. We all tried really, really hard to change the tide. We brought in fabulous speakers to our assembly and to other venues to boost our confidence and send us out with new ideas and new resolve. Many of you have listened to and learned from the many speakers and teachers we brought here: Phyllis Tickle, Brian McLaren, David Lose, Kelly Fryer, Dave Daubert, Rolf Jacobson, Rodger Nishioka and Jay Gamelin, who all shared with us the signposts along our journey into uncharted territory.

“We are not alone in this. When I meet with interfaith leaders, I hear stories of how all the other traditions are also dealing with the same issues: less money, fewer people, closing congregations.

“So I want to thank Dr. Lose for the balm in Gilead he poured upon us today, reminding us that in 2000 years of Christian history, the Church has always been struggling with change and loss of one kind or another. Why half the Bible is a cacophony of lamentations and the mourning of loss! We can learn a lot from struggle. We have learned a lot from struggle.

“I honestly would never have made the substantial changes in our synod staffing and structure without being forced to by the recession. How many of us wake up one morning when all is well with the world and say, ‘Well, this is a good day to start turning things upside down!’

“But I have to say, looking back on the struggle and changes we made, each one has actually strengthened our ministry and prepared us for being the church in this new reality. For example:

- Reducing our budget forced us to prioritize our expenditures and concentrate on core missional objectives. Now we are living within our budget for the first time in decades, and can use any new money and gifts to enhance our new initiatives.
- Downsizing synod staff led to empowering and deploying deans and part-time program staff to oversee critical areas that were formerly done by full time synod staff. Now more people are served and connected than ever before and the work is shared.
- Ending committees that were dependent on synod staff has produced teams that are more action-oriented rather than meeting-driven. Now these new teams are more flexible and attuned to what works and what doesn’t...

“Seeing all this gives us the courage and resolve to say: We can do more! The Kairos report reminded us that only a fraction of all the ELCA Lutherans in [Southeastern Pennsylvania] are connected to the work and purpose of the synod. You’ve told us that even with the changes we’ve made, more are needed, and we agree. But we need your support and help in identifying what those changes might look like.

“What does a synod do that a congregation or social ministry organization can’t do? I have some ideas. You have some ideas. We know many congregations have some ideas. Let’s explore them together.

“In so many ways, the twenty-first century Church is more like the first century Church than the twentieth century Church... A Jesuit theologian, John Courtney Murray, once described the early church as a *conspiracy*. By that he meant the ancient believers ‘breathed together.’ *Con* means ‘with’ and *spire* means ‘breath.’ *Con-spiracy* means ‘breathing together.’ This is what made the early church: One with another, and One with God.

“The purpose of the Christian Conspiracy is to bear witness to the love of Christ. To make the love of God visible and tangible. To breathe it into to the world together. So I want to invite you to join a new Christian Conspiracy. What does it mean in the twenty-first century Church to conspire with Christ and with one another to heal and bless the world in whatever ways and means God is leading us? Of course, this twenty-first century conspiracy is looking very different from what most of us are used to. We don’t have a clear picture of what lies ahead for the Church. But we know two things that will be critical for setting our course in the years ahead.

- 1) It will mean worshiping God in spirit and truth and equipping our leaders to go and make disciples who will go and make disciples and make disciples and make disciples.
- 2) It will mean equipping ambassadors and envoys and carriers of Christ who will not be afraid to learn the language, the culture, and enter the adventure of the twenty-first century mission field.

“Beyond those two points, it is still too soon to say exactly what these changes might look like. But we are committed to working with our congregations, our leaders, and other supporters to discern how we can conspire with all of our faith communities, small and large, urban, suburban and rural, financially strong, making it OK, barely hanging in there, and on the margins. All have the potential to be the kind of Lutheran witness that can make a difference in the community and in the world.

“We are at a critical time. The next few years will be our window of opportunity to make the necessary changes to lead and equip the saints and congregations for the work of ministry in order to build up the body of Christ. And we as the synod, leaders and congregations, are now positioned to make the kind of institutional changes that can make us a more flexible, resilient organization.

“We want to be attuned to the blowing of the Spirit and to navigate the winds of change. We are poised to launch a campaign to raise leaders and resources because we have already made significant institutional changes. We are not afraid to take risks; we just need support, collaboration, time, discernment, and a willingness to *conspire* as a synod. Of course, we do not know how God will surprise us. And it’s fair to say that maybe we are a bit afraid of the risks we must take. But together we can make the changes necessary to boldly engage this fast-changing world with the timeless and priceless Gospel imperative.

“Dr. Lose wrote in the Kairos summary of the listening posts: ‘The work undertaken in the next three years, including a capital campaign, will be crucial in determining whether the synod moves into its potential for transformational change and mission or slides toward complacency.’ We heard you. You want us to help equip leaders and congregations with ideas, collaborative partnerships, best practices from growing congregations, and resources that will enable your faith community to bring new people into a life changing relationship with Jesus Christ. You want to be strengthened for outreach, worship, and service regardless of the size of your congregation.

“We have found that when we invite leaders to come together to learn and share and brainstorm and discern God’s direction, people willingly come and are encouraged in their Christian vocation. But we can do this better. We need to develop a discernment process to help us rethink how we can be vital congregations in this twenty-first century.

“So let me share with you now some places the Holy Spirit is already working powerfully in our midst and in our synod in the kind of ways we will need to equip and teach leaders, both rostered and lay, to attend to the in this new age.” Bishop Burkat cited the following examples: Rhawnhurst Turning Point, a

youth outreach center for high school youth in Northeast Philadelphia, and The Welcome Church, an ELCA congregation in Center City Philadelphia, proclaiming the hope and love of a gracious God to all people, especially the homeless.

“This is a new day and age, my friends,” said Bishop Burkat. “Rhawnhurst Turning Point and The Welcome Church are just two examples of what we can learn as we live into this reality of being a twenty-first century *conspiracy* Church. There is no shortage of ideas, love, resources, or faith in the extravagant God we serve. The Spirit of God is on the move. Let us *conspire* with Christ to heal and bless the world. There is room at the table and everyone is welcome! Let it be so in our place and time.”

Report of the Vice President

Ms. Tracey Beasley, Vice President, began by thanking the churches that hosted the Synod Council this past year: Advent, Richboro; Tabernacle, Philadelphia; Upper Dublin, Ambler; and New Hanover, Gilbertsville. She also thanked everyone who gave mission support this year, adding that members of the Synod Council and of the Stewardship Team would be visiting churches to personally say thanks.

“Your work is not in vain,” she assured those leaders who have said that they are tired. “Despite the hard winter, floods, and buildings in need of repair, you are doing God’s work with your hands.”

She then recognized those congregations that are doing God’s work by “taking it to the streets” and “meeting people in the 21st century where they are,” especially through innovative programs in the areas of hunger, Bible study, and outreach. “God has not brought us this far to leave us,” said Vice President Beasley. “God is equipping leaders to reach the unchurched, to make disciples, and to support struggling congregations.”

On behalf of the Synod Council (S. C. 14.03.01), Vice President Beasley presented the following resolution:

In order to equip, strengthen, and grow the congregations and leaders of this territory, BE IT RESOLVED THAT the Southeastern Pennsylvania Synod, ELCA, enter a capital funding campaign by which to clarify and communicate a compelling vision, engage congregations in a process of discovery and growth, and develop resources necessary to achieve the mission to which we believe God is calling us.

The Reverend Patricia Davenport moved the following amendment:

In order to equip, strengthen, and grow the congregations and leaders of this territory, BE IT RESOLVED THAT the Southeastern Pennsylvania Synod, ELCA, enter a capital funding mission advancement campaign by which to clarify and communicate a compelling vision, engage congregations in a process of discovery and growth, and develop resources necessary to achieve the mission to which we believe God is calling us.

The assembly approved the amendment.

Mr. Thomas Russert, St. Paul, Doylestown, asked how the synod’s campaign would work with the ELCA campaign. Bishop Burkat answered that, though some persons may wish to give directly to the ELCA campaign, a percentage of the synod’s campaign would be designated for the ELCA.

Mr. Brad Burke, St Michael, Unionville, asked when the synod would share campaign goals with congregations. Bishop Burkat answered that the synod would do so in 2015.

The assembly approved the following resolution as amended:

S. A. 14.05.05 In order to equip, strengthen, and grow the congregations and leaders of this territory, BE IT RESOLVED THAT the Southeastern Pennsylvania Synod, ELCA, enter a mission advancement campaign by which to clarify and communicate a compelling vision, engage congregations in a process of discovery and growth, and develop resources necessary to achieve the mission to which we believe God is calling us.

Report of the Reformation at 500 Committee

Noting that in 2017 Lutherans and other Christians around the world will be commemorating the 500th Anniversary of the Reformation, Bishop Burkat welcomed the Reverend Stephen Godsall-Myers, Chair, Reformation at 500 Team, who shared some preliminary ideas on which the team was working. He added that the team intends to develop and share resources for use in congregations.

Bishop Burkat invited the Reverend Dr. Philip Krey, who this year will end his service as the President of the Lutheran Theological Seminary at Philadelphia, and the Reverend Dr. Martin Lohrmann, Pastor, Christ Ascension, Philadelphia, who has been called to the faculty of Wartburg Theological Seminary, Dubuque, Iowa, to come forward. She expressed thanks for their service and gave them a blessing.

Bishop Burkat introduced Ms. Jessica Nipp Hacker, Coordinator of the ELCA Malaria Campaign, who extended an invitation to join her for lunch and to learn about the campaign.

Prayer

Ms. Doreen Kinzler led the assembly in prayer.

The assembly recessed for lunch.

Saturday Afternoon, May 3, 2014

Recognition of Anniversary Celebrants

Bishop Burkat invited the Reverends P. Richard Grove and Raymond Kvande, both celebrating fifty years of ordination, to greet the assembly.

“You’ve got to prime the pump,” said Pastor Grove, who proceeded to recite the lyrics of the song “Desert Pete,” written and composed by Billy Edd Wheeler and recorded by the Kingston Trio. “Priming the pump is what my ministry has been about,” he noted as he thanked the assembly “for the opportunity to serve in the birthplace of the Lutheran Church in America and of the United States.”

Drawing on 1 Corinthians 3:6 in which St. Paul writes, “I planted, Apollos watered, but God gave the growth,” Pastor Kvande expressed thanks to those who nurtured and cared for him at critical times in his life, among them, Pastor Paul Cornell, Bishop Claire Burkat, and Pastor Stephen Keiser. He acknowledged the interdependence of so much of life. “To God be the glory,” he concluded.

Consideration of the 2015 Budget

Pastor Karl Richard, Chair, Finance Committee, joined by Ms. Janet Huber Neff, Treasurer, presented the proposed 2015 budget. Pastor Richard emphasized that this budget is “our” budget, conceding that, “when money is on the table, sometimes people get weird.” Inviting the assembly to consider what a budget is, he explained that a budget is “a plan for how we will use our resources, a representation of what is important to us, and a reflection of the people and the lives we touch.” As a synod “on the road together,” he reminded the assembly, “We are the church together.”

“Most of a congregation’s offering stays at home,” remarked Pastor Richard. “We hope that at least ten percent of that offering goes to the broader church, half to the churchwide organization and half to the synod.” Modifying his previous statement, he continued, “The offering, however, does not stay anywhere. It touches people.”

He then drew the assembly’s attention to the proposed 2015 budget, which listed a total income of \$2,917,952; total expenses of \$3,142,552; and a shortfall of \$224,600. The proposed budget contains “no increase in expenses,” he said. “Instead, we are asking that you increase.” Subsequently he offered the following specific comments on the proposed budget:

- After seven years of no salary increases for the staff, the proposed budget contains modest increases.
- “Mission is in every line” of the proposed budget.
- “We do not expect to fall short and not be able to pay for it.” Money to fund the shortfall is available from restricted funds and the *Fund for Mission* if necessary.

He reported that the *Fund for Mission* has a balance of \$500,000 and that the proceeds from the sale of closed churches have been placed in that fund.

Pastor Richard presented the following resolution, which the assembly approved unanimously:

S. A. 14.05.06 RESOLVED THAT the Southeastern Pennsylvania Synod Assembly adopts the 2015 budget as presented.

Third Report of the Committee on Reference and Counsel

Transitional Ministry

Ms. Meuser reported that the committee had received the following resolution:

Whereas transitional ministry following the ending of a pastoral call is of importance to the health of congregations, and the current process almost always involves the appointment of an interim pastor; and

Whereas there is more than one model of transitional ministry used in synods across the ELCA;

Therefore be it resolved that The Rev. Bishop Claire Burkat appoint a task force to review and evaluate our present model for interim ministry, examine models used by other synods (and their perceived effectiveness), and make recommendations about our synod’s interim ministry process with the purpose of expanding options for congregations entering transition; and,

Be it further it resolved that the task force include laity and clergy from congregations who have been involved in the Interim Ministry process in the past two years; members of the synod’s Interim Ministry Team; and some laity and clergy not in the above mentioned categories; and

Be it further resolved that the task force provide a report to the Synod Council prior to next year’s Synod Assembly and to the 2015 Synod Assembly.

Ms. Meuser presented the following substitute motion recommended for approval by the committee:

BE IT RESOLVED THAT the synod Transitional Ministry Development Team review and evaluate our present model for interim ministry, examine models used by other synods (and their

perceived effectiveness), and make recommendations about our synod's interim ministry process with the purpose of expanding options for congregations entering transition; and,

BE IT FURTHER RESOLVED THAT the synod Transitional Ministry Development Team actively solicit input from laity and clergy from congregations who have been involved in the Interim Ministry process in the past two years, as well as other lay members and clergy; and

BE IT FURTHER RESOLVED THAT the synod Transitional Ministry Development Team provide a report to the Synod Council before next year's Synod Assembly and to the 2015 Synod Assembly.

Ms. Meuser stated that, while the committee recognizes that a pastoral transition in a congregation is a time of anxiety, it seeks to affirm the energy of those who wish to evaluate the current model for interim ministry. The committee's resolution attempts to involve those closest to the transition process, adding that, if the Transitional Ministry Development Team finds that some issues remain unresolved, a task force may be formed later.

The Reverend Ellen Meissgeier reported that the Transitional Ministry Development Team holds interim pastors in this synod to high standards and that other synods have asked for this synod's interim guidelines and made use of this synod's interim pastors.

The Reverend Gordon Simmons moved to substitute the original resolution for the committee's resolution, stating that, in order to be able to look at better ways of doing the interim process, this synod should make use of those outside the process. The motion was seconded.

The Reverend Robert Kilby expressed a concern for finding a better way to do interim ministry, citing the example of his own congregation, Spirit and Truth, Yeadon.

Mr. James Nelson, Trinity, Coopersburg, said that he was satisfied with the interim process in his congregation but that he looked forward to investigating other possibilities.

Ms. Nicole McCann, Redeemer, Jamison, asked, "How are interims evaluated?" The Reverend Marcia Bell, Dean of Interim Ministry, answered that the team uses a rigorous model for evaluation, which includes monthly reports.

The Reverend Christopher Franz asked that any review include the input of the wider church, noting that "one size does not always fit all."

The Reverend Don Wright, speaking against the substitution, noted that the current model for interim ministry, which takes place over 12 to 18 months, is not a "one size fits all" model. It seeks to "iron out the wrinkles and prepare the ground for the next pastor." If that work is not done, a congregation ends up with a "non-intentional" interim ministry.

Pastor Mathisen indicated that this synod uses a model called "intentional interim ministry" and that it is widely used model in other places.

The assembly defeated the motion to substitute the original resolution for the committee's resolution.

Mr. Art Beck, St. Paul Lionville, spoke in favor of the resolution, stating that "interim ministry seeks to improve lay leadership and participation."

Mr. Gary Shaeffer, Peace, Perkasio, encouraged the Transitional Ministry Development Team to be open to other models.

Pastor Kilby advised the assembly that, “when you do something in good faith, do not be concerned about who does it.”

Recognizing that those involved in interim ministry need to think about the cultural context in which they are doing interim ministry and seek to learn from those outside the church, the Reverend Serena Sellers moved the following amendment to the second “resolved:”

BE IT FURTHER RESOLVED THAT the synod Transitional Ministry Development Team actively solicit input from laity and clergy from congregations who have been involved in the Interim Ministry process in the past two years, as well as other lay members and clergy, and seek input from multicultural and secular sources; and

The motion was seconded and the assembly approved the amendment.

The assembly then approved the Committee on Reference and Counsel’s substitute resolution as amended:

S. A. 14.05.07 BE IT RESOLVED THAT the synod Transitional Ministry Development Team review and evaluate our present model for interim ministry, examine models used by other synods (and their perceived effectiveness), and make recommendations about our synod’s interim ministry process with the purpose of expanding options for congregations entering transition; and,

BE IT FURTHER RESOLVED THAT the synod Transitional Ministry Development Team actively solicit input from laity and clergy from congregations who have been involved in the Interim Ministry process in the past two years, as well as other lay members and clergy, and seek input from multicultural and secular sources; and

BE IT FURTHER RESOLVED THAT the synod Transitional Ministry Development Team provide a report to the Synod Council before next year’s Synod Assembly and to the 2015 Synod Assembly.

Resolution of Thanks

Ms. Meuser presented the following resolution, which the assembly approved by acclamation:

S. A. 14.05.08 Whereas it is right at all times and in all places to give thanks for God’s grace and mercy, and the extraordinary gifts of the Holy Spirit which bless the people of God to do God’s work with our hands, and

BE IT RESOLVED THAT we offer our appreciation and thankful applause:

To our keynote speaker, the Reverend Dr. Mark Hanson;

To the ELCA representative, Ms. Judith Roberts;

To Kairos and Associates and the Reverend Dr. David Lose;

To the Franconia Mennonite Church for their unfailing hospitality;

To all participants from the Southeastern Pennsylvania Synod of the ELCA, who offered their energy, skills, and time to prepare for, plan, arrange, and attend this assembly;

Let us express our gratitude.

Unfinished Business

The Report of the Sabbatical Guidelines Team

Secretary Miller reported that the 2012 assembly approved a resolution that directed the Synod Council to appoint a “task group” which would develop sabbatical guidelines and report to the 2013 Synod Assembly (**S. A. 12.05.15**). Due to complications related to how the task group was to be formed, the Synod Council was unable to appoint the task group and there was no report to the 2013 assembly. Earlier this year, Bishop Burkat appointed the present Sabbatical Team, the members of which were the Reverend Julie Bergdahl, Chair; the Reverends Gwen Johnson Bond, John Berntsen, and Mark Wimmer; Mr. William McAdoo, Mr. Everett Wick, Mr. Fred Brown, and Ms. Sandy Spengel.

Pastor Bergdahl presented the document “Sabbaticals: Extended Study and Renewal, Guidelines for Implementation (April 2014),” noting that the “new” guidelines were actually an updated version of those adopted for use in this synod in 1999.

Pastor Berntsen offered background information for the development of the guidelines. While the team commends the use of the guidelines, he added, the team does not see itself taking on the role of advocacy on behalf of rostered leaders.

Pastor Bergdahl explained that the guidelines have been designed as “a tool, not a hammer,” that congregations may use them for the renewal and revitalization of their ministries. They provide “a pathway forward” and should not be seen as a mandate.

Noting the importance of an evaluation process for rostered leaders in congregations, Pastor Keck asked the synod to encourage the development and use of mutual ministry committees in congregations. Since Pastor Keck’s request represented new business, Bishop Burkat called any further discussion of this matter out of order and invited Pastor Keck to express his concern to the Synod Council in the form of a letter.

The Reverend Christopher Weidner offered the following resolution which the assembly approved:

S. A. 14.05.09 RESOLVED THAT the Southeastern Pennsylvania Synod Assembly refers the document “Sabbaticals: Extended Study and Renewal, Guidelines for Implementation (April 2014)” to the Synod Council for review and presentation to the 2015 Synod Assembly.

Final Report of the Registrar

Ms. Outterbridge presented the final report of the Registrar:

Total voting membership, 463; total number of pastors under call, 179; total number of retired pastors voting, 12; total number of associates in ministry, deaconesses, and diaconal ministers under call, 12; total number of retired associates in ministry and deaconesses voting, 3; total number of lay voting members certified, including council members, youth, and young adults, 257; total number of "persons of color and/or persons whose primary language is other than English" in the previous total, 92; percent of "persons of color and/or persons whose primary language is other than English" of total voting

membership, 19.8%; number of female lay voting members, 125; number of male lay voting members, 108; number of youth/young adults members, 16.

Total registered (actually in attendance) voting membership, 441; number of pastors under call registered, 168; number of retired voting pastors registered, 10; number of associates in ministry and deaconesses under call registered, 13; number of retired associates in ministry and deaconesses registered, 3; number of lay voting members registered, including council members, youth, and young adults, 247; total number of "persons of color and/or persons whose primary language is other than English" in previous total, 92; percent of "persons of color and/or persons whose primary language is other than English" of total voting membership, 21%; total number of visitors and guests registered, 73.

Bishop Burkat reported that the 28th annual Assembly of the Southeastern Pennsylvania Synod was scheduled for May 8-9, 2015.

Recognition, Installation, and Blessing

Bishop Burkat recognized the Synod Council members whose terms were ending at this assembly and installed the Synod Council members elected at this assembly.

Order for the Closing of the Assembly

Bishop Burkat led the Order for the Closing of the Assembly. The twenty-seventh annual Assembly of the Southeastern Pennsylvania Synod adjourned at 3:45 p.m.

The Reverend Raymond A. Miller
Secretary
Southeastern Pennsylvania Synod, ELCA

MINUTES
Of the 130th MEETING
Of the SOUTHEASTERN PENNSYLVANIA SYNOD COUNCIL
Of the EVANGELICAL LUTHERAN CHURCH IN AMERICA
June 5, 2014
Resurrection Lutheran Church, Horsham, PA

The Reverend Ellen Meissgeier, Pastor, Resurrection, Horsham, welcomed Synod Council members and the Reverend Julie DeWerth, Dean, Lower Montgomery Conference, led worship.

Ms. Tracey Beasley, Vice President, called to order the One Hundred Thirtieth Meeting of the Southeastern Pennsylvania Synod Council at 4:35 p.m.

APPROVAL OF MINUTES

The Synod Council approved the minutes of the 129th meeting of the Synod Council as amended and the 27th annual Synod Assembly as presented.

SETTING OF THE AGENDA

Vice President Beasley presented the agenda for the 130th meeting.

BISHOP'S REPORT

The Reverend Claire Burkat, Bishop, Southeastern Pennsylvania Synod, ELCA, welcomed those newly elected or re-elected by the Synod Assembly, which took place on May 2-3, 2014.

2014 Synod Assembly

“This ELCA tag line, *God's Work, Our Hands*, simply yet powerfully describes our trust in God and the evangelical witness of the ELCA,” noted Bishop Burkat. “We were blessed to have as our opening service preacher and keynote speaker, the Reverend Dr. Mark S. Hanson.”

Worshippers, gathered for the assembly's opening service, contributed \$5,823 to the ELCA Fund for Leaders in former Presiding Bishop Hanson's honor.

She also noted as highlights of the assembly the presentations by the Reverend Dr. David Lose, Kairos and Associates; Ms. Tracey Beasley, Vice President; Ms. Janet Neff, Treasurer; and the Reverend Karl Richard, Chair, Finance Committee; and the skyped visit with Ms. Susan MacPherson and Mr. Tom MacPherson from the Irete Children's Home in the North Eastern Diocese of the Evangelical Lutheran Church of Tanzania.

She expressed her gratitude to the officers, staff, and many volunteers for enabling the business of the assembly to run smoothly.

Region 7 Synod Assemblies

Bishop Burkat reported on the re-election of the Reverend Robert Rimbo as the Bishop of the Metropolitan New York Synod and the Reverend Samuel Zeiser as the Bishop of the Northeastern Pennsylvania Synod. She added that the Reverend John Macholz has been elected as the Bishop of the Upstate New York Synod.

Reformation 500 Team

Bishop Burkat reported, “The Reformation 500 Team continues to make plans for the marking [in 2017] of the 500th anniversary of Luther posting his Ninety-Five Theses on Wittenberg church doors... This June I will be joining a delegation of lay and some clergy for a trip to Wittenberg [Germany] organized by Pastor Stephen Godsall-Myers who, with his wife Jean, were ELCA Global Missionaries at Wittenberg for four years.”

Since Bishop Burkat will be in Europe from June 15 to 25, 2014, the Reverend Raymond Miller, Secretary, presented the following resolution, which the Synod Council approved:

S. C. 14.06.01 RESOLVED THAT, in fulfillment of +S8.58. of the synod’s constitution, the Southeastern Pennsylvania Synod Council appoints the Reverend Patricia Davenport to serve as the Acting Bishop of this synod during Bishop Burkat’s absence from June 15 to 25, 2014.

LTSP Presidential Search Committee

Bishop Burkat reported that, upon the recommendation of the Presidential Search Committee, the Board of Trustees of the Lutheran Theological Seminary at Philadelphia has elected the Reverend Dr. David Lose to serve as the seminary’s next president. As such, the Presidential Search Committee, of which she is a member, has concluded its work.

Portico Benefits

“The Southeastern Pennsylvania Synod has done it for the very first time,” Bishop Burkat reported, “achieving more than 65% Mayo Clinic Health Assessment participation and earning a 2% discount on all 2014 ELCA health plan contributions for our congregations and other employers.”

Kairos and Associates

“With the approval of the Synod Council,” reported Bishop Burkat, “we engaged Kairos [and Associates] to conduct a deep listening and feasibility study for our synod as we discerned the time and season for a synod funding campaign. Since February, our Synod Council, staff, deans, and other constituents met with Mr. Jeff Kjellberg, owner of Kairos, and Dr. Lose. More than 1,000 electronic Landscape Surveys went out to key rostered and lay leaders on our synod territory. These online surveys, consisting of 60 multiple choice questions, were tabulated as part of a sophisticated feasibility instrument to help determine energy in various ministry areas of this synod. I also hosted two Bishop’s Summits with key leaders from many of our synod teams to engage synod stakeholders in deep listening to the hopes and dreams of rostered and lay leaders for a vital future for mission in the synod.

“At our Synod Assembly, Dr. David Lose highlighted what Kairos has learned about the energy and vitality already present in our synod, as well as the areas needing strengthening. He noted four significant findings from Part One: (1) we know we need to change; (2) there is a consensus around strengthening our Lutheran identity; (3) we have an opportunity to clarify the role of the synod; and (4) synods lead by equipping congregations and leaders. ‘God is up to something bigger,’ Dr. Lose told the assembly. ‘God’s future is rarely what we imagined. The earliest Christians weren’t called Christians; they were called the People on the Way. We are people on the way as we walk together.’

“We are now engaging in Phase 2 of the Kairos recommended process in which we craft the case statement for rollout in the fall.”

Same-Gender Marriage

“As the result of a ruling by the United States District Court on May 20, 2014,” Bishop Burkat reported, “and an announcement by Governor Corbett that his administration will not seek an appeal, same-gender marriage is legal in the Commonwealth of Pennsylvania. This makes Pennsylvania the 19th state to legalize same-gender marriages.”

Bishop Burkat reported that she sent a pastoral letter by email on June 3, 2014 to rostered leaders, Congregation Council leaders, synod staff, and Synod Council members. The letter sought to answer the question: *What, if anything, does this mean for the pastors, lay leaders, and congregations of the Southeastern Pennsylvania Synod, Evangelical Lutheran Church in America?* She invited Synod Council members to offer comments.

Ms. Susan Pursch noted that “now is the time for the synod to intentionally engage congregations in conversation on this issue.”

In this regard, Bishop Burkat stated that it is important to support rostered leaders and congregations, whether they support or oppose same-gender marriage.

Mr. Rod Rothermel recommended that the synod state “no preference” on this issue but merely outline the facts.

More specifically, Bishop asked, “What is the consensus of the Synod Council on whether the bishop shall officiate at same-gender marriages?”

The consensus of the Synod Council seemed to be that, since this issue is a matter of pastoral discretion, the bishop should honor her conscience. Furthermore, the bishop should treat equally requests for her to officiate at opposite-gender and same-gender marriages.

Bishop Burkat noted that, in many areas, the synod finds itself in “a time of change,” in which the possibility of same-gender marriage is something that this synod particularly needs “to live into.” She indicated that she remains “open for dialogue.”

Action on the Roster

Calls to Specialized Ministry

The Reverend Raymond Miller, Secretary, presented the following resolution:

S. C. 14.06.02 RESOLVED THAT the Southeastern Pennsylvania Synod Council approves a three-year term call for the Reverend Brian Cox as Chaplain at Wesley Enhanced Living in Pennypack Park, effective June 5, 2014.

The Synod Council discussed this resolution in executive session.

The Synod Council approved a motion to table this resolution until its September 2014 meeting, requesting that the bishop consult on this matter with the Reverend Dr. Dolores Littleton and seek more information from Wesley Enhanced Living and Pastor Cox.

The Synod Council recessed for dinner. The Reverend Paul Sorcek offered prayer. During dinner, new Synod Council members participated in an orientation session led by Secretary Miller, Treasurer Neff, and Ms. Yvonne Curtis, Director of Operations and Executive Assistant to the Bishop.

Calls to Specialized Ministry (continued)

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 14.06.03 RESOLVED THAT the Southeastern Pennsylvania Synod Council approves a three-year term call for the Reverend Ghislaine Cotnoir as Director of Pastoral Care at Lutheran Community at Telford, effective June 5, 2014.

Retirement Requests

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 14.06.04 RESOLVED THAT the Southeastern Pennsylvania Synod Council grants *retirement* status to Sister Sally L. Kerr, effective July 1, 2014; the Reverend John H. Wolford, effective July 1, 2014; and the Reverend Marcia M. Thompson, effective August 1, 2014.

On Leave from Call Requests

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 14.06.05 RESOLVED THAT the Southeastern Pennsylvania Synod Council grants *on leave from call* status to the Reverend Dayle A. Malloy, 1st year, effective April 1, 2014; Ms. Nancy Selinger, Diaconal Minister, 2nd year, effective June 9, 2014; Sister Mary Julia McKenzie, 2nd year, effective June 30, 2014; and the Reverend Paul J. Xander, 2nd year, effective July 22, 2014.

Interim Ministry

Pastor Miller noted that the Reverend Richard A. Mathisen, retired, has been appointed to interim ministry at Immanuel, Philadelphia (Somerton), effective April 1, 2014.

EXECUTIVE COMMITTEE AND VICE PRESIDENT'S REPORT

Vice President Beasley shared a message from Ms. Joanne Carlson, Assistant to the Bishop for Global Vision and Events, expressing deep thanks to Synod Council members for their assistance as pages and with registration at the Synod Assembly.

She noted that the Executive Committee has initiated a mentor program for new Synod Council members and thanked those who have volunteered to serve as mentors.

She encouraged Synod Council members, in an effort to build community among Synod Council members, to consider dinner as part of the meeting. She requested that those, who must be absent from dinner, to let her know ahead of time.

She reported that the Reverend Regina Goodrich has been appointed Chair of the Nominating Committee and Ms. Sue Massey as Chair of the Constitution Committee. Ms. Doreen Kinzler continues to serve as Chair of the Administration Committee, Pastor Karl Richard as Chair of the Finance Committee, and Mr. Rod Rothermel as Chair of the Audit Committee.

SECRETARY'S REPORT

Secretary Miller reported that the Reverend Henrik Sonntag has resigned as a Synod Council member and that the Executive Committee is considering a replacement.

Affirmation of Previous Email Votes

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 14.06.06 RESOLVED THAT the Synod Council affirms its approval of the following resolutions by email vote:

RESOLVED THAT, upon the recommendation of Bishop Claire Burkat, the Southeastern Pennsylvania Synod Council calls the Reverend J. Christian McMullan to interim ministry at St. James Lutheran Church, Limerick, PA, starting April 12, 2014, and extending until a pastor is called by the congregation or until Rev. J. Christian McMullan resigns this call, whichever comes first.

RESOLVED THAT, upon the recommendation of Bishop Claire Burkat, the Southeastern Pennsylvania Synod Council calls the Reverend Elaine C. Quincey to interim ministry at St. Paul Lutheran Church, Sassamansville, PA, starting May 1, 2014 extending until a pastor is called by the congregation or until Pastor Quincey resigns this call, whichever comes first.

FINANCIAL REPORTS

Report of the Treasurer

Treasurer Neff reported that the mission support that congregations provide to the synod is down by \$111,000 over the first three months of this fiscal year.

Ms. Pursch asked for information on the outcomes of the contacts made by the Stewardship Committee to congregations.

Pastor Patricia Davenport, Director for Evangelical Mission, reported that the Stewardship Committee's contacts are being coordinated with the Mission Advancement Campaign at the suggestion of Kairos and Associates.

Bishop Burkat noted that the deans have made some contacts with congregations regarding mission support.

Pastor Davenport added that, in these contacts, the synod has recognized the importance of saying "thank you," regardless of the amount that a congregation gives.

Report of the Audit Committee

Mr. Rothermel offered his perception that the synod's financial decline has "bottomed out" and that the synod "is operating according to its needs" as it works to control costs. He said that he expected the synod to finish the next fiscal year "in the black" without touching its mission funds.

Because of discrepancies in the amount of partnership support that the synod has sent to the churchwide organization, he noted, the audit remains a draft until the amount of partnership support is confirmed by the ELCA.

Expressing a concern about the synod's ownership of stocks, he requested that the synod form a committee to make recommendations about what to do with its stocks.

He also suggested that the synod begin a process of reviewing its inactive funds.

Treasurer Neff said that she recommended to the bishop that the synod form an Investment Committee that would review the synod's investments and make recommendations to the Synod Council.

In response to some inquiries, Pastor Richard noted that the synod does have a plan for handling the proceeds that the synod receives from the church buildings that it sells.

Mr. Rothermel concluded that he is seeking a management letter from the auditing firm.

Report of the Finance Committee

Pastor Richard reported that, because of a glitch in the accounting system last year, the synod did not send a portion of its partnership support to the ELCA as budgeted. As such, the synod is seeking to "make up" that support by sending regular additional payments throughout the current fiscal year.

MISSION MOMENT

Vice President Beasley asked Synod Council members, “What spoke to you at the Synod Assembly?”

Among the responses that she received were the following:

- The skyped visit with the MacPhersons and praying the Lord’s Prayer simultaneously in different languages;
- “Amazing worship;”
- Ms. Beasley’s “engaging and heartfelt” presentation at her first assembly as Vice President;
- The communications provided by those involved with information technology;
- The outstanding job done by the worship team; and
- Opportunities for prayer.

Mr. Donald Gleiter requested that the assembly planners consider ways to encourage attendance at the forums.

The Reverend Regina Goodrich said that this year’s assembly was the best that she has attended because of its “spirituality and flow” and the “spiritual food” that it provided.

Mr. Rothermel observed that the assembly is “no longer a dreaded event.”

DESCRIPTION OF SYNOD COUNCIL COMMITTEES

At the request of Vice President Beasley, the appropriate chairs described the duties of the Administration, Audit, Finance, and Nominating Committees. Secretary Miller described the duties of the Executive and Nominating Committees.

ELECTION OF THE EXECUTIVE COMMITTEE

Vice President Beasley asked for nominations for the clergy, lay female, and lay male positions on the Synod Council's Executive Committee.

Nominated for the lay female position was Ms. Margie Pendarvis-Wright. There were no additional nominations. Vice President Beasley declared Ms. Pendarvis-Wright elected.

Nominated for the lay male position were Mr. Robert Hensil and Mr. Wynne Fisher. Synod Council members voted. Upon receiving the results of the voting, Vice President Beasley declared Mr. Hensil elected.

Nominated for the clergy position was Pastor Karl Richard. There were no additional nominations. Vice President Beasley declared Pastor Karl Richard elected.

REQUEST FOR COMMITTEE PLACEMENTS

Vice President Beasley requested that Synod Council members indicate their preference for committee assignments by completing the form provided.

NEW BUSINESS

Ms. Pursch encouraged Synod Council members, as they begin a new program year, “to pray for each other and for our work together.”

The Synod Council adjourned at 8:35 p.m. Pastor Goodrich offered prayer.

The 131st meeting of the Southeastern Pennsylvania Synod Council is Thursday, September 25, 2014, 4:00 p.m., at a location to be announced.

The Reverend Raymond A. Miller
Secretary
Southeastern Pennsylvania Synod, ELCA

MINUTES Of the 131st MEETING Of the SOUTHEASTERN PENNSYLVANIA SYNOD COUNCIL Of the EVANGELICAL LUTHERAN CHURCH IN AMERICA September 25, 2014 Lutheran Church of the Holy Communion, Philadelphia, PA

The Reverends Kari Hart and Stephen Keiser, Pastors, Holy Communion, Philadelphia, welcomed Synod Council members and the Reverend Carlton Rodgers, Dean, Central Philadelphia Conference, led worship.

Ms. Tracey Beasley, Vice President, called to order the One Hundred Thirty-first Meeting of the Southeastern Pennsylvania Synod Council at 4:25 p.m.

APPROVAL OF MINUTES

The Synod Council approved the minutes of the 130th meeting of the Synod Council as presented.

SETTING OF THE AGENDA

Vice President Beasley presented the agenda for the 131st meeting.

ELECTION OF A NEW SYNOD COUNCIL MEMBER

The Synod Council elected the Reverend Tyler Rasmussen to serve as a clergy member of the Synod Council for a term ending 2015.

BISHOP'S REPORT

Mission Advancement Campaign

The Reverend Claire Burkat, Bishop, Southeastern Pennsylvania Synod, ELCA, reported, "Several people have been working all summer in various ways on our synod campaign. We have settled on a campaign theme, *Forward Together in Faith*... Last week I set aside three full days with our Kairos consultant, Jeff Kjellberg, to meet one-on-one with synod donors and a few interested congregations. In three days we spent an hour each with 25 people to review the emerging case and to make adjustments based on our conversations. [Mr. Kjellberg] believes \$2.5 million is an achievable goal for a three-year appeal." She noted that ten percent of the contributions to the *Forward Together in Faith* campaign would be given to the ELCA's *Always Being Made New* campaign.

She then offered some highlights of the case narrative:

- *Forward Together as Networks*: Building from existing networks, such as youth workers, communicators, presidents, and vice presidents, we will form new networks that will connect and empower participants in a variety of congregational ministries.
- *Forward Together as Equippers*: We will coordinate training and coaching for leaders through an institute that will be focused on equipping leaders and congregations to work together to support each other and to take action.
- *Forward Together as Innovators*: As the Spirit leads us and lifts up appropriate leaders and sites, we will start three new innovative faith communities to connect the gospel with underserved and underrepresented populations, such as people living in poverty, millennials, immigrant communities, and those who identify as "spiritual but not religious."
- *Forward Together as Communicators*: Our vision is to advance the technology that expands communications in order to engage and equip our congregations and leaders to build relationships in our communities with those who are unaware of our life together in Lutheran witness.

She identified the steps over the next five months:

- Identify and invite 30 congregations to participate in Holy Cow Assessment.
- Meet with pastors and congregation councils to affirm participation.
- Design a campaign brochure with graphics and logo.
- With Jeff Kjellberg, train liaison visiting teams that will visit congregations on behalf of the synod.
- Start working on a *Forward Together in Faith* video.
- Create a *Forward Together in Faith* development team.
- The bishop will host three or four donor events in 2015 and make appointments for individual donor visits.

Ebola Crisis in West Africa

Bishop Burkat reported on plans for a synod-wide prayer service on October 19, 2014, 4:00 p.m., at St. Matthew, Springfield, in support of those in the Liberian and other West African communities who suffer from fear and anxiety over the Ebola pandemic affecting their home countries. Also underdevelopment are plans to collect medical supplies.

Lutheran Charities

Bishop Burkat reported that, after a year of developing a new organization, the newly formed Board of Directors of *Lutheran Charities* requests that the Synod Council approve a call for its Executive Director, the Reverend Bradley Burke.

Southeastern Pennsylvania Synod Luther Land Trip

Bishop Burkat offered brief reflections on the Luther Land Trip that she and others from this synod took on June 15-25, 2014.

LTSP's 150th Anniversary Banquet

Bishop Burkat invited Synod Council members to attend the Lutheran Theological Seminary at Philadelphia's 150th Anniversary Banquet on October 16, 2014, in the Ballroom at the Ben, Philadelphia.

Inauguration of LTSP's President

Bishop Burkat also invited Synod Council members to attend the inauguration of the Reverend Dr. David Lose as the Philadelphia Seminary's president at a Service of Installation on December 7, 2014, 4:00 p.m., at Holy Communion, Philadelphia.

Bear Creek Camp Recommendation

Bishop Burkat presented the following resolution, which the Synod Council approved:

S. C. 14.09.01 RESOLVED THAT, upon the recommendation of Bishop Claire Burkat, the Southeastern Pennsylvania Synod Council authorizes the sale of the Bear Creek Camp property at 3166 Bear Creek Boulevard, Wilkes-Barre, Pennsylvania, both the house and the lot, as requested by the Board of Directors of Bear Creek Camp, subject to review by this synod's legal counsel and the approval of this synod's Executive Committee.

Action on the Roster

Term Call: Pastor Brian Cox

Bishop Burkat presented the following resolution:

S. C. 14.09.02 RESOLVED THAT the Southeastern Pennsylvania Synod Council approves a one-year term call for the Reverend Brian Cox as Chaplain at Wesley Enhanced Living in Pennypack Park, effective November 1, 2014.

The Synod Council discussed this resolution in executive session and then, in open session, approved the resolution.

Term Call: Pastor Sozinho Alves

The Reverend Raymond Miller, Secretary, presented the following resolution, which the Synod Council approved:

S. C. 14.09.03 RESOLVED THAT the Southeastern Pennsylvania Synod Council approves a one-year renewable, non-stipendiary term call for the Reverend Sozinho Alves as a Workplace Pastor, effective September 25, 2014.

In order to avoid any actual conflict of interest or any appearance of a conflict of interest, Mr. Emmanuel Alves abstained.

Term Call: Ms. Linda Manson

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 14.09.04 RESOLVED THAT the Southeastern Pennsylvania Synod Council approves a call for Ms. Linda Manson as Pastor/Mission Developer at Living Gospel Ministries effective, November 22, 2014, which would be her ordination date.

Call to Interim Ministry

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 14.09.05 RESOLVED THAT the Southeastern Pennsylvania Synod Council calls the Reverend Daryl Nelson to interim ministry at Zion Lutheran Church, Flourtown, PA, beginning October 1, 2014, and extending until a pastor is called by the congregation or until Pastor Nelson resigns this call, whichever comes first.

Call of Executive Director, Lutheran Charities

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 14.09.06 RESOLVED THAT, upon the recommendation of Bishop Claire Burkat, Southeastern Pennsylvania Synod, ELCA, and at the request of the Board of Directors of *Lutheran Charities*, the Southeastern Pennsylvania Synod Council calls the Reverend Bradley Burke to serve as the Executive Director of *Lutheran Charities*, starting October 1, 2014.

Call to Sister Jane Roper as Hospice Chaplain

Secretary Miller presented the following resolution, which the Synod Council approved

S. C. 14.09.07 RESOLVED THAT the Southeastern Pennsylvania Synod Council approves a call for Sister Jane Roper as Hospice Chaplain at Lutheran Hospice, effective September 25, 2014.

In order to avoid any actual conflict of interest or any appearance of a conflict of interest, Sister Jane Roper abstained.

Conference of Bishops Extension Request

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 14.09.08 RESOLVED THAT the Southeastern Pennsylvania Synod requests that the Roster Committee of the ELCA Conference of Bishops grant the Reverend Stacie Dougherty her first two-year extension of *on leave from call* status, effective September 22, 2014.

Retirement Requests

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 14.09.09 RESOLVED THAT the Southeastern Pennsylvania Synod Council grants *retirement* status to Ms. Patsy Polilli, Associate in Ministry, effective September 1, 2014; and to the Reverends John Carlson, effective March 1, 2015; Arthur Gilbert, effective September 1, 2014; and Susan Sosnin, effective October 1, 2014.

On Leave from Call Requests

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 14.09.10 RESOLVED THAT the Southeastern Pennsylvania Synod Council grants *on leave from call* status to the Reverend Wende Bleam, 1st year, effective June 14, 2014, and the Reverend Althea M. Tysk, 1st year, effective July 1, 2014; and to the Reverend Gwen King, from “*general*” *on leave from call* to “*family*” *on leave from call*, effective October 1, 2014.

Transfer Requiring Synod Council Approval

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 14.09.11 RESOLVED THAT, upon the required approval of Bishop Claire Burkat, Southeastern Pennsylvania Synod, and Bishop Jeff Barrow, Greater Milwaukee Synod, the Southeastern Pennsylvania Synod approves the transfer of the Reverend Dr. Martin Lohrmann from the Southeastern Pennsylvania Synod to the Greater Milwaukee Synod, effective July 1, 2014. Pastor Lohrmann has been called by the ELCA Church Council as the Assistant Professor of Lutheran Confessions and Heritage at Wartburg Theological Seminary, Dubuque, IA.

EXECUTIVE COMMITTEE AND VICE PRESIDENT’S REPORT

Vice President Beasley reported that a meeting, involving Bishop Burkat and the Reverend Patricia Davenport, Assistant to the Bishop, would be scheduled with the Northwest Philadelphia/Olney Conference in order to discuss the conference’s organizational future.

She also reviewed committee assignments and indicated that the Executive Committee is interested in preparing a photo directory of Synod Council members.

SECRETARY’S REPORT

Affirmation of the Call to Interim Ministry for Pastor Sandra Brown

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 14.09.12 RESOLVED THAT the Synod Council affirms its approval of the following resolution by email vote:

RESOLVED THAT, upon the recommendation of Bishop Claire Burkat, the Southeastern Pennsylvania Synod Council calls the Reverend Sandra Brown to interim ministry at Peace Lutheran Church, Bensalem, PA, starting August 1, 2014, and extending until a pastor is called by the congregation or until Pastor Brown resigns this call, whichever comes first.

Closing of St. Paul English, Philadelphia

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 14.09.13 RESOLVED THAT the Southeastern Pennsylvania Synod Council acknowledges with sadness the action of St. Paul English Lutheran Church, Philadelphia, to close, effective June 15, 2008, on which date the Southeastern Pennsylvania Synod received the property of St. Paul English, Philadelphia, in accordance with the Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America, specifically 9.71.b., +S13.23., and *C7.01.; and, retroactively to the date of the closing, authorizes the Bishop of the Southeastern Pennsylvania Synod, or the Bishop's representative(s), to sell any property on behalf of the Southeastern Pennsylvania Synod.

FINANCIAL REPORTS

Report of the Treasurer

Ms. Janet Huber Neff, Treasurer, presented the following report:

Business Office

We are quite pleased with Senior Accountant, Martin Schwab. He is performing his tasks quite well and is an important part of the Synod's team of professionals.

2013 Financial Results

- Partnership support was under budget by \$120,157. This is normal for the summer months. Please look at the report of congregational giving and you will see that many congregations have not given anything and others are trying very hard to increase partnership support.
- We also have a decrease in expenses for the second quarter, which brings our net deficit for unrestricted to \$26,285. Our auditors are requiring us to record the expenses of the closed churches as a current expense. This amounted to \$79,459. This is the reason for the year-to-date deficit.
- Temporarily restricted results showed income over expenses by \$4,826.
- Mission results showed expenses over income by \$98,516.
- Permanently restricted results showed expense over income by \$4,594.
- The final fund deficit from all funds for the last six months is \$128,115. As mentioned above, \$79,459 of the deficit is a result of expenses for closed churches. The balance is a net deficit of \$48,656, which is being spent on mission.

Balance Sheet

- Unrestricted cash and investments minus liabilities is \$294,143.
- ELCA liability is \$449,666. This is the balance of amount owed from the prior year, which is being reduced at \$50,000 per month.
- Temporarily restricted net assets were shown in detail at our last meeting. The balances have also been shared with the Finance Committee. Martin Schwab is working on a two

line description of each restricted account. We will then work on reducing the temporarily restricted accounts and transfer the funds for the designated purpose. This is currently being done for the Candidacy restricted funds.

Investment Committee

The Executive Committee is currently working on the formation of an Investment Committee. This committee will be a committee of the Synod Council and will develop investment policies and procedures. We will report with further developments at the December meeting.

Fund for Mission

The committee is meeting quarterly and is currently in the process of developing the charter and guidelines for the use of the funds within *Fund for Mission*. We will report further developments at the December meeting.

In reference to the report titled *2014 Congregational Giving from February 1, 2014, to August 31, 2014*, Ms. Susan Pursch asked, "What is the synod's strategy for meeting its income goal from congregations by the end of the year?"

Mr. Robert Hensil reported that the Stewardship Committee plans to make contact this fall with congregations that appear to be falling behind in their intent for mission support.

Report of the Finance Committee

The Reverend Karl Richard presented the following resolution, amending **S. C. 14.03.12**:

S. C. 14.09.14 RESOLVED THAT the Southeastern Pennsylvania Synod Council amends its previous resolution, S. C. 14.03.12, by substituting the words "net proceeds" for "safe price." Thus the amended resolution would read as follows:

RESOLVED THAT the Southeastern Pennsylvania Synod Council establishes as the policy of this synod that, when this synod sells the property of a closed congregation, fifteen percent of the ~~sale price~~ net proceeds of that property shall be placed in the synod's operating account;

AND BE IT FURTHER RESOLVED THAT, after fifteen percent of the ~~sale price~~ net proceeds of that property has been deducted for the synod's operating account, an amount equal to the synod's expenses related to the properties the synod has under management shall be deducted from the net balance to reimburse the synod for those expenses;

AND BE IT FURTHER RESOLVED THAT, after an amount equal to the synod's expenses related to the properties the synod has under management have been deducted, the remaining balance of proceeds shall be placed in the synod's *Fund for Mission*.

The Synod Council approved the resolution.

MISSION MOMENT

Mr. Dan Scharnhorst, Executive Director, Bear Creek Camp, reported the following:

- The core purposes of Bear Creek Camp are (1) sharing faith, (2) having fun, (3) building character, (4) embracing adventure, and (5) cultivating community.
- The summer of 2014 marked Bear Creek Camp's 40th year of ministry.
- Attendance has risen 28% since 2012. The number of campers from the Southeastern Pennsylvania Synod has increased 21% in each of the last two summers.
- Campers tell us that #1 thing they love about Bear Creek Camp is the counselors.
- St. Andrew, Audubon, donated \$5,000 in 2013 and 2014 to help us replace over 80 windows. Calvary, West Chester, donated \$3,500 to help us update the basketball court.
- We partnered with eight churches over the summer to host day camp programs in local communities.
- We continue to work hard to improve our facilities, programs, and relationships. We are grateful to supporters like you who assist us in this process.
- We don't deny any camper the opportunity to come to Bear Creek Camp because of financial restraints. In 2014 we supplied over \$45,000 in camperships.
- We welcome the opportunity to present summer camp information at your congregation or conference meeting.
- We have facilities for rent for your next meeting or retreat.

He thanked the synod for its support, noting that Bear Creek Camp is striving to get better and to become an outdoor ministry of which this synod is proud and in which it has confidence.

NEW BUSINESS

Report of the Constitution Committee

Ms. Lucille Hall presented the following resolution, which the Synod Council approved:

S. C. 14.09.15 RESOLVED that the Synod Council grants full approval to the constitution of Emmanuel Evangelical Lutheran Church, Pottstown.

The Synod Council adjourned at 6:15 p.m. The Reverend Paul Sorcek offered prayer.

The 132nd meeting of the Southeastern Pennsylvania Synod Council is Thursday, December 11, 2014, 4:00 p.m., at a location to be announced.

The Reverend Raymond A. Miller
Secretary, Southeastern Pennsylvania Synod, ELCA

MINUTES
Of the 132nd MEETING
Of the SOUTHEASTERN PENNSYLVANIA SYNOD COUNCIL
Of the EVANGELICAL LUTHERAN CHURCH IN AMERICA
December 11, 2014
St. Peter's Lutheran Church, Lafayette Hill, PA

The Reverend Bruce Todd, Pastor, St. Peter, Lafayette Hill, welcomed Synod Council members and the Reverend Julie DeWerth, Dean, Lower Montgomery Conference, led worship.

Ms. Tracey Beasley, Vice President, called to order the One Hundred Thirty-second Meeting of the Southeastern Pennsylvania Synod Council at 4:20 p.m.

APPROVAL OF MINUTES

The Synod Council approved the minutes of the 131st meeting of the Synod Council as presented.

SETTING OF THE AGENDA

Vice President Beasley presented the agenda for the 132nd meeting.

BISHOP'S REPORT

The Reverend Claire Burkat, Bishop of the Southeastern Pennsylvania Synod, ELCA, invited Synod Council members to look at the list of her activities for September through December 2014, noting the fullness of her schedule.

Bishop's Convocation: Generations of Generosity

Bishop Burkat reported that, on November 12-14, 2014, under the theme "Generations of Generosity," the synod's rostered leaders and staff gathered in Bethlehem, PA, for the annual Bishop's Convocation. The 130 participants welcomed the presenters: the Reverend Dr. David Lose, President of the Lutheran Theological Seminary at Philadelphia, and the Reverend Renée LiaBraaten, formerly a Kairos consultant and a stewardship specialist. Joining the convocation were Bishop Stephen Munga and Pastor James Mwinuka, General Secretary, both of the North Eastern Diocese of the Evangelical Lutheran Church of Tanzania (ELCT).

Bishop Munga and General Secretary Mwinuka's Visit

Bishop Burkat reported that General Secretary Mwinuka, who has administrative oversight for the North Eastern Diocese, spent two weeks on the territory of the synod, participating in a variety of learning, worshiping, and touring opportunities.

Though Bishop Munga's visit was shorter because of prior commitments, he and Bishop Burkat had several opportunities to talk privately about the development and strengthening of the

synod's and the diocese's partnership. Bishop Munga told Bishop Burkat that, when he comes here, he feels very much at home.

The Lutheran Theological Seminary at Philadelphia

Bishop Burkat reported that 2014 has been a transitional year for the Philadelphia Seminary. She added that, since the announcement of and the arrival of President Lose on September 1, her involvement with the seminary has been a whirlwind of special events and meetings, among them, the 150th Anniversary Banquet at the Benjamin Franklin Hotel, Philadelphia, on November 16, and the installation of the new president at Advent Vespers hosted by Holy Communion, Philadelphia, on December 7. The ELCA's Presiding Bishop Elizabeth Eaton was the keynote speaker at the 150th Anniversary Banquet and Bishop Burkat served as the Mistress of Ceremonies. She noted that "a renewed partnership with LTSP is beginning." She and President Lose hope to align their priorities for the synod's mission campaign with the ways in which the seminary needs to equip rostered leaders for public and parish leadership in the future.

Muhlenberg College Elects a New President

Bishop reported that, on December 5, at a special meeting, the Muhlenberg College's Board of Trustees elected Mr. John I. Williams, Jr., to serve as president of the college, beginning June 2015. She noted that Mr. Williams brings "an impressive vitae as an innovative and visionary leader with extensive experience in higher education."

Four Ordinations

Bishop Burkat said that she is pleased to report that she ordained four new pastors this fall: the Reverend Axel Kaegel, on September 27, at St. John, Spinnerstown, where he has been called as pastor; the Reverend Linda Manson, on November 22, at Holy Communion, Philadelphia, where she is the developer of the new mission, Living Gospel; the Reverend Laura Tancredi, called to St. Paul, Ardmore, and the Reverend Karen Sease, called to Grace, Pottstown, on December 6, at the Philadelphia seminary chapel.

Molly Beck Dean's Transition

Bishop Burkat reported that Ms. Molly Beck Dean, the synod's Assistant to the Bishop and Youth Ministry Specialist, has accepted a position as the Director of the ELCA Youth Gathering. "Molly's love for our young people, her attention to equipping adult leaders, [and] her creativity, courage, and her deep spirituality have touched thousands of young lives during her twelve plus years on synod staff," she said. "In her new role, Molly will be responsible for this extraordinary ELCA Youth Gathering that brings together nearly 40,000 young people, adults, and staff."

She added that, following tonight's meeting, Synod Council members will have the opportunity to say goodbye to Molly. The whole synod, especially youth ministry leaders from the various teams with which Molly has worked over the years, will gather for a party and a blessing of Molly and her family on Sunday, January 11, 2015, 3:00 p.m., at St. Luke, Devon.

Forward Together in Faith

Bishop Burkat reported that she has been working closely with Mr. Jeff Kjellberg on putting together the components and the teams necessary to do a public launch of the synod's campaign *Forward Together in Faith* at the 2015 Synod Assembly. She offered a summary of the teams needed for the planning and delivery of this campaign:

- **Vision Implementation Team.** Eight people reviewed the landscape executive report, in person and online, which led to the current components.
- **Donor Discussion.** The preliminary ideas for campaign components were shared with thirty synod donors in late September for feedback and input.
- **Leadership Team.** Six people agreed to serve and met for the first time on December 5.
- **Twenty-eight CAT Teams** (Church Assessment Teams) “from each of the conferences have agreed to do the *HolyCow!* instrument similar to the Landscape Study we took as a synod last spring. The first two meetings in November were invitations to participate in the CAT and the third was an informational session held on December 6 for those who will oversee the online assessment in each congregation. The instruments will conclude at the end of January so we have time to interpret the results for each congregation and the implications for the synod as a whole.”
- **Communications/Marketing Team** met twice on November 14 and December 5.
- **Lead Gift/Donor Development Team** is to be formed in January.
- **Synod Assembly Presentation** will be a combination of several teams coordinating their materials and insights.

Action on the Roster

Specialized Ministry Term Call: The Reverend Paul Xander

The Reverend Raymond Miller, Secretary, presented the following resolution, which the Synod Council approved:

S. C. 14.12.01 RESOLVED THAT the Southeastern Pennsylvania Synod Council approves a three-year term call for the Reverend Paul Xander as Chaplain at Good Shepherd Rehabilitation Network in Allentown and Bethlehem, PA, effective December 11, 2014.

Term Call: The Reverend David Oppold

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 14.12.02 RESOLVED that the Southeastern Pennsylvania Synod Council approves a seven-month term call for the Reverend David Oppold to Trinity Lutheran Church, South Philadelphia, as pastor, effective December 11, 2014, through June 30, 2015.

Retirement Requests

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 14.12.03 RESOLVED THAT the Southeastern Pennsylvania Synod Council grants *retirement* status to Sister Jane Roper, effective January 1, 2015; and to the Reverends David B. Christensen, effective January 1, 2015; Steven G. Jones, effective January 1, 2015; David Percy, effective December 1, 2014; and John Puotinen, effective January 1, 2015.

On Leave from Call Requests

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 14.12.04 RESOLVED THAT the Southeastern Pennsylvania Synod Council grants *on leave from call* status to the Reverends Ellen Anderson, 1st year, effective December 15, 2014; Kristine Peterson, 1st year, effective July 14, 2014; and Bruce Thorsen, 1st year, effective September 15, 2014.

Conference of Bishops Report of On Leave from Call Extension Request

Bishop Burkat reported that the Conference of Bishops received the resolution **S. C. 14.09.08** at its meeting on October 2-7, 2014 and approved the Reverend Stacie Dougherty for a first two-year extension of *on leave from call* status, effective September 22, 2014, renewable by the Synod Council on an annual basis up to a maximum of two years.

Conference of Bishops Report – Removal from Roster

Bishop Burkat reported that the Conference of Bishops at its meeting on October 2-7, 2014, reviewed *on leave from call* periods beyond the maximum time allowed. The Reverend Priscila Curet's initial *on leave from call* status began on September 1, 2005. During that time she has not been able to secure a call. She has reached the maximum time allowed for *on leave from call* status and the Office of the Secretary, in consultation with Bishop Burkat, recommended to the Conference of Bishops her removal from the Roster of Ordained Ministers, effective October 4, 2014.

Bishop Burkat presented the following resolution, which the Synod Council approved:

S. C. 14.12.05 RESOLVED THAT the Southeastern Pennsylvania Synod Council removes the Reverend Priscila Curet from the Roster of Ordained Ministers, effective October 4, 2014.

Information Not Requiring Action: Transfer

Bishop Burkat reported that the Reverend Richard L. Moore transferred to the Northeastern Pennsylvania Synod, effective October 1, 2014.

EXECUTIVE COMMITTEE AND VICE PRESIDENT'S REPORT

Vice President Beasley asked for volunteers to take photos and compile resumes for the proposed Synod Council directory. She then asked if Synod Council members had any questions on the Executive Committee report.

Noting that, in the report, the bishop expressed concern over the number of “fragile congregations” in the synod, Ms. Susan Pursch asked Bishop Burkat, “What is your guess on the number of fragile congregations at this time?” Bishop Burkat said that presently there are ten, but she projected that, over the next five years, there might be twenty-five. She added that, with the Committee of Deans, she is exploring a variety of different models for congregational life in the future.

Concerned about the significant number of church buildings that the synod would be taking under management in the future, Ms. Pursch expressed thanks for those who are now managing and working to sell these properties but urged synod leadership to consider making use of a company and/or agency “to manage these former congregational properties for the synod and to aggressively sell them.”

Vice President indicated that the Executive Committee would further discuss this concern.

SECRETARY'S REPORT

Dissolution of the Northwest Philadelphia/Olney Conference

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 14.12.06 Whereas the Southeastern Pennsylvania Synod Council recognizes the vital and invaluable support that the Northwest Philadelphia/Olney Conference has provided to its member congregations since its formation in the year 1987 as part of the Southeastern Pennsylvania Synod of the Evangelical Lutheran Church in America;

Whereas the Synod Council expresses its deepest appreciation to those who have provided leadership for the conference since its formation, especially those who have served as deans of the conference;

Whereas the Synod Council acknowledges that, due to the diminishing number of congregations in a particular conference, the conference may need to dissolve and the synod may need to invite the congregations of that conference to request assignment to another conference;

RESOLVED THAT the Southeastern Pennsylvania Synod Council dissolves the Northwest Philadelphia/Olney Conference, effective December 11, 2014, and invites the member congregations of the Northwest Philadelphia/Olney Conference to request reassignment to another conference. In compliance with S12.01.04. of the Constitution, Bylaws, and Continuing Resolutions of the Southeastern Pennsylvania Synod of the Evangelical

Lutheran Church in America, the Synod Council shall approve all requests by congregations of the Northwest Philadelphia/Olney Conference for reassignment to another conference. The deadline for congregations of the Northwest Philadelphia/Olney Conference to make such requests is February 15, 2015.

Sabbatical Policy Guidelines

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 14.12.07 Whereas the Synod Assembly in 2014 has referred the document “Sabbaticals: Extended Study and Renewal, Guidelines for Implementation (April 2014)” to the Synod Council for review (S. A. 14.05.09);

Whereas the Synod Council has reviewed the document and is prepared to present it to the assembly in 2015 as requested by the assembly in 2014;

Whereas the Synod Council wholeheartedly recognizes the value and benefits of sabbaticals for all rostered leaders, especially those serving in congregations, organizations, or agencies with limited means; and

Whereas the Synod Council encourages congregations, organizations, or agencies with limited means to seek creative ways to provide sabbaticals to their rostered leaders, making use of their partnerships with other congregations, organizations, and/or agencies;

RESOLVED THAT the Southeastern Pennsylvania Synod Council strongly and without reservation recommends that the Synod Assembly in 2015 approve the document “Sabbaticals: Extended Study and Renewal, Guidelines for Implementation (April 2014)” as presented.

Sale of St. James, Chalfont

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 14.12.08 RESOLVED THAT the Southeastern Pennsylvania Synod Council authorizes the Reverend Claire Burkat, the bishop of this synod, to sign settlement papers for the sale of the property of St. James, Chalfont.

Revisions to Policies for Youth Workers for SEPA Synod Youth Ministry Events

The Synod Council discussed the proposed revisions to the document *Policies for Youth Workers for Southeastern Pennsylvania Synod Youth Ministry Events*. After considering a number of different changes of wording in the first bulleted paragraph in the section labelled “General,” the Synod Council agreed to the following:

~~It is the state’s requirement that all adults, who are designated congregational youth leaders, complete national criminal/child abuse clearance checks.~~ It is required that all adults who

participate in a synodical overnight event complete ~~such clearances~~ national criminal/child abuse clearance checks. A copy of these reports must be presented to the synod upon the group's registration for an event. The synod is not responsible for any fees. ~~More information on these preferred companies is available online at www.sepayouth.org.~~ All information received is confidential and will not be shared with others in the congregation or synod. A person needs to submit these forms only once, as long as their membership remains in the same congregation, as the forms will be filed at the synod office for future use. The synod does require, however, that clearances are redone every three years.

Secretary Miller then presented the following resolution, which the Synod Council approved:

S. C. 14.12.09 RESOLVED THAT the Southeastern Pennsylvania Synod Council approves the proposed revisions to the document *Policies for Youth Workers for Southeastern Pennsylvania Synod Youth Ministry Events*, noting the changes that it made to the first bulleted paragraph in the section labelled "General" at its meeting on December 11, 2014. The Synod Council recognizes that the changes made by the Synod Council are subject to the approval of the synod's attorney.

FINANCIAL REPORTS

Report of the Treasurer

Ms. Janet Huber Neff, Treasurer, presented the following report:

Partnership Support

"Partnership Support was under budget by \$152,000 in November. The stewardship team is making phone calls to make sure that churches will meet their intent or their previous year's giving.

Business Office

"We are quite pleased with Senior Accountant, Mr. Martin Schwab, who is performing his tasks quite well and is an important part of the synod's team of professionals. Before hiring Mr. Schwab, we had budgeted for a CFO on a part time basis. We do not feel that [this position] is necessary and we will be able to revise the 2015 budget.

Bequests

"Mission results showed expenses over income by \$154,426 and this includes a bequest of \$50,000 from the Hauenschild Trust. At year end, we will transfer funds from the *Fund for Mission* to balance the deficit.

Balance Sheet

“Unrestricted cash and investments minus liabilities are \$253,467. The ELCA liability is \$312,984. This is the balance of amount owed from the prior year, which is being reduced at \$50,000 per month.”

Investment Committee

After discussion on the proposed charter for the Investment Committee, Ms. Neff presented the following resolution, which the Synod Council approved:

S. C. 14.12.10 RESOLVED THAT the Southeastern Pennsylvania Synod Council approves the charter of the Investment Committee with the following two revisions:

MEMBERSHIP:

The Investment Committee will consist of five ~~four~~ trustees, including the Treasurer and one member of Synod Council.

ORGANIZATION:

The Investment Committee shall hold regular semiannual meetings and shall meet more frequently as circumstances require. The Committee shall keep minutes of the meetings and provide semiannual reports to the Finance Committee of the Synod Council and to the Synod Council. The Chair, in consultation with other committee members, sets the agenda for and presides over the meeting. A quorum for the transaction of business at any meeting of the Committee shall consist of a majority of the Committee members. ~~Decisions shall be made by a majority of those present at the meeting.~~ The trustees are expected to disclose any conflicts of interest.

Fund in Mission

Ms. Neff reported that the Fund for Mission Committee is currently in the process of developing a charter for the committee and guidelines for the use of the funds within the *Fund for Mission*.

MISSION MOMENT

Bishop Burkat reported, “We are now poised to reshape the Southeastern Pennsylvania Synod as a network that equips the saints, innovates ways of being church, and communicates what God is doing through us. The *Forward Together in Faith* Campaign will raise \$2.5 million over the next three years to help us live into this vision.”

She indicated that there is general agreement among those offering initial feedback for the campaign that the church needs to change. “Whatever form this change takes,” she added, “Jesus is leading.”

She reminded Synod Council members that the synod’s campaign includes a tithe to the ELCA’s *Always Being Made New* Campaign.

She noted that the vision of the synod's campaign encompasses four key themes: *Forward Together as Networks, Forward Together as Equippers, Forward Together as Innovators, and Forward Together as Communicators.*

The Synod Council adjourned at 6:40 p.m.

The 133rd meeting of the Southeastern Pennsylvania Synod Council is Thursday, February 19, 2015, 4:00 p.m., at a location to be announced.

The Reverend Raymond A. Miller, Secretary, Southeastern Pennsylvania Synod, ELCA

MINUTES
Of the 133rd MEETING
Of the SOUTHEASTERN PENNSYLVANIA SYNOD COUNCIL
Of the EVANGELICAL LUTHERAN CHURCH IN AMERICA
February 19, 2015
St. John's Lutheran Church, Phoenixville, PA

The Reverend Cynthia Krommes, Pastor, St. John, Phoenixville, welcomed Synod Council members and the Reverend Paul Townsend, Dean, Chester Conference, led worship.

Ms. Tracey Beasley, Vice President, called to order the One Hundred Thirty-third Meeting of the Southeastern Pennsylvania Synod Council at 4:42 p.m.

APPROVAL OF MINUTES

The Synod Council approved the minutes of the 132nd meeting of the Synod Council as presented.

SETTING OF THE AGENDA

Vice President Beasley presented the agenda for the 133rd meeting.

BISHOP'S REPORT

Ordinations

The Reverend Claire Burkat, Bishop of the Southeastern Pennsylvania Synod, ELCA, reported that two pastors were ordained in 2015, bringing the total number of ordinations since September 2014 to six. The two pastors ordained in 2015 were the Reverend Philip Waselik, Emmanuel, Pottstown, January 24, 2015, and the Reverend Gerald Tancredi, Centennial, Kimberton, February 14, 2015.

Announcements

Bishop Burkat announced that the Reverend Raymond Miller, Secretary, had spoken to her before the Synod Council meeting on December 11, 2014, and indicated that he would not be seeking election to a fifth term as Secretary of this synod at the 2015 Synod Assembly. She expressed thanks to Pastor Miller for his sixteen years of service as Secretary. An event to celebrate Pastor Miller's service to the synod has been planned for May 15, 2015.

She also announced the retirement of Ms. Joanne Carlson as the Assistant to the Bishop for Global Vision and Events. An event to celebrate her service to the synod has been planned for Friday, June 19, 2015.

Bishop Burkat noted that twenty-five congregations are currently in mobility, an unusually large number. She thanked the deans for their hard work in providing support for congregations in transition.

Forward Together in Faith

Bishop Burkat noted that Ms. Ellen Daneke would report on the *Forward Together in Faith* campaign during the *Mission Moment* scheduled for later in the meeting.

New Pennsylvania Child Protection Law

Bishop Burkat continued: "Recently twenty-three pieces of legislation were enacted in Pennsylvania changing how Pennsylvania responds to child abuse. These changes affect all of our churches regarding the protection of our children. The law went into effect on December 31, 2014.

"Pennsylvania law now broadens the definition of who is a 'mandated reporter' to include the clergy, all paid church staff, and volunteers who work with children and youth in any capacity. The mandated reporter will be required to make reports of suspected abuse directly, rather than report it to a supervisor. Willful failure to report suspected child abuse can result in misdemeanor or felony charges, depending on the severity of the alleged abuse.

"Pennsylvania now requires *all* employees of the church and volunteers that work with children and youth (18 and under) to have background checks every 36 months. A letter to all rostered leaders was sent by Dr. Dolores Littleton, my Fitness for Ministry Advisor last week. The letter, which gives helpful information regarding the requirements of the law, has been uploaded to SharePoint. Also included is the Pennsylvania Department of Human Services fact sheet to help you to understand the law that has been enacted to protect our children. Another excellent resource for you and the members of your church can be found at: <http://keepkidssafe.pa.gov/>. In addition, according to Act 31, all licensed professionals, employees who have direct contact with children and foster parents are also required to receive additional training on recognizing and reporting child abuse.

“Dr. Littleton and I strongly recommend that all pastors and rostered leaders whose daily work brings them into contact with children, and all church staff and volunteers working with children, complete a FREE three-hour online training conducted by the University of Pittsburgh at www.ReportAbusePa.Pitt.edu.”

Synod Presidents, Vice Presidents, and Officers Gathering

Bishop Burkat added that the annual congregational presidents, vice presidents, and officers gathering will be held on Saturday, March 21, 2015, at the Lutheran Theological Seminary at Philadelphia. Mr. Jeff Kjellberg will join me to answer questions and to discuss the components of the *Forward Together in Faith* campaign and how congregational ministry and leadership will be equipped and supported through this new initiative.

Action on the Roster

Conference of Bishops Extension Requests

Secretary Miller presented the following resolutions, which the Synod Council approved:

S. C. 15.02.01 RESOLVED THAT the Southeastern Pennsylvania Synod Council requests an *On Leave from Call* extension for the Reverend Anita E. London from the ELCA Roster Committee of the Conference of Bishops effective June 1, 2015.

S. C. 15.02.02 RESOLVED THAT the Southeastern Pennsylvania Synod Council requests a *Family on Leave from Call* extension for the Reverend Gwendolyn S. King from the ELCA Roster Committee of the Conference of Bishops effective October 1, 2015.

Transfer Requiring Synod Council Approval

Secretary Miller presented the following resolutions, which the Synod Council approved:

S. C. 15.02.03 RESOLVED THAT the Southeastern Pennsylvania Synod Council approves the transfer of the Reverend Dr. David Lose to the Southeastern Pennsylvania Synod, effective August 25, 2014.

Calls to Interim Ministry

Secretary Miller presented the following resolutions *en bloc*, which the Synod Council approved:

S. C. 15.02.04 RESOLVED THAT, upon the recommendation of Bishop Claire S. Burkat, the Southeastern Pennsylvania Synod Council calls the Rev. Katherine Cartwright Knodel to interim ministry at St. John Lutheran Church, Richlandtown, PA, starting February 1, 2015, and extending until a pastor is called by the congregation or until Pastor Cartwright Knodel resigns this call, whichever comes first.

S. C. 15.02.05 RESOLVED THAT, upon the recommendation of Bishop Claire S. Burkat, the Southeastern Pennsylvania Synod Council calls the Rev. Jeffery B. Ziegler to interim ministry at Resurrection Lutheran Church, Yardley, PA, starting February 16, 2015, and extending until a pastor is called by the congregation or until Pastor Ziegler resigns this call, whichever comes first.

S. C. 15.02.06 RESOLVED THAT, upon the recommendation of Bishop Claire Burkat, the Southeastern Pennsylvania Synod Council Calls the Rev. Daryl Nelson to interim ministry at St. Paul Lutheran Church, Telford, PA, starting February 22, 2015, and extending until a pastor is called by the congregation or until Pastor Nelson resigns this call, whichever comes first.

Retirement Request

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 15.02.07 RESOLVED THAT the Southeastern Pennsylvania Synod Council grants *retirement* status to the Reverend Gordon E. Simmons, effective March 1, 2015.

Bishop Burkat requested prayers for Pastor Simmons who is hospitalized.

On Leave from Call Request

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 15.02.08 RESOLVED THAT the Southeastern Pennsylvania Synod Council grants *on leave from call* status to the Reverend Susan Kay Folks, 1st year, effective January 7, 2015.

Information Not Requiring Action: Transfer

Bishop Burkat reported that the Reverend David Hinkelman transferred to the North Carolina Synod, effective January 6, 2015; the Reverend Timothy Taylor, to the North Carolina Synod, effective January 6, 2015; and the Reverend Marcia Thompson, to the Florida-Bahamas Synod, effective February 11, 2015.

EXECUTIVE COMMITTEE AND VICE PRESIDENT'S REPORT

Vice President Beasley referred Synod Council members to the minutes of the meeting of the Executive Committee on January 22, 2015.

SECRETARY'S REPORT

Secretary Miller expressed thanks to the Synod Council for the opportunity to serve as the Secretary of this synod for the past sixteen years. Bishop Burkat reviewed the process as outlined in the synod's constitution for electing a Secretary.

Appointment of the Treasurer

On behalf of the Executive Committee, Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 15.02.09 RESOLVED THAT the Southeastern Pennsylvania Synod Council appoints Ms. Janet Huber Neff as the Treasurer of this synod for a term ending 2019.

Bishop Burkat expressed appreciation for Ms. Neff's service as Treasurer of this synod.

Assignment of NWP/O Congregations to New Conferences

Secretary Miller thanked Vice President Beasley for her efforts in obtaining the preferences of the congregations of the former Northwest Philadelphia/Olney Conference for assignment to new conferences. He presented the following resolution, which the Synod Council approved:

S. C. 15.02.10 RESOLVED THAT, in fulfilment of S12.01.04. of the *Constitution, Bylaws, and Continuing Resolutions of the Southeastern Pennsylvania Synod, ELCA*, the Synod Council approves the assignment of the congregations of the Northwest Philadelphia/Olney Conference, dissolved by action [S. C. 14.12.06] of the Synod Council at its meeting on December 11, 2014, to the following conferences: Lower Montgomery (Bethany, Roxborough; Christ Ascension, Chestnut Hill; and St. Michael, Germantown); Central Philadelphia (Living Gospel Ministries; St. Peter, West Oak Lane; and Trinity, Germantown); and Northeast Philadelphia (Reformation, West Oak Lane; St. Mark, North Broad; St. Paul, Olney; Tabor, Feltonville; and Zion, Olney).

FINANCIAL REPORTS

Report of the Treasurer

Ms. Janet Huber Neff, Treasurer, presented the following report:

2014 Financial Results

Partnership Support was above budget by \$48,000. The stewardship team made phone calls inviting congregations to meet their intent or their previous year's giving.

Unrestricted fund results showed a net surplus for the year of \$647,959, mostly due to the sale of the property of St. James, Chalfont. The balance of the surplus came from some unrestricted gifts and a savings on expenses of \$115,000.

Temporarily restricted results showed expenses over income by \$75,174. Of this, \$40,000 was transferred from the Frank Clark Trust.

Mission results showed expenses over income by \$254,857. This includes a bequest of \$50,000 from the Hauenschild Trust.

Permanently restricted results showed expense over income by \$3,679.

The final fund surplus from all funds was \$314,249.

Balance Sheet

Ms. Neff noted the following: (1) Unrestricted cash and investments minus liabilities are \$754,995, and (2) the ELCA Liability is \$176,377. The balance that the synod owed from the prior year to the ELCA is paid off and this number represents the liability from January.

Revised Budget for 2015

The synod is anticipating the sale of a church in the amount of \$350,000.

Individual salaries have increased an average of 4%; however, due to change in personnel, the total salaries have decreased by 1%. The anticipated changes are that Ms. Joanne Carlson, Assistant to the Bishop for Global Vision and Events, will retire on July 1, 2015, and that an administrative assistant for youth and mission will be hired on a full time basis, from a ¾ time basis.

There is no budget for income or expense for ELCA ministries. It is assumed that congregations will be sending contributions directly.

Proposed Budget 2016

Since mission support in 2013 was over budget by \$38,000 and, in 2014, over budget by \$48,000, the synod is increasing mission support in 2016 by \$25,000.

The synod is again anticipating a church sale of \$350,000. The synod would receive 15% of the sale, which would be \$52,500, and the expected reimbursement for closed churches from the sale would be \$111,500.

The salary increase is minimal; it is expected to be 0.7%. The salary and benefits are expected to increase only \$309 from 2015. The reason for that is that the former Assistant to the Bishop for Global Mission and Events is being replaced by independent contractors who will be paid on a per diem basis with no benefits.

In 2016 the synod expects to replace the server at a cost of \$6,000.

Report of the Finance Committee

Consideration of the Proposed Budget for 2016

The Reverend Karl Richard, Chair, Finance Committee, presented the following resolution, which the Synod Council approved:

S. C. 15.02.11 RESOLVED THAT the Southeastern Pennsylvania Synod Council recommends that the 2015 Synod Assembly approve the 2016 proposed mission budget, with expenditures of \$2,340,649 and the synod's Proportionate Share to the ELCA being set at 50 percent.

Pastor thanked Mr. Guenter Wesch, who is concluding service as a committee member.

Consideration of the Guidelines for the Fund for Mission

Pastor Richard presented the final version of the Guidelines for the *Fund for Mission* for approval. He noted that the purpose of the *Fund for Mission* is to “serve as a vehicle for providing financial support for specific initiatives and strategies of the Synod, in its efforts *to equip the saints and congregations for the work of ministry for building up of the body of Christ.*” He noted that it is the understanding of the *Fund's* Board of Trustees that distributions from the *Fund* in support of the synod budget would be used for the mission portions of the synod budget only.

Mr. Rod Rothermel moved to amend the following section under the subtitle **Distributions:**

“The Board of Trustees is authorized to distribute in any given fiscal year up to ~~10%~~ 5% of the monies present in the **Fund** as of February 1st without additional approval.”

Mr. Rothermel recommended the lower percentage, noting that distributions at the higher percentage could quickly diminish the *Fund* based on fluctuations in stock market returns.

The Synod Council approved the motion to amend the resolution by changing the percentage from “ten” to “five” and then approved the following resolution:

S. C. 15.02.12 RESOLVED THAT the Synod Council approves the Guidelines for the *Fund for Mission* as amended.

NOMINATING COMMITTEE REPORT

The Reverend Regina Goodrich reported that the committee has received only two nominations, one for Synod Council and one for Churchwide Assembly. She noted that the deadline for nominations has been extended to March 31, 2015, and that the call for nominations would be re-posted on the synod website.

MISSION MOMENT

Bishop Burkat introduced Ms. Ellen Daneke, Chair of the *Forward Together in Faith* Campaign Committee. Ms. Daneke reported that each of the campaign's teams has "a nice blend of lay and clergy." She then reviewed the work of the six teams: Leadership, Communication, CAT/Strategy, Communications/Marketing, Lead Gift/Donor Development, and Congregational Phase/Ambassadors. In addition to these six teams, there are 27 Congregational Assessment Teams (CAT). Several of the campaign's teams, she said, would present their materials and insights at the 2015 Synod Assembly.

She concluded by thanking Bishop Burkat and Synod Council members for their vision and foresight.

Bishop Burkat said, "It's going to be fun at the Synod Assembly this year and full of high energy."

NEW BUSINESS

Administration Committee

Ms. Doreen Kinzler, Chair, Administration Committee, presented the following resolution, which the Synod Council approved:

S. C. 15.02.13 RESOLVED THAT the Southeastern Pennsylvania Synod Council approves the proposed agenda for the 2015 Synod Assembly as presented.

Ms. Kinzler noted that volunteers to serve as pages are needed at this year's assembly.

Constitution Committee

On behalf of the committee, the Reverend Jane Marston presented the following resolution, which the Synod Council approved:

S. C. 15.02.14 RESOLVED that the Synod Council approves the amendments to the constitution of St. Luke, Gilbertsville.

Ms. Susan Pursch expressed a desire for a strong Lutheran presence during Pope Francis' visit to Philadelphia later this year. Bishop Burkat said that she would be in conversation with the Archdiocese of Philadelphia about Lutheran participation in the pope's visit.

Mr. Donald Gleiter offered prayer. The Synod Council adjourned at 6:33 p.m.

The 134th meeting of the Southeastern Pennsylvania Synod Council is Thursday, April 16, 2015, 4:00 p.m., at a location to be announced.

The Reverend Raymond A. Miller
Secretary
Southeastern Pennsylvania Synod, ELCA

MINUTES
Of the 134th MEETING
Of the SOUTHEASTERN PENNSYLVANIA SYNOD COUNCIL
Of the EVANGELICAL LUTHERAN CHURCH IN AMERICA
April 16, 2015
Reformation Lutheran Church, Media, PA

The Reverend Wayne Matthias-Long, Pastor, Reformation, Media, welcomed Synod Council members and the Reverend Leslie Richard, Dean, Delaware Conference, led worship.

Ms. Tracey Beasley, Vice President, called to order the One Hundred Thirty-fourth Meeting of the Southeastern Pennsylvania Synod Council at 4:33 p.m.

APPROVAL OF MINUTES

The Synod Council approved the minutes of the 133rd meeting of the Synod Council as presented.

SETTING OF THE AGENDA

Vice President Beasley presented the agenda for the 134th meeting with two additions: the Global Mission Report and the Audit Report, both at the time of New Business. The Synod Council approved the agenda as presented with the two additions.

BISHOP'S REPORT

Bishop Burkat expressed her sympathy and support for Vice President Beasley on the recent deaths of her sister, Ms. Barbara Ann Segers, and her aunt, Ms. Dolores Clyburn.

Thanks to Treasurer Janet Neff

Noting that Ms. Janet Neff had been appointed to a second term as the Treasurer of this synod at the Synod Council meeting on February 19, 2015, the Reverend Claire Burkat, Bishop, Southeastern Pennsylvania Synod, expressed thanks to Ms. Neff for her willingness to serve.

Thanks to Secretary Raymond Miller

Bishop Burkat noted that the Reverend Raymond Miller has announced that he will not seek a fifth term as the Secretary of this synod at the assembly this year and is also completing a six-year term as a member of the ELCA's Church Council at the end of August. She reported that she and Vice President Beasley made a congratulatory video for Secretary Miller which was shown, along with those made by other synodical bishops for departing Church Council members, at the Church Council meeting this month. She thanked Secretary Miller for his service at the churchwide level and "for his remarkable and faithful attention to constitutional issues and recording of minutes as secretary on a synodical level." She invited Synod Council

members to attend a dinner in honor of Secretary Miller on May 15, 2015, at the Pine Crest Country Club, Lansdale.

Thanks to Synod Council Members

Bishop expressed thanks to the following Synod Council members who are ineligible for re-election at this year's Synod Assembly: the Reverend Regina Goodrich and Ms. Margie Pendarvis-Wright. She also expressed thanks to the following Synod Council members who are eligible for re-election: the Reverends Tyler Rasmussen and William Rex, Mr. Henry Boyd, Mr. Robert Hensil, Sister Mary Julia McKenzie, Mr. Douglas Parry, and Ms. Susan Pursch.

Dissolving of the Synod's SEKOMU Coordinating Committee

Bishop Burkat reported: "In the summer of 2005 a group from [this] synod traveled to the North Eastern Diocese of Tanzania. There they heard of the diocesan dream of building a college on the territory of the diocese to offer degrees in special education and other professions that would serve people with special needs in Tanzania, a focus that had been woefully absent in the country. That fall the Reverend Dr. Anneth Munga, pastor, educator, and wife of Bishop Stephen Munga, visited [this] synod and requested the assistance of our synod as a partner in this dream. Bishop Roy Almquist and Ms. Joanne Carlson, Synod Staff for Global Vision, suggested that Ms. Susan Pursch lead the newly forming initiative."

The Synod Council subsequently approved a resolution "to form a committee to assist the North Eastern Diocese in their effort to develop and fund the anticipated new institution, the Sebastian Kolowa University College," known by the acronym SEKUCo (**S. C. 05.12.2**).

The synod's SEKUCo Coordinating Committee launched a fund raising campaign at the 2006 Synod Assembly and then raised \$475,000 over a period of nine years. "More than money," Bishop Burkat continued, "the resources of teachers, consultants, curriculum expertise, thousands of hours of communication across the globe, and several trips to Tanzania were priceless. Susan Pursch had the honor of being one of two graduation speakers at the first graduating class, the other being the retired Tanzanian President!

"[This year] 2015 marks a decade of the Coordinating Committee's dedication to our partnership with the North Eastern Diocese of Tanzania and especially [to] the great adventure in faith and transformational ministry that today is called SEKOMU [Sebastian Kolowa Memorial University]. The school is thriving as an accredited university, with an annual graduating class of 1,000 students! Dr. Anneth Munga serves as Vice Chancellor, and she and Bishop Munga send their gratitude and thanksgiving for the work of the SEKOMU Coordinating Committee, under the leadership of Susan Pursch.

"Susan's journey as leader of this remarkable partnership and the dedication and hard work of the Coordinating Committee has blessed the North Eastern Diocese, the Southeastern Pennsylvania Synod, the ministry of higher education, [and] those with special needs in Tanzania, and has multiplied God's great purpose to heal and bless the world a thousand times over."

As an expression of thanks for the leadership that Ms. Susan Pursch has brought to the SEKOMU Coordinating Committee, Bishop Burkat invited Ms. Pursch to come forward and presented a framed “word cloud” to her.

Forward Together in Faith

Bishop Burkat reported that Ms. Eileen Zuber began service as the *Forward Together in Faith* Campaign Coordinating Assistant in February of this year and noted four events planned for March and April of this year designed “to bring awareness to key leaders before [the] assembly.”

Conference of Bishops Meeting

Bishop Burkat shared a printed summary of the actions taken by the Conference of Bishops at its meeting in March of this year.

Action on the Roster

Conference of Bishops Extension Requests

Bishop Burkat reported that the Conference of Bishops approved the requests for extension of *on leave from call* status for the Reverend Anita E. London, effective June 1, 2015, and the Reverend Gwendolyn S. King, effective October 1, 2015, based on **S. C. 15.02.01** and **S. C. 15.02.02**.

Renewal of Calls to Specialized Ministry

Bishop Burkat presented the following resolutions, which the Synod Council approved:

S. C. 15.04.01 RESOLVED THAT the Southeastern Pennsylvania Synod Council approves a one-year term non-stipendiary call to Ms. Kathie Afflerbach to serve the Lutheran Theological Seminary at Philadelphia as Coordinator for Non-Credit Education, effective June 7, 2015, and renewable on an annual basis.

S. C. 15.04.02 RESOLVED THAT the Southeastern Pennsylvania Synod Council approves, in accord with bylaw 7.41.15. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, a call to serve as Spiritual Director in Unusual Circumstance to the Reverend Leslie M. Richard for a period of one year, effective June 1, 2015, and renewable on an annual basis.

The Reverend Karl Richard abstained.

Call to Interim Ministry

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 15.04.03 RESOLVED THAT, upon the recommendation of Bishop Claire S. Burkat, the Southeastern Pennsylvania Synod Council calls the Reverend Donna Wright to interim ministry at Holy Trinity, Wallingford, starting May 26, 2015, and extending until a pastor is called by the congregation or until Pastor Wright resigns this call, whichever comes first.

On Leave from Call Requests

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 15.04.04 RESOLVED THAT the Southeastern Pennsylvania Synod Council grants *on leave from call* status to Sister Maggie Thorne, effective January 11, 2015, and to the Reverend Gerald W. Faust, 1st year, effective March 23, 2015.

Retirement Request

Secretary Miller presented the following resolution, which the Synod Council approved:

S. C. 15.04.05 RESOLVED THAT the Southeastern Pennsylvania Synod Council grants *retirement* status to the Reverend Dayle A. Malloy, effective May 1, 2015; the Reverend Jack A. Saarela, effective June 1, 2015; the Reverend Thomas E. Kadel, effective July 1, 2015; and the Reverend Nancy E. Wiseman, effective September 1, 2015.

Information Not Requiring Action: Transfer

Bishop Burkat reported that Mr. Noah Hepler transferred *from* the North Carolina Synod, effective November 9, 2014; the Reverend L. George Detweiler transferred *to* the Metropolitan New York Synod, effective February 9, 2015; and Mr. Jay A. Mitchell resigned from the roster, effective February 24, 2015.

EXECUTIVE COMMITTEE AND VICE PRESIDENT'S REPORT

Vice President Beasley reviewed the minutes of the meetings of the Executive Committee on March 19, 2015, and April 8, 2015. She reported that Sister Mary Julia McKenzie has resigned as a member of the Synod Council. She invited Synod Council members to serve as pages or greeters at this year's Synod Assembly.

Nominees for Secretary

Because the Synod Council serves as “the nominating committee” for the Office of the Secretary (**S9.06.**), the Executive Committee recommends that the Synod Council nominate the following five persons for the Office of Secretary at the 2015 Synod Assembly: Mr. Ken Brown, Ms. Pam Castellanos, the Reverend Karl Richard, the Reverend William Vanderslice, and the Reverend Donna Wright. The committee notes that the assembly may make floor nominations.

The Synod Council approved the following resolution:

S. C. 15.04.06 RESOLVED THAT, in accordance with its responsibilities under S9.06. of the Constitution, Bylaws, and Continuing Resolutions of the Southeastern Pennsylvania Synod, Evangelical Lutheran Church in America, the Synod Council nominates the following persons for the Office of Secretary of this synod and recommends them for prayerful consideration by the 2015 Synod Assembly: Mr. Ken Brown, Ms. Pam Castellanos, the Reverend Karl Richard, the Reverend William Vanderslice, and the Reverend Donna Wright.

At Bishop Burkat’s request, Secretary Miller reviewed the process for electing the Secretary at the Synod Assembly.

Disbanding the SEKOMU Coordinating Committee

With a recommendation for approval by the Executive Committee, Secretary Miller presented the following resolution:

- 1. Whereas the partnership between Southeastern Pennsylvania Synod and SEKOMU has been richly beneficial to all concerned;*
- 2. Whereas the nature of that partnership has evolved so that a committee within the synod devoted to that partnership is no longer needed;*
- 3. Whereas the partnership, though changing, ought to continue for the benefit of all concerned;*
- 4. Whereas the future of that partnership will be most effectively be nurtured in continuity with the past;*
- 5. Whereas Ms. Susan Pursch has been the leader of the synod’s SEKOMU Committee, the prime mover of its accomplishments, a key initiator of many relationships between SEKOMU personnel and U. S. contacts, both in church and academic contexts, and is privy to countless details important to the future of the Southeastern Pennsylvania Synod/SEKOMU relationship; and*
- 6. Whereas members of the synod’s SEKOMU Committee have shown great commitment to SEKOMU and the Synod's other partnerships with the Northeastern Diocese of the ELCT;*

S. C. 15.04.07 THEREFORE BE IT RESOLVED THAT:

- 1. The Synod Council expresses sincere thanks and appreciation to Ms. Susan Pursch for her dedicated service to SEKOMU and to the Southeastern Pennsylvania Synod's SEKOMU Committee.**
- 2. The Synod Council expresses sincere thanks and appreciation to the Southeastern Pennsylvania Synod's SEKOMU Committee for their service to SEKOMU and to the Southeastern Pennsylvania Synod's SEKOMU Committee.**
- 3. The Southeastern Pennsylvania Synod's SEKOMU Committee be disbanded.**
- 4. The Committee's responsibilities for nurturing the Southeastern Pennsylvania Synod/ SEKOMU relationship be transferred to the Southeastern Pennsylvania Synod's Tanzania Committee.**
- 5. The funds designated for SEKOMU which have been under the SEKOMU Committee's stewardship be placed under the stewardship of the synod's Tanzania Committee.**

The Synod Council approved the resolution.

SECRETARY'S REPORT

Secretary Miller presented a brief summary of the actions taken by the ELCA Church Council at its meeting on April 9-12, 2015, in Chicago:

- The Church Council recommended continuing the work of developing a proposal to unify the three existing lay rosters into one Word and Service roster and to bring this proposal to the November 2015 meeting of the Church Council; and affirmed the Conference of Bishops' recommendation to delay a proposal on the appropriate entrance rite and related issues until the November 2018 meeting of the Church Council.
- The Church Council took several actions related to the recommendations of the [Presiding] Bishop's Think Tank on Mission Funding.
- The Church Council affirmed the pilot project being explored by the ELCA Mission Investment Fund to establish a Financial Services Organization.

Secretary Miller noted that his term, along with those of ten others, on the Church Council would end on August 31, 2015. The Church Council expressed its thanks to its departing members with a dinner, a video presentation, a party, and the presentation of a gift to each departing member.

FINANCIAL REPORTS

On behalf of the Treasurer, Ms. Janet Neff, Pastor Karl Richard said that, since the synod's income and expenses reflect only two months of the current fiscal year, he is unable to report any significant trends.

NOMINATING COMMITTEE REPORT

Pastor Regina Goodrich presented the report of the Nominating Committee and expressed thanks to Secretary Miller for his assistance and support.

The Synod Council approved the following resolution:

S. C. 15.04.08 RESOLVED THAT the Synod Council approves the nominating report as presented for consideration by the 2015 Synod Assembly.

By approving this resolution, Secretary Miller indicated that the Nominating Committee would receive no further nominations. Synod Assembly voting members may make additional nominations on the floor of the assembly.

Secretary Miller also noted the need for additional nominees who are “persons of color and/or whose primary language is other than English,” particularly for the synod’s voting membership at the Churchwide Assembly.

MISSION MOMENT: UPDATE ON THE SYNOD ASSEMBLY

Stating that she is very excited about the upcoming Synod Assembly, Bishop Burkat indicated that the focus of the assembly would be on the *Forward Together in Faith* campaign. She distributed information packets on the campaign to Synod Council members and reviewed the items contained in the packet.

Mr. Robert Fisher, Assistant to the Bishop for Mission Interpretation and Communications, described how funds generated by the campaign would enable new ways of networking and communication.

Bishop Burkat invited Synod Council members to make a commitment to the campaign and expressed a hope that every Synod Council member would do so before the opening of the Synod Assembly. She said that the three-year campaign seeks to raise \$2,500,000.

OLD BUSINESS

Report of the Interim Ministry Task Force

In response to **S. A. 14.05.07**, Ms. Teri Lanan, Chair of the Resolution Task Force on Transition Ministry, reviewed *Part IV: Results* and *Part V: Recommendations* of the task force’s report to the Synod Council, dated April 16, 2015. She asked for comments.

Synod Council members expressed concern over the task force’s omission in seeking input from “multicultural and secular sources.”

The Reverend Marcia Bell noted that the intentional interim ministry process has moved away from a “one size fits all” concept, seeking to adapt the process more closely to differing

congregational situations. In response to concerns about the length of the interim process, she said that what often increases the interim period for congregations is the call process.

Ms. Lanan offered to provide a written report to the Synod Assembly.

NEW BUSINESS

Global Mission Report

Ms. Joanne Carlson, Assistant to the Bishop for Global Vision and Events, reported that, in response to the 125th anniversary of the North Eastern Diocese of the Evangelical Lutheran Church in Tanzania, the synod's Tanzania Companionship Team sent a mailing to the synod's congregations, asking them to join in contributing to a special offering in support of the construction of Compassion House at SEKOMU.

She also asked that Synod Council members keep in prayer their brothers and sisters in Tanzania as they deal with increasing tensions related to the upcoming Tanzanian presidential election. Noting the mass slaughter of students in Kenya by Al-Shabaab this month, she explained that Tanzania has not faced the same threats of terrorist attack as its neighbor Kenya. She said that Kenya became a target of militants because it sent troops to Somalia.

Audit Report

Mr. Rod Rothermel, Chair of the Audit Committee, reviewed drafts of the management and professional standards letters from Tait/Weller, Certified Public Accountants, addressed to the audit committee and dated April 2015. He read the following section of the management letter:

“The Synod has been producing operating deficits for several years which have been funded through withdrawals from the designated net asset accounts, in particular the Fund for Mission. These deficits have ranged from approximately \$1.3 million during the year ended January 31, 2008, decreasing to approximately \$272,000 (excluding the sale of church property) during the year ended January 31, 2015. As a result, the Fund for Mission has declined from approximately \$2.5 million as of January 31, 2008, to approximately \$800,000 as of January 31, 2015, after the transfer of the Church Renewal and Endowment net asset balance of approximately \$264,000. In addition, the Synod has limited additional undesignated unrestricted reserve balances of approximately \$231,000 to fund operating deficits going forward. As such, it is extremely important that the Synod operate within its available resources and not rely extensively on the infrequent sales of church properties.”

In response to the concerns raised by this letter, Mr. Rothermel urged the synod “to live within its means.” He said that the responsibility for doing this lies with the Synod Council, which must choose between “short-term satisfaction” and “long-term liability.”

Recognizing that Mr. Rothermel's remarks represent the beginning of an important conversation, Bishop Burkat suggested that this conversation be held at another time when it is not rushed.

The Synod Council then saw the *Forward Together in Faith* video that will be shown at the Synod Assembly.

Wayne Matthias Long offered prayer. The Synod Council adjourned at 7:13 p.m.

The 135th meeting of the Southeastern Pennsylvania Synod Council is Thursday, June 11, 2015, 4:00 p.m., at a location to be announced.

The Reverend Raymond A. Miller
Secretary
Southeastern Pennsylvania Synod, ELCA

**SYNOD COUNCIL REPORT
ADDENDUM**

“Sabbaticals: Extended Study and Renewal, Guidelines for Implementation”

At its meeting on December 11, 2014, the Southeastern Pennsylvania Synod Council approved the following resolution:

S. C. 14.12.07 Whereas the Synod Assembly in 2014 has referred the document “Sabbaticals: Extended Study and Renewal, Guidelines for Implementation (April 2014)” to the Synod Council for review (S. A. 14.05.09);

Whereas the Synod Council has reviewed the document and is prepared to present it to the assembly in 2015 as requested by the assembly in 2014;

Whereas the Synod Council wholeheartedly recognizes the value and benefits of sabbaticals for all rostered leaders, especially those serving in congregations, organizations, or agencies with limited means; and

Whereas the Synod Council encourages congregations, organizations, or agencies with limited means to seek creative ways to provide sabbaticals to their rostered leaders, making use of their partnerships with other congregations, organizations, and/or agencies;

RESOLVED THAT the Southeastern Pennsylvania Synod Council strongly and without reservation recommends that the Synod Assembly in 2015 approve the document “Sabbaticals: Extended Study and Renewal, Guidelines for Implementation (April 2014)” as presented.

0215

“Sabbaticals: Extended Study And Renewal”
Guidelines for Implementation

Developed by the Sabbatical Team of
Southeastern Pennsylvania Synod
April, 2014

Note: these proposed guidelines will be presented at the May 2014 Synod Assembly

Preface

Definition and Goals: *[The following “definition and goals” is taken directly from the “Life-Long Learning” recommendation (Appendix C) which was adopted by the 1997 ELCA Assembly.]*

A “Sabbatical: Extended Study and Renewal Period” serves to equip both the rostered leader and the congregation for future mission and ministry. For this reason, Sabbatical is best understood as growth and renewal for both congregation and rostered leader - not as a reward given for past service. The goals for a Sabbatical include:

- 1) The rostered leader pursuing more extensive learning objectives, than would otherwise be possible, that serve both the rostered leader’s and the congregation’s identified missional needs.
- 2) The process providing clarity of goals and mutual roles which may lead to a more fruitful partnership between rostered leader and congregation.
- 3) The rostered leader experiencing renewal and regeneration of vision and vitality.
- 4) The congregation more fully owning the ministry to which God is calling them.

The length and frequency of this period should reflect the ongoing demands placed on the rostered leader, the mutual needs of the leader and congregation, and the available resources. Normally, the rostered person’s compensation and benefits shall continue during this period.

Guidelines For Implementation

Suggested Procedures

For congregations and ministry settings in transition, the concept of a sabbatical may be introduced in the Call Process and congregations should consider including a commitment to a Sabbatical in the call.

In other congregations, rostered leaders are encouraged to introduce to their lay leadership the concept of a Sabbatical. The Deans are available to assist the rostered leaders in presenting such a program in their congregation.

Elements Of Preparation

Sabbaticals, when intentionally and mutually developed, have the potential for renewing ministry for both the rostered leader and congregation. However, when adequate preparation is not done, the experience can be counterproductive and create problems for the rostered leader and the congregation. This means that a great deal of educational preparation and goal setting must take place. Some important elements of preparation are:

- 1) Consult these synodical guidelines early in the process.
- 2) Allow adequate time for ministry assessment and the development of the plan during the months prior. Submit “Proposals” for the Sabbatical to the congregation council for review and approval at least 6 months prior to the leave. Some resources for this are:
 - Mutual Ministry Committee
 - Counsel of the Bishop and/or synod staff
 - Peer Review Process
 - Another rostered leader who has successfully completed a study leave
- 3) Understand that time away for Sabbatical is considered continuing education and/or renewal.
 - Each full-time rostered leader has two (2) weeks of continued education study time each year. If planning is done ahead, these two (2) weeks can be accumulated for this purpose.
 - The congregation can grant additional continuing education time.
 - The leave is not to be considered vacation.
- 4) Determine the length of time and frequency of a Sabbatical based on local mission and ministry needs.
 - Length of time (up to 3 months) may be determined by the goals of the study program, needs of the congregation, time available, and funding resources.
 - The mission goals of the congregation and the ministry goals of the rostered person will determine frequency (every 5 – 7 years).
- 5) The Rostered Leader and Congregation Council identify funding components to assist with the Sabbatical:
 - Continuing education funds may be used or accumulated for use.
 - external funding/grants (ie, WheatRidge, Lilly Foundation, etc)
 - endowments or bequests

- 6) When a Sabbatical leave is granted, a rostered leader shall normally agree to serve that ministry setting for at least 12 months following the completion of the leave.
- 7) The Rostered Leader and Congregation Council, in consultation with the Bishop, determine staff needs (worship, hospital calls, funerals, administration, etc.) and identify partnerships that may assist the congregation during the Sabbatical:
 - lay leaders within the congregation or conference
 - synod staff or conference leaders (Dean)
 - retired rostered leaders of the synod
 - seminary/agency staff within the area
 - rostered leaders from a nearby multiple staff congregation
- 8) The Rostered Leader and Congregation Council hold informational conversations, such as with Adult Forums, WELCA, Congregational Meeting, and other gatherings during this vital preparation time.
- 9) Have a liturgical recognition during worship just prior to the official start of the Sabbatical.

During The Sabbatical

- 1) Inform the congregation via notes in worship bulletin, articles in the monthly newsletter, pictures and posters on bulletin boards, social media, reports to council, etc.
- 2) Have the Congregation Council, or another group, closely monitor the staffing responsibilities during this period. Many of the “day to day” routine details (ordering supplies, hospital calling, etc.) should be discussed by the rostered person with the Congregation Council prior to the time away.
 - Secretaries and other staff find unexpected difficulties during this time.
 - Interim staff may not be aware of many routine matters.
- 3) The Congregation Council, or another group, should prepare for the re-entry.
 - Consider the return as a “new beginning”. Plan a party!
 - Care must be given to the changes of relationships, expectations, etc.
- 4) The Congregation provides full compensation and benefits for the Rostered Leader (including Salary, Housing, and Pension/Health/Disability/etc Benefits) during the leave. The congregation bears the cost of providing coverage for the Rostered Leader during the leave.

Reentry

- 1) Have a liturgical recognition at reentry time.
- 2) Report on the Extended Study and Renewal experience within 90 days.
 - to the Bishop and Dean
 - to the Congregation Council and Congregation

Sabbatical Team Members included:

Rev. Julie Bergdahl, Chairperson

Rev. John Berntsen

Rev. Gwen Johnson Bond

Mr. Fred Brown

Mr. William McAdoo

Ms. Sandy Spengel

Mr. Everett Wick

Rev. Mark Wimmer