

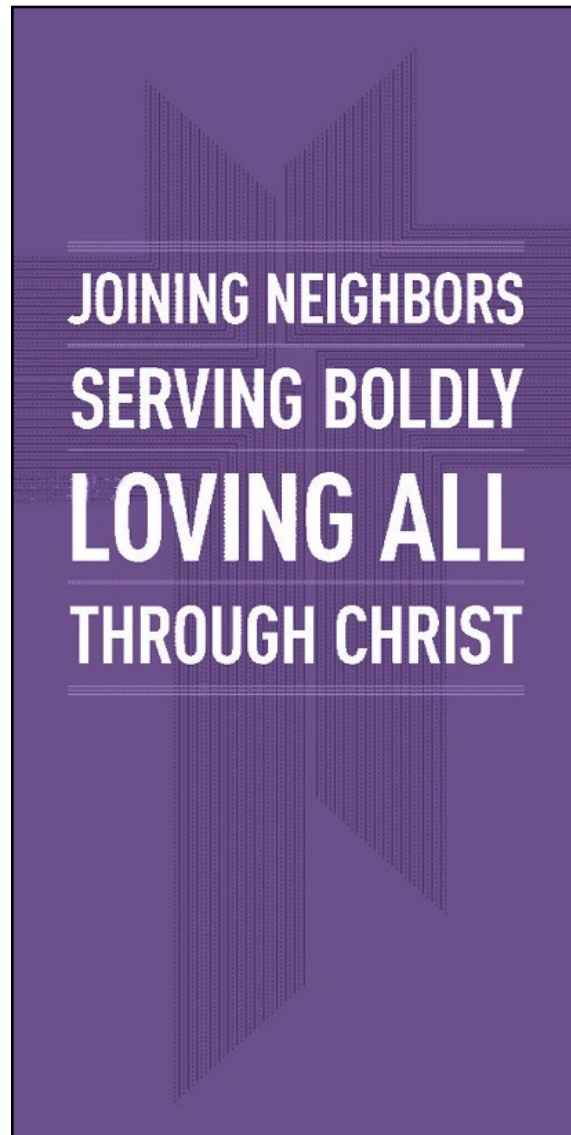
BULLETIN OF REPORTS

**South Carolina Synod
Evangelical Lutheran Church in America**

Thirty-Third Assembly

**195th Annual Meeting
of the
Lutheran Church in South Carolina**

July 25, 2020



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Report of Committee on Agenda and Program
 (PROPOSED VIRTUAL/ONLINE ASSEMBLY AGENDA)
2020 SOUTH CAROLINA SYNOD – ELCA ASSEMBLY
July 25, 2020

Listen, God is Calling!

“Ask, and it will be given you; search, and you will find; knock, and the door will be opened for you.” (Matthew 7:7)

2020 is the Thirty-Third Assembly of the South Carolina Synod – ELCA and the 195th meeting of the Lutheran Church in South Carolina. The 2020 Assembly will include several items of business for our consideration, including the election of a Bishop using the Ecclesiastical Ballot and the presentation of Nominations for other various offices and committees. We also plan to share together in Worship, Bible Conversations, and a Keynote Presentation.

2020 has been a year like no other in our lifetime! This is a year when each new day engages us in learning adaptation, resilience and faithfulness. In the midst of the incredible changes to our routines and lives which the Covid-19 pandemic has brought, we have the amazing opportunity to listen even more closely for God’s voice and direction in the way we do ministry together.

Plans for the 2020 SC Synod Assembly have required *deep* listening to God and to one another as well as a willingness to adapt and make changes to every way that we have ever done assembly before. This assembly has been planned and re-planned several times, including agenda plans for the original May Assembly, plans for a one-day July Assembly Agenda, plans for a Multi-Site Assembly Agenda and now, plans for a Virtual/Online Assembly Agenda. This whole “season” has been filled with learning, adapting and searching for the best possible solution for the people of the SC Synod. It has been our intention from the beginning to listen closely; and our deepest desire, if it was at all possible, to bring forth an assembly that kept everyone in the Synod safe, has integrity, and is faithful to Christ.

We are deeply appreciative to the Pastors and Staff members of St. Stephens, Lexington; Zion, Lexington and Pilgrim, Lexington, who offered to open their doors to the Synod and worked with us to consider and create a Multi-Site Assembly plan. Had the Covid-19 cases decreased in SC this could have been an excellent option. We are also appreciative for your patience with us throughout this entire season as we sorted through the details and sought to learn more about what the best options were for the SC Synod.

The SC Synod will be working with Lumi Global, a tech company, to conduct a Virtual Assembly since we cannot fully come together in person safely at this time. Lumi has provided voting technology at several churchwide assemblies throughout the years. In addition, Lumi has been used on over 800 virtual meetings including IBM, Coca-Cola and the American Medical Association over these past 3 months. This technology will be used to manage the voting which allows us to follow the Ecclesiastical Balloting process as well as all our voting needs.

Voting members will be using Zoom in conjunction with the Lumi online voting platform. If you would like to watch the Assembly proceedings as a guest, there will be a webcast on our SC Synod website. We have researched our options and this option has proven to be effective in other Association meetings where important elections and business has successfully taken place. We realize that this virtual Assembly will be very different than what we are accustomed to, but we are confident that we can get the business of the Assembly accomplished in accordance to our bylaws and procedures.

A detailed email will be sent to each registered voting member to share the secure links and information needed to participate. In advance of this assembly we will also host an orientation session for every voting member to assist everyone in getting comfortable with this platform. Voting Members will need to be registered no later than July 13 at 5:00 pm to receive your credentials to attend this Assembly and to vote. Our staff will be in contact with each congregation to assist in getting Voting members registered correctly.

We look forward to this new and unique way of gathering to listen for the Spirit of God and to do the work of ministry together as the SC Synod.

The deadline for Registration is July 13 at 5:00 pm. Our staff will be in contact with anyone who has previously registered for the July 25th Assembly first and will then begin assisting with new registrations.

Saturday, July 25, 2020

Session 1 – 9:00 am – 10:30 am

Order for Opening of Synod Assembly
Organization of Assembly
Reference & Counsel Introduction of Special Guests
Report of Synod Council (Part 1) Procedural matters affecting this Assembly
Preparation for Ecclesiastical Ballot for Bishop
Report of Registration
Discernment & Prayer
Ecclesiastical/1st Ballot for Bishop (*3/4 votes needed to elect*)
***Report: Nominating Committee**

**Nominations from the floor of this Assembly must include a completed biographical information form. This form is available on the Synod webpage and we ask that anyone bringing a nomination from the floor complete this form in advance of the Assembly and be prepared to send it by email to Jenny@scsynod.com immediately following the Nominating Committee Report. Jenny will need to receive this completed form by no later than 10:22 am.*

Bible Conversation 1
Introduction of New Leaders of the SC Synod
SC Synod Campus Ministry
10:30am – 10:40 am BREAK (Videos from SC Synod supported Institutions & Auxiliaries)

Session 2 – 10:40 am – 12:10 pm

Report of Registration
General Elections: Ballot 1 (*Majority needed to elect*)
Report of Synod Council (Part 2) Proposed Budget & Treasurer's Report
***Results of the Ecclesiastical Ballot**
**Those nominated will need to complete and submit either a Biographical Form or a Withdrawal Form by email to Jenny@scsynod.com immediately following this report of results. These forms are available on the Synod webpage. Jenny will need to receive one of these completed forms no later than 11:40 am.*

Keynote Presentation
Reference & Counsel 1
Report of Synod Council (Part 3) Recommendations on Compensation Guidelines & Constitutional Matters
Report from Conduct of Elections: Nominees who are on 2nd Ballot for Bishop
Report of Registration
2nd Ballot for Bishop (*3/4 votes needed to elect; determines top 7+ ties*)
General Elections: Ballot 2 (*as needed*) (*Majority needed to elect*)
12:10 –12:40 pm LUNCH BREAK (Videos from SC Synod supported Institutions & Auxiliaries)

Session 3 – 12:40 pm – 2:10 pm

Bible Conversations 2
Results of 2nd Ballot for Bishop
Report: Bishop Yoos
Introductions: 7+ Candidates for Bishop
Reference & Counsel 2 (*as needed*)
Report of Registration
3rd Ballot for Bishop (*2/3 votes needed to elect; determines top 3+ ties*)
Celebration of 6 SC Pastors 50th Anniversary of Ordination
Report: Secretary
Report: Vice President
Results of 3rd Ballot for Bishop
2:10 pm –2:20 pm BREAK (Videos from SC Synod supported Institutions & Auxiliaries)

Session 4 – 2:20 pm – 3:50 pm

Celebration Worship**Q & A with 3+ Candidates for Bishop****Report of Registration****4th Ballot for Bishop** (60% votes needed to elect; determines top 2)**General Elections: Ballot 3** (as needed) (Majority needed to elect)**Bible Conversations 3****Report: ELCA Representative****Results of 4th Ballot for Bishop****3:50 pm – 4:00 pm BREAK** (Videos from SC Synod supported Institutions & Auxiliaries)

Session 5 – 4:00 pm – 4:45 pm

Report of Registration**5th Ballot for Bishop** (Majority votes needed to elect; determines Bishop)**Report of Synod Council** (Part 4) Votes: Compensation Guidelines & Budget**Reference & Counsel 3** (as needed)**Results of 5th Ballot for Bishop****Unfinished Business****Reference & Counsel** (Final Resolution)**Closing of Assembly & Installation of Synod Council****Please note:**

Registered Voting members will need to have internet connection to access Zoom and Lumi, a computer or hand-held device to participate and vote at Assembly.

Each Voting member will be registered by their preferred email address and will have their own Credential number for voting and will need to agree in their Registration to attend a Virtual/Online meeting.

S7.14 One half of the voting members registered for the Synod Assembly shall constitute a quorum.

All Assembly Committees will meet prior to Assembly using Zoom. Should Reference & Counsel need to meet during Assembly we have a separate Zoom session set up.

During Breaks we will share videos that we have received from our Institutions and Auxiliaries in the following order: Youth Gathering Coordinator, South Carolina Lutheran Retreat Center, South Carolina Lutheran Church Youth, South Carolina Women of the ELCA, Novus Way, South Carolina Lutheran Men in Mission, Newberry College, Lutheran Theological Southern Seminary, Lutheran Homes, Lutheran Services Carolina, "Called to Common Good"

Conduct of Election will be working between Ballots for Bishop to support the election process and verify votes as they normally do for Assembly. Please be patient as they seek to serve the Assembly faithfully before the results are announced.

Offerings can be turned in electronically during Assembly, or checks sent in advance to the SC Synod office. Please add "Assembly Offering" in the memo line of checks.

Proposed amendments to the budget may be submitted online no later than Saturday, July 25, 2020, at 10:15 am. For details, please see Budget Procedure notes from Synod Council at the end of this agenda.

Any additional Resolutions may be submitted online for the Committee of Reference and Counsel for consideration no later than Saturday, July 25, 2020, 10:15 am. For details, please see the notes from Synod Council at the end of this agenda.

The results of the Ecclesiastical/1st Ballot for Bishop will be announced and posted as soon as it is available. Our goal is 11:00 am. Each Pastor who is nominated is asked to complete either a Biographical Form or a Withdrawal Form and email it to Jenny@scsynod.com no Later than 11:40 am, Saturday, July 25, 2020. The forms are available on our website and we will put a link in the chat feature during the Results Report.

The deadline for submitting resolutions to Committee of Reference and Counsel is **Saturday, July 25, 2020, at 10:15 am.**

The deadline for submitting proposed amendments to the budget to the secretary is **Saturday, July 25, 2020, at 10:15 am.**

THE COMMITTEE ON AGENDA AND PROGRAM RECOMMENDS:

1. THAT NOMINATIONS FROM THE FLOOR OF CANDIDATES FOR ANY ELECTIONS HELD AT THIS 2020 ASSEMBLY BE ACCOMPANIED BY THE REQUESTED BIOGRAPHICAL DATA ON THE OFFICIAL FORM PROVIDED FOR THAT PURPOSE;
2. THAT THE COMMITTEE OF REFERENCE AND COUNSEL RECEIVE NO MOTIONS OR RESOLUTIONS AFTER **Saturday, July 25, 2020, 10:15 am**
3. THAT THE BAR OF THE SYNOD BE DESIGNATED AS THE REGISTERED VOTING MEMBERS PARTICIPATING IN THIS VIRTUAL/ONLINE ASSEMBLY
4. THAT THE BISHOP, AS PRESIDING OFFICER, BE GIVEN AUTHORITY TO CALL FOR ITEMS ON THE AGENDA IN THE ORDER DEEMED APPROPRIATE, PRIMARILY FOR THE PURPOSE OF TIME MANAGEMENT, AND SPECIFICALLY WITH REGARD TO BALLOTING, RESOLUTIONS AND SPECIAL RECOGNITIONS DURING THE ASSEMBLY;
5. THAT PERSONS ON THE THIRD BALLOT FOR BISHOP BE GIVEN TWO MINUTES EACH FOR INTRODUCTIONS (cf. Synod Council's recommended "Rules of Procedure");
6. THAT PERSONS ON THE FOURTH BALLOT FOR BISHOP BE GIVEN FIVE MINUTES EACH TO RESPOND TO TWO PREDETERMINED QUESTIONS. (cf. Synod Council's recommended "Rules of Procedure");
7. THAT THE PROPOSED AGENDA BE A GUIDE FOR THE 2020 ASSEMBLY OF THE SOUTH CAROLINA SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA.

Respectfully submitted,
The Rev. Virginia S. Aebischer

THE SYNOD COUNCIL RECOMMENDS THE FOLLOWING AS "RULES OF PROCEDURE" FOR THE 2020 SOUTH CAROLINA SYNOD ASSEMBLY:

RECOMMENDATION FOR ASSEMBLY ACTION:

Recommends the adoption of the following "Budget Procedures" to guide the adoption of the 2021-2022 budget by the 2020 South Carolina Synod Assembly.

Budget Procedures

1. Proposed amendments to the budget must be submitted online no later than **Saturday, July 25, 2020, at 10:15 am.** Each amendment or resolution to amend must be supported in writing by ten (10) signatures of voting members in this assembly. The secretary shall refer such proposed amendments to the Treasurer and the Finance Committee. During the consideration of the budget by the assembly, the Treasurer or Finance Committee shall report on the implication of each proposed amendment.
2. Any amendment to the budget that increases a current program proposal expense, or adds a current program proposal to the budget, must include a corresponding decrease in some other current program proposal of the same amount; or an increase in revenues to offset the proposed expense.

**Regarding Votes to Appropriate Funds not Approved by Synod Council:
Chapter S10.04.**

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

Constitution, Bylaws and Continuing Resolutions, South Carolina Synod

Constitutional Provisions, Bylaws and Continuing Resolutions to Guide Procedures and Elections

Constitution, Bylaws and Continuing Resolutions
South Carolina Synod, Evangelical Lutheran Church in America
2020 South Carolina Synod Assembly

Bold = Constitutional Provisions

Lightface type = Bylaws

Italics = Continuing Resolutions

Chapter 7. SYNOD ASSEMBLY

- S7.01.A11. Resolutions which could not have reasonably been submitted before the 15-day deadline may be submitted to the Committee of Reference and Counsel after the opening of the assembly. A signer of the resolution, preferably its primary author, shall meet with the Committee of Reference and Counsel at the time appointed in the Rules of Procedure adopted for that assembly. Regardless of the recommendation of the Committee of Reference and Counsel, the consideration of such resolutions by the assembly shall require the approval by a two-thirds vote of voting members to place the resolution before the Synod Assembly. If a resolution is received after the deadline of 15 days prior to the formal opening of the assembly, the resolution shall be processed according to the provisions of this continuing resolution.*
- S7.14. one-half of the voting members registered for the Synod Assembly shall constitute a quorum.**
- †S7.31. Proxy and absentee voting shall not be permitted in the transaction of any business of this synod.**
- S7.32. Robert's Rules of Order, latest edition, shall govern parliamentary procedure of the Synod Assembly, unless otherwise ordered by the assembly.**
- S7.32.A14. The following rules of procedure shall be in force at meetings of the Synod Assembly:*
- a. Unless otherwise determined by vote of the assembly, all speeches in general discussion shall be limited to two minutes and no member shall be permitted to speak the second time on the same subject when others desire to speak.*
 - b. A resolution of a general character which is not germane to the pending question or report shall be given by the proposer to a Committee of Reference and Counsel.*
 - c. All reports published in the Bulletin of Reports shall be received as information by the assembly by virtue of that fact without vote.*
 - d. All other reports shall be in writing and in such form as the assembly or the Synod Council may determine.*
 - e. The minutes of each assembly shall be submitted to the Synod Council for approval.*
 - f. The bishop and secretary shall, after making any necessary corrections therein, certify two copies of the printed minutes of each assembly as the official protocol of said assembly, and shall submit the same to the next regular assembly for approval and deposit in the archives.*
 - g. Holy Communion shall be administered at each assembly.*

Chapter 8. OFFICERS

- †S8.01. The officers of this synod shall be a bishop, a vice president, a secretary, and a treasurer.**
- S8.10. Bishop**
- †S8.11. The bishop shall be elected by the Synod Assembly. The bishop shall be a minister of Word and Sacrament of the Evangelical Lutheran Church in America.**
- †S8.12. As this synod's pastor, the bishop shall:**
- a. Preach, teach, and administer the sacraments in accord with the Confession of Faith of this church.**
 - b. Have primary responsibility for the ministry of Word and Sacrament in this synod and its congregations, providing pastoral care and leadership for this synod, its congregations, its ministers of Word and Sacrament and its ministers of Word and Service.**
 - c. Exercise solely this church's power to ordain (or provide for the ordination by another synod bishop of) approved candidates who have received and accepted a properly issued, duly attested letter of call for the office of ministry of Word and Sacrament (and as provided in the bylaws of the Evangelical Lutheran Church in America).**
 - d. Ordain (or provide for the ordination of) approved candidates who have received and accepted a properly issued, duly attested letter of call for service as deaconesses and consecrate (or provide for the consecration of) approved candidates who have received and accepted a properly issued, duly attested letter of call for service as ministers of Word and Service.**
 - e. Attest letters of call for persons called to serve congregations in the synod, letters of call for persons called by the Synod**

- Council, and letters of call for persons on the rosters of this synod called by the Church Council.**
- f. **Install (or provide for the installation of) rostered ministers whose calls the bishop has attested.**
 - g. **Exercise leadership in the mission of this church and in so doing:**
 - 1) **Interpret and advocate the mission and theology of the whole church;**
 - 2) **Lead in fostering support for and commitment to the mission of this church within this synod;**
 - 3) **Coordinate the use of the resources available to this synod as it seeks to promote the health of this church's life and witness in the areas served by this synod;**
 - 4) **Submit a report to each regular meeting of the Synod Assembly concerning this synod's life and work; and**
 - 5) **Advise and counsel this synod's related institutions and organizations.**
 - h. **Practice leadership in strengthening the unity of the Church and in so doing:**
 - 1) **Exercise oversight of the preaching, teaching, and administration of the sacraments within this synod in accord with the Confession of Faith of this church;**
 - 2) **Be responsible for administering the constitutionally established processes for the resolution of controversies and for the discipline of rostered ministers, and congregations of this synod;**
 - 3) **Be the chief ecumenical officer of this synod;**
 - 4) **Be a member of the Conference of Bishops and consult regularly with other synod bishops;**
 - 5) **Foster awareness of other churches throughout the Lutheran world communion and, where appropriate, engage in contact with leaders of those churches;**
 - 6) **Cultivate communion in faith and mission with appropriate Christian judicatory leaders functioning within the territory of this synod; and**
 - 7) **Be ex officio a member of the Churchwide Assembly.**
 - i. **Oversee and administer the work of this synod and in so doing:**
 - 1) **Serve as the president of the synod corporation and be the chief executive and administrative officer of this synod, who is authorized and empowered, in the name of this synod, to sign deeds or other instruments and to affix the seal of this synod;**
 - 2) **Preside at all meetings of the Synod Assembly and provide for the preparation of the agenda for the Synod Assembly, Synod Council, and the council's Executive Committee;**
 - 3) **Ensure that the constitution and bylaws of this synod and of the churchwide organization are duly observed within this synod, and that the actions of this synod in conformity therewith are carried into effect;**
 - 4) **Exercise supervision over the work of the other officers;**
 - 5) **Coordinate the work of all synod staff members;**
 - 6) **Appoint all committees for which provision is not otherwise made;**
 - 7) **Be a member of all committees and any other organizational units of this synod, except as otherwise provided in this constitution;**
 - 8) **Provide for preparation and maintenance of synod rosters containing the names and addresses of all rostered ministers of this synod and a record of the calls under which they are serving or the date on which their retired or disability status took effect;**
 - 9) **Annually bring to the attention of the Synod Council the names of all rostered ministers on leave from call or engaged in approved graduate study in conformity with the constitution, bylaws, and continuing resolutions of this church and pursuant to prior action of this synod through the Synod Council;**
 - 10) **Provide for prompt reporting to the secretary of this church of:**
 - a) **additions to and subtractions from the rosters of this synod;**
 - b) **the issuance of a certificate of transfer for rostered ministers in good standing who have received and accepted a properly issued, duly attested, regular letter of call under the jurisdiction of another synod; and**
 - c) **the entrance of the names of such persons for whom proper certificates of transfer have been received;**
 - 11) **Provide for preparation and maintenance of a roster of the congregations of this synod and the names of the laypersons who have been elected to represent them; and**
 - 12) **Appoint a statistician of this synod, who shall secure the parochial reports of the congregations and make the reports available to the secretary of this church for collation, analysis, and distribution of the statistical summaries to this synod and the other synods of this church.**

S8.12.01. The bishop shall approve the nature of; and personnel appointed for general religious services or public meetings sponsored by this synod.

S8.12.A87. *The bishop shall submit a written report, printed in the Bulletin of Reports, to each regular meeting of the Synod Assembly. In addition to this report concerning this synod's life and work, the bishop shall make an oral report to the Synod Assembly presenting a vision of the mission and ministry of this synod.*

†S8.13. **The synod bishop may appoint an attorney, admitted to the bar within the territory of the synod or the state where the synod is located, to be Synod Attorney. The appointment must be approved by the Synod Council and reported to the Synod Assembly and to the secretary of this church. The appointment continues until resignation or until a successor is appointed. The Synod Attorney provides legal advice and counsel to the synod officers and the Synod Council. The Synod Attorney is expected to be familiar with the governing documents and policies of the synod and, as necessary, to attend meetings of the Synod Council. The Synod Attorney serves without salary but may be retained and compensated for specific legal services requested by the synod.**

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

- S8.14.01. There shall be two assistants to the bishop elected by the Synod Council on nomination by the bishop. The assistants may be recalled or dismissed on proper notice by action of the Synod Council. It shall set the term of office and responsibilities.
- †S8.15. **The presiding bishop of this church, or the appointee of the presiding bishop, shall install into office, in accord with the policy and approved rite of this church, each newly elected synod bishop.**
- S8.50. General Provisions**
- †S8.51. **The terms of office of the officers of this synod shall be:**
- The bishop of this synod shall be elected to a term of six years and may be reelected.**
 - The vice president and secretary of this synod shall be elected to a term of six years and may be reelected.**
 - The treasurer of this synod shall be elected to a six-year term and may be reelected.**
- S8.51.01. The terms of office of the bishop and the vice president shall be arranged so that the terms are staggered and do not expire in the same year.
- S8.52. The terms of the officers shall begin on the first day of the third month following election or, in special circumstances, at a time designated by the Synod Council.**
- †S8.53. **Each officer shall be a voting member of a congregation of this synod, except that the bishop need not be a member of a congregation of this synod at the time of election.**

**Chapter 9.
NOMINATIONS AND ELECTIONS**

- †S9.01. **The Synod Assembly shall elect such officers of this synod and such other persons as the constitution and bylaws may require, according to procedures set forth in the bylaws. The Synod Assembly shall elect members of the Churchwide Assembly in accordance with bylaw 12.41.11. of the constitution and bylaws of the Evangelical Lutheran Church in America.**
- S9.01.A08. *The Synod Council Executive Committee shall provide for background checks for persons nominated for synodical office prior to the Synod Assembly at which the election will take place or as soon as possible after the Synod Assembly for newly elected officers nominated from the floor who were not identified as nominees prior to the assembly. The process shall be as follows:*
- Prior to the Synod Assembly appropriate notice of the background check requirement and protocol will be provided to voting members, potential nominees, and others as directed by the Synod Council.*
 - Nominees and newly elected officers are required to provide written consent to a background check and all information necessary to complete a background check, which should be completed prior to the Synod Assembly with respect to nominees and prior to installation for newly elected officers, if possible.*
 - The Synod Council's Executive Committee shall designate one Executive Committee or Synod Council member to obtain the background checks.*
 - All background checks for nominees and newly elected officers will entail a criminal background check. A financial background check will be completed for nominees for treasurer. The Executive Committee shall decide whether additional types of background checks are appropriate for each officer position.*
 - The background check results shall be provided to that nominee or elected officer and to the Synod Council's Executive Committee. Further disclosure of the results may be determined by the Executive Committee.*
 - The Executive Committee may adopt other procedures or protocols as are necessary to provide for background checks for nominees and newly elected synodical officers and shall report such actions to the Synod Council.*
- S9.02. In all elections by the Synod Assembly, other than for the bishop, a majority of the legal votes cast shall be necessary for election.**
- S9.04. The bishop shall be elected by the Synod Assembly by ecclesiastical ballot. Three-fourths of the legal votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Three-fourths of the legal votes cast on the second ballot shall be necessary for election. The third ballot shall be limited to the seven persons (plus ties) who receive the greatest number of legal votes on the second ballot, and two-thirds of the legal votes cast shall be necessary for election. The fourth ballot shall be limited to the three persons (plus ties) who receive the greatest number of legal votes on the third ballot, and 60 percent of the legal votes cast shall be necessary for election. On subsequent ballots a majority of the legal votes cast shall be necessary for election. These ballots shall be limited to the two persons (plus ties) who receive the greatest number of legal votes on the previous ballot.**
- S9.04.A94. *An "ecclesiastical ballot" is an election process:*
- In which on the first ballot the name of any eligible individual may be submitted for nomination by a voting member of the assembly;*
 - Through which the possibility of election to office exists on any ballot by achievement of the required number of votes cast by voting members of the assembly applicable to a particular ballot;*
 - That precludes spoken floor nominations;*
 - In which the first ballot is the nominating ballot if no election occurs on the first ballot;*
 - In which the first ballot defines the total slate of nominees for possible election on a subsequent ballot, with no additional nominations permitted;*

- f. That does not preclude, after the reporting of the first ballot, the right of persons nominated to withdraw their names prior to the casting of the second ballot;*
- g. In which any name appearing on the second ballot may not be subsequently withdrawn;*
- h. That does not preclude an assembly's adoption of rules that permit, at a defined point in the election process and for a defined period of time, speeches to the assembly by nominees or their representatives and/or a question-and-answer forum in which the nominees or their representatives participate; and*
- i. In which the number of names that appear on any ballot subsequent to the second ballot shall be determined in accordance with provisions of the governing documents (or, if the governing documents are silent, in accordance with rules adopted by the assembly).*

S9.08. All elections shall be by ballot. In all elections, other than for the bishop, vice president and the secretary, the names of the persons receiving the highest number of legal votes, but not elected by a majority of the legal votes cast on a preceding ballot, shall be entered on the next ballot to the number of two for each vacancy unfilled. On any ballot when only two names appear, a majority of the legal votes cast shall be necessary for election.

S9.09. The result of each ballot in every election shall be announced in detail to the assembly.

†S9.12. Background checks and screening shall be required and completed for persons nominated as synodical officers prior to their election, if possible, or as soon as practical after their election. The specific procedures and timing of background checks and screening shall be determined by the Synod Council.

BIOGRAPHICAL INFORMATION

2020 South Carolina Synod Assembly Elections

2020 South Carolina Synod Assembly Nominating Committee

2019-2020 Terms

Rev. Angela Jennings, Chair
Rev. Rebecca J. Lord-Philips
Rev. Leroy Cannon
Deacon Sarah Katherine Delap Bowers
Mr. Paul Peterson
Rev. Emily Edenfield

2020-2021 Terms

Ms. Kim Cooke
Mr. Daniel Crofts
Mr. Steve Reed
Rev. Rusty Kehl
Mrs. Elsa Hope
Mr. Tex Davis, Jr.

Positions open for election with description summaries of responsibilities:

SYNOD COUNCIL

Terms begin after Synod Assembly. Meetings are generally scheduled in June, September, December, February and April. Synod Council members have voice and vote at assemblies and are expected to attend. The synod council operates with internal committees. Most committees meet prior to the regular council meetings, but some may also meet at other times.

1. **Synod Council Lay Man** (Northern Area which includes Upstate, Foothills, & Heartland Conferences)
2. **Synod Council Rostered Minister** (At Large)
3. **Synod Council Rostered Minister** (Central Area which includes the Midlands, Saxe Gotha & Western Conferences)
4. **Synod Council Lay Woman** (Person of color or primary language other than English)
5. **Synod Council Lay Man** (At Large)
6. **Synod Council Lay Woman** (At Large)
7. **Synod Council Lay Woman** (Eastern Area which includes Epiphany, Amelia & Coastal Conferences)
8. **Synod Council Lay Man** (Person of color or primary language other than English)

COMMITTEE ON DISCIPLINE (six-year term without consecutive reelection)

The functions of the synod's discipline committee are set forth in the ELCA constitution and are more extensive than can be covered in this space. This committee, though rarely used, is available to the bishop when charges are brought against an ordained minister or lay rostered minister. Such charges may be "preaching and teaching in conflict with the faith confessed by this church; conduct incompatible with the character of the ministerial office; willfully disregarding or violating the functions and standards established by this church for the office of Word and Sacrament; willfully disregarding the provisions of the constitution...." Etc. (ELCA constitution 20.21.01.)

1. **Committee on Discipline - Rostered Minister**
2. **Committee on Discipline - Lay Man**
3. **Committee on Discipline - Rostered Minister**
4. **Committee on Discipline - Lay Woman**

CONSULTATION COMMITTEE (six-year term without consecutive reelection)

The synod's constitution provides the bishop a means to assist in resolving disputes that may arise in congregations when such disputes fail to be resolved internally or otherwise. In such a case, "the Consultation Committee of this synod shall consider the matter. If the Consultation Committee of this synod shall fail to resolve the issue(s), the matter shall be referred to the Synod Council, whose decision shall be final." (S17.11.)

1. **Consultation Committee – Rostered Minister**
2. **Consultation Committee – Lay Man**
3. **Consultation Committee – Rostered Minister**
4. **Consultation Committee – Lay Woman**

MISSION ENDOWMENT FUND GRANT COMMITTEE

An Endowment Grant Committee for the South Carolina Synod Mission Endowment Fund shall consist of the bishop of the South Carolina Synod or his or her appointee, the treasurer of this synod, and five members elected by the Synod Assembly. Two of the elected members shall be lay women, two shall be lay men and one shall be an ordained minister on the roster of this synod. The term of office for the five persons elected by the Synod Assembly to membership on this committee shall be three years; individuals so chosen may not serve more than two consecutive full terms. (a.) The members of the Endowment Grant Committee shall not receive compensation for their duties. (b.) The Endowment Grant Committee shall be responsible to the South Carolina Synod through the Synod Council and shall provide annually a report of disbursements to the Synod Assembly. (c.) The Endowment Grant Committee shall meet at least annually and provide the means, dates, and deadlines for grant requests, review such requests, and make recommendations for disbursements to the Synod Council through the synod's Finance Committee.

- 1. Mission Endowment Fund Grant Committee – Lay Man**
- 2. Mission Endowment Fund Grant Committee – Lay Woman**

***SOUTH CAROLINA LUTHERAN RETREAT CENTERS, INC.**

Members of the Board of Trustees elected by the synod assembly (9) and by the board (6) may serve two consecutive three-year terms. The board generally meets four times a year with one meeting being an overnight meeting. Members of the board benefit the work of the ministry by being active members of committees. The board promotes and coordinates the ministries at Kinard Conference Center and Coastal Retreat Center. It establishes goals and objectives; oversees policies; is accountable for fiscal affairs; and employs and supervises the Executive Director. Board members are to be active congregational members, skilled in interpersonal relationships, visionary, able to work cooperatively, and advocates for and financial supporters of this ministry.

- 1. South Carolina Lutheran Retreat Centers, Inc. - Lay Woman**

The Synod Council recommends and invites people from across the Synod to serve on the Nominating Committee. Representation is gender and clergy/lay person balanced. Committee members serve for two years. Half the committee rotates off each year. The Synod Council names the committee in September. The Nominating Committee meeting is set for early November.

The Committee members are asked to bring names of potential nominees for the specific open positions. They are encouraged to call the church leaders in their area to solicit names for nominees.

The positions open for nominations are announced in the Synod E-news (and in some cases in the SC Lutheran), which allows us to receive nominations from the general population of our Synod.

At the November meeting, all names that have been received are listed for the various positions which are up for election. The constitution is followed on how many nominees are presented for each election.

The committee considers gifts and any potential conflicts which might be present for each potential nominee. Example: sometimes one person is brought for two different positions and the committee has to decide which position to nominate them for; we check that a person is not nominated for a position that their spouse or immediate relative is already serving in; we make sure we are not putting two people up against each other from the same congregation or nominating someone from a congregation who is already represented on that council, board or committee etc. This conversation and discernment is surrounded in prayer.

The committee prioritizes the nominees into the order they wish to have them contacted.

The Committee members divide the list and call persons who have been nominated. All calls are made within 2 weeks of the meeting date.

Nominees are sent biographical information forms with a deadline to return the completed form. The Synod office tracks and follows up on the nominees with the help of the committee and prepares the slate of nominees for publication in our registration materials.

The entire slate for nomination is emailed to the nominating committee for review and approval.

Biographical information is published with registration materials for voting members of Assembly.

The Nominating Committee Chair makes the report of the ballots at Assembly and we accept additional nominations from the floor.

Synod Council - Lay Man - Northern Area
Term Ending 2023 (Elect 1)
Jimmy Reynolds
Jeffrey Stringer

Full Name: **James (Jimmy) Bernard Reynolds Jr**
 Resides in: Simpsonville, SC
 Congregation: Trinity Lutheran Church Congregation City: Greenville
 Email Address: jbreynoldsjr@gmail.com
 Employment/Profession: Validation Engineer
 Age Range: 46-60

Service in synod, ELCA, interchurch agencies, etc.

None

Service in local congregation

Congregation Council (December 2009 -December 2012) (December 2016 - December 2019)
 Youth Advisor (January 2003 - May 2013)
 Lay Communion Assistant (January 2013 - present)
 Offering Teller (December 2002 to present)
 Communion Clean Up (September 2000 to present)
 Worship Committee Chair (2010 - 2012)
 Parish Life Committee Chair (2018 to present)
 Choir Member (August 2005 to present)

Service in community, civic groups, professional associations, etc.

None

Full Name: **Jeffrey Stringer**
 Resides in: Greenville, SC
 Congregation: Redeemer Congregation City: Greer
 Email Address: stringerjd@msn.com
 Employment/Profession: Stringer Resource Group / Pension Plan Consultant
 Age Range: 30-45

Service in synod, ELCA, interchurch agencies, etc.

Congregational Representative – SC Synod Assembly – (2009-present)
 Conduct of Elections Committee – SC Synod Assembly – (2019)
 Candidate – SC Synod Vice-President – (2019)

Service in local congregation

Co-Chair – Finance Committee (2019-present)
 Athletics Ministry Coordinator (2018-present)
 Adult Leader – National Youth Gathering – (2012)

Service in community, civic groups, professional associations, etc.

Chairman – Fund the Mission – March of Dimes (2013-2014)
 March of Dimes Ambassador Family (2012)
 March of Dimes - Chef's Auction Committee (2104-2015)
 Coordinator – Parker Neff Memorial Golf Outing (2019-present)
 Candidate – SC Senate District 6 (2019)
 Rules Committee – Greenville County Republican Party (2019-present)

Synod Council – Rostered Minister – At Large
Term Ending 2023 (Elect 1)
Rev. Rachel Hoffman
Rev. Erin Morris

Full Name: **Rachel Lyn Harriz Hoffman**

Resides in: Rock Hill, SC

Congregation: Grace Lutheran Church Congregation City: Rock Hill

Email Address: pastorrachel@gracerockhill.com

Employment/Profession: Pastor

Age Range: 30-45

Service in synod, ELCA, interchurch agencies, etc.

Region 9 Women in Ministry Gathering Leadership Team (January 2020-Present)

Member of NC Synod Stewardship for All Seasons Cohort (May 2017-November 2018)

SC Synod Congregation Cluster Fellowship (January – May 2016)

Service in local congregation

Pastor, Grace Lutheran Church, Rock Hill, SC (December 2018 to present)

(Areas of Emphasis: Children, Youth, Christian Education, Outreach, Stewardship, Endowment)

Pastor, Lutheran Church of the Nativity, Arden, NC (June 2016 – November 2018)

(Areas of Emphasis: Youth, Family, Christian Education, Outreach, Stewardship, Preschool)

Service in community, civic groups, professional associations, etc.

Former Chair, current member of Winthrop Episcopal Lutheran Campus Ministry Advisory Board (Dec 2018-present)

In capacity as pastor, coordinator for Nativity's community Medical Equipment Loan Closet (April 2017 – May 2018)

Full Name: **Erin Christine Morris**

Resides in: Spartanburg, SC

Congregation: St. John's Lutheran Congregation City: Spartanburg

Email Address: pastorerinmorris@gmail.com

Employment/Profession: Pastor

Age Range: 30-45

Service in synod, ELCA, interchurch agencies, etc.

ELCA National Convention Rep (2016)

ELCA National Youth Gathering Synod Coordinator (2012)

ELCA National Youth Gathering Exhibitor Coordinator (2009)

Service in local congregation

Currently Serving St. John's Lutheran (July 2019)

Previously served at St. Andrew's Lutheran in Mahtomedi, MN (2008-2019)

Service in community, civic groups, professional associations, etc.

Volunteer at Spartanburg Humane Society (August 2019 to present)

Synod Council – Rostered Minister – Central Area
Term Ending 2023 (Elect 1)
Rev. Timothy Bupp
Deacon Deborah Poole

Full Name: **Timothy L. Bupp**

Resides in: Columbia, SC

Congregation: Reformation

Congregation City: Columbia

Email Address: ptbupp@yahoo.com

Employment/Profession: Pastor

Age Range: over 60

Service in synod, ELCA, interchurch agencies, etc.

Southwestern PA Synod's Evangelism Taskforce (2000-2008)

Southwestern PA Synod's Sexuality Statement Conversation (1999-2003)

Butler PA's CommUnity Social Justice Group (2001-2009)

Service in local congregation

Zion Lutheran Church (2009-2013)

Reformation Lutheran Church (2013-present)

Service in community, civic groups, professional associations, etc.

The Mustard Seed Project (2009-2013)

Poor People's Campaign (2018-Present)

Harriet Hancock Center (2014-2019)

Full Name: **Deborah Poole**

Resides in: Lexington, SC

Congregation: Pisgah Lutheran Church

Congregation City: Lexington

Email Address: deborah@pisgahlutheran.org

Employment/Profession: Deacon

Age Range: 46-60

Service in synod, ELCA, interchurch agencies, etc.

ELCA Churchwide Voting Member (2019)

SC Synod Nominating Committee (2018-2019; Chairperson, 2019)

SC Synod Mission Endowment Fund (2018-2019; Chairperson, 2019)

Lifelong Faith Formation Network (Convener, 2014-2019)

Saxe-Gotha Conference Dean (2012-2016)

SC Synod Youth Steering Committee (Varied Years)

Service in local congregation

Associate in Ministry, Mt. Hermon Lutheran Church (1993-2005)

Deacon, Pisgah Lutheran Church (2005-Present)

Service in community, civic groups, professional associations, etc.

Pleasant Hill Elementary School Counseling Advisory Council (2014-2016)

Volunteer, Pleasant Hill Elementary School (2012-2018)

Synod Council – Lay Woman – Person of Color / Language Other Than English**Term Ending 2023 (Elect 1)****Alexandra Lautenschlaeger****LaTynia Taylor**Full Name: **Alexandra Lautenschlaeger**

Resides in: Spartanburg, SC

Congregation: St. John's Lutheran

Congregation City: Spartanburg, SC

Email Address: lautena@yahoo.com

Employment/Profession: Registered Dietitian/Nutritionist; Licensed Dietitian

Age Range: 30-45

Service in synod, ELCA, interchurch agencies, etc.

None

Service in local congregation

Church Council, Executive Council Secretary, Council Liaison Communication & Technology Committee (2019-present)

WELCA Secretary (2014-2018)

St. John's WELCA Circle 4 Secretary (2013)

Service in community, civic groups, professional associations, etc.

Hub City Farmer's Market Board of Directors (2015-2018); Secretary (2016-2018)

Academy Nutrition and Dietetic Clinical Nutrition Practice Group Board of Directors (2014-2016)

German School of the Upstate Board of Directors (2012-2016)

South Carolina Academy of Nutrition Dietetics President (President Elect, President, Past President) (2011-2013)

Piedmont Dietetic Association President (2009-2010)

South Carolina Young Dietitian of the Year (2009)

American Diabetes Association Camp Independence Nutrition Director (2008-2010)

Academy of Nutrition and Dietetic Internship Preceptor (21 interns) (2007-2018)

German American Club of the Carolinas Board of Directors (2007-2009)

Union County Meals on Wheels Board of Directors (2003-2006)

Volunteer speaker at various church, support groups, professional CEU's in Upstate SC and Western North Carolina (2003-current)

Full Name: **LaTynia M. Taylor**

Resides in: Blythewood, SC

Congregation: St. Paul's Lutheran Church

Congregation City: Columbia, SC

Email Address: tyniamtaylor@gmail.com or latyniamtaylor@yahoo.com

Employment/Profession:

Age Range: 46-60

Service in synod, ELCA, interchurch agencies, etc.

SC Synod Council/Finance Committee (May 2017 to Present)

Service in local congregation

St. Paul's Lutheran Church,

Hurricane Relief committee, Children's Christmas Committee, etc. (April 2017-Present)

St. Paul's Players, dinner theatre musical production of Christmas with Holmes and Watson based on

"The Adventure of the Copper Beeches" by Arthur Conan Doyle; (December 17, 2017)

Christ Mission, Health Ministry, Children's Ministry (August 2015-2017)

Cornerstone Baptist Church, Children's Church Director (December 2007-2013)

New Life International Christian Church Europe, Children's Church Director (June- 2006- November 2007)

Service in community, civic groups, professional associations, etc.

Muller Road Middle School Leadership Academy Volunteer

Lake Carolina Elementary Lower Campus PTO 2011-2015

Disabled Veterans Caregivers Program 2015 to Present

Synod Council – Lay Man – At Large
Term Ending 2023 (Elect 1)
Tex Davis
Robert Epting

Full Name: **C. Tex Davis, Jr.**

Resides In: West Columbia, SC

Congregation: Mt. Tabor

Congregation City: West Columbia

Email Address: gamecockpoppa@gmail.com

Employment/Profession: Attorney, South Carolina Judicial Branch - Office of Disciplinary Counsel

Age Range: 46-60

Service in Synod, ELCA, interchurch agencies, etc.

SC Synod Nominating Committee (2019-2021)

Merger Committee for Mt. Tabor/Faith (2019-present)

Service in Local Congregation:

Served on Mt. Tabor Church Council (2014-2017); President (2017)

Served on a variety of Mt. Tabor Committees: Education, Youth, Endowment, Fellowship (2014-present)

Member of Building Fund Committee (2016-present)

Prepare a monthly breakfast for congregation to support Youth Projects (2013-present)

Service in Community:

South Carolina Bar Association (1998-present)

Greater West Columbia/Cayce Chamber of Commerce (2017-present)

Lexington School District #2 Superintendents' Parent Advisory Council (2018-present)

Full Name: **Robert E Epting**

Resides In: Batesburg, SC

Congregation: Wittenberg Lutheran Church

Congregation City: Leesville, SC 29070

Email Address: Robert.epting@applegreenstores.com

Employment/Profession: VP gas operations, Petrogas Group SC llc

Age Range: over 60

Service in synod, ELCA, interchurch agencies, etc.

President SCLMM (Feb/2019-Feb/2020)

Various positions SCLMM Executive Committee (2014-2020)

President Western Conference SCLMM (2014-2016)

Service in local congregation

Church Council at various times at Wittenberg Lutheran and Pisgah Lutheran Churches

Sunday School Teacher (1990-present)

Worship Assistant (1990-present)

Service in community, civic groups, professional associations, etc.

Lexington School District 3 board member (1994-2002)

USSSA umpire (2005-2009)

Synod Council – Lay Woman – At Large**Term Ending 2023 (Elect 1)****Linda Griffith****Cheryl Smith**Full Name: **Linda Griffith**

Resides in: West Columbia, SC

Congregation: Our Saviour Lutheran Church

Congregation City: West Columbia, SC

Email Address: lindagriffith2@aol.com

Employment/Profession: Retired Administrative Assistant

Age Range: over 60

Service in synod, ELCA, interchurch agencies, etc.

SC Synod Communicator/SC Lutheran (2019-present)

Delegate to two Synod Conventions & 4 WELCA Triennial Conventions

SCWELCA Board member

Service in local congregation

Our Saviour Lutheran Church (1970-present)

Served in various positions over the years – part-time church secretary; congregational council secretary-3 times, vice president; Sunday School Teacher; VBS Teacher and Coordinator; Altar Guild leader and member; Handbell Choir; Senior Group/Elderberries Coordinator currently; Memorial and Gifts Committee as chair and secretary; Finance Committee Secretary; WELCA Pres-VP-Sec; Circle leader

Service in community, civic groups, professional associations, etc.

Graduate of Lexington High School and the University of South Carolina

Retired from University of South Carolina (*Employee of the Year*, Adm Employee Club Pres, Retirees Pres)

Lexington County Voter Registration and Election Commissioner (2011- 14)

Retired from Lexington County Legislative Delegation Office (2014-19)

Lexington County Poll Manager (est. 35 years)

Lexington County Library Board

Beta Sigma Phi International Women's Sorority (1972-present)

American Legion Auxiliary (2002 to present)

Full Name: **Cheryl Smith**

Resides in: Seneca, SC

Congregation: University Lutheran Church

Congregation City: Clemson

Email Address: cheryli@clemson.edu

Employment/Profession: Associate Professor of Genetics and Biochemistry, Clemson University

Age Range: 46-60

Service in synod, ELCA, interchurch agencies, etc.

SC Synod Communicator (beginning October, 2019)

Service in local congregation

Adult Sunday School teacher (since ~2016)

Church Council (December, 2017 until December, 2020)

Assisting minister (since ~2016)

Service in community, civic groups, professional associations, etc.

Two-by-Two mentoring group through University Lutheran Church (since 2014)

Marching band parent - (I help with the parent pit crew at each of the high school marching band competitions that Daniel High School has competed in since 2017)

I don't have other official services to describe here, but I do my best to help out when I can wherever I can. I also try my best to show my students (in my lab or in my classes) that I care about them as people and to help them as they navigate through college and the issues they encounter (failing a class, having problems with a professor/TA, deciding to change majors, mental health issues, family problems, deaths, etc.). I have students facing some pretty tough problems who simply need to know that their professors care.

Synod Council – Lay Woman – Eastern Area
Term Ending 2023 (Elect 1)
Cindy Davis
Jean Siewicki

Full Name: **Cynthia “Cindy” M. Davis**

Resides in: Charleston, SC

Congregation: Lutheran Church of the Redeemer

Congregation City: Charleston

Email Address: cindy@cmdaviscpa.com

Employment/Profession: Principal of Cynthia M. Davis, CPA, LLC/Certified Public Accountant

Age Range: 46-60

Service in synod, ELCA, interchurch agencies, etc.

SC Synod Finance Committee member, (June 2017 – Present)

Executive Board Member (Treasurer) of Lutheran Social Services (Charleston) dba Tricounty Family Ministries, (2002-2005)

Presenter at Pre-Assembly Workshop for 2017 SC Synod Assembly “Treasurer Workshop on Compensation for Leaders”

Service in local congregation

Lutheran Church of the Redeemer- Congregational Treasurer (1993- 2018. In this position, I was a member of the Executive Committee of the Congregational Council during most of these years.)

Lutheran Church of the Redeemer- Confirmation Sunday School Teacher (2007-2019)

Lutheran Church of the Redeemer: Currently an active member of Skip Tapp Circle, Handbell choir, & Youth Committee

Lutheran Church of the Redeemer: Formerly Sunday School teacher for grades 1-2, Vacation Bible School leader, & Church Nursery Coordinator.

Service in community, civic groups, professional associations, etc.

My Sister's House, Charleston (Lowcountry Domestic Violence Shelter & Victim Service Provider):

Member of Board of Directors (Treasurer) 2008-2015

Member of Finance Committee 2015- Present

Mason Preparatory School Parent Teacher Organization (PTO):

President, June 2005- June 2006

Treasurer, June 2002- June 2004

Active Volunteer, September 1999- June 2002

Girl Scouts of Eastern Carolina

Co-Leader of Brownie, Junior, & Cadette Troop #85, August 2003- July 2009

Full Name: **Jean A. Siewicki**

Resides in: Awendaw, SC

Congregation: All Saints

Congregation City: Mt. Pleasant

Email Address: jeansiewicki@hotmail.com

Employment/Profession: Retired School Principal

Age Range: over 60

Service in synod, ELCA, interchurch agencies, etc.

Candidacy committee (2011-2022)

East Cooper Christian Network – I Beam Mentoring Chair (2010-2014)

Presentation on I Beam mentor program to Synod Assembly 2013

Service in local congregation

Chair of Worship and Music (2012-2014 - St. Paul's

Choir (2011-2014 St. Paul's)

Service in community, civic groups, professional associations, etc.

Back Pack Buddies for Title 1 elementary school (2011- present)

Reading Mentor for Elementary student (2011-2014)

SCASA – South Carolina Association for School Administrators (2000-2010)

Synod Council – Lay Man – Person of Color / Language Other Than English
Term Ending 2023 (Elect 1)
LaVone Griffin
Jerry Strother

Full Name: **Walter LaVone Griffin**

Resides in: Columbia, SC

Congregation: The Journey of Performing Arts Ministry & Ascension Lutheran

Congregation City: Columbia, SC

Email Address: Lavone.griffin62@gmail.com

Employment/Profession: Minister

Age Range: over 60

Service in synod, ELCA, interchurch agencies, etc.

Currently Assistant Minister (Ascension Lutheran, Living Springs Lutheran, Christ Mission)

Partnerships with area churches

Service in local congregation

SCLCY (since 2016)

Grace Works (since 2016)

Journey (since 2015)

Service in community, civic groups, professional associations, etc.

Union Baptist Church (since 2010)

Northeast Columbia Rotary Club (2019)

Community Services at large

Full Name: **Jerry Strother**

Resides in: Lexington, SC

Congregation: Christ Lutheran Church Congregation City: Columbia

Email Address: jerry.strother56@gmail.com

Employment/Profession: Retired

Age Range: over 60

Service in synod, ELCA, interchurch agencies, etc.

Secretary, South Carolina Lutheran Men in Mission (2017 – 2019)

Promotional Secretary, South Carolina Men in Mission (2019 – Present)

Service in local congregation

Church Security and Maintenance Supervisor (2015 – Present)

Transportation for Church and Youth Enrichment Programs (2016 – Present)

Service in community, civic groups, professional associations, etc.

Masonic Temple Member (1976 – Present)

Denny Terrance Community Association Member (2016 – Present)

Teamster and Machinist Union Member (1970 – Present)

Committee on Discipline – Rostered Minister
Term Ending 2026 (Elect 1)
Deacon Katie Holland
The Rev. Ashley Twitchell

Full Name: **Katherine Trier Holland**

Resides in: Charleston, SC

Congregation: Lutheran Church of the Redeemer Congregation City: Charleston

Email Address: k8ieholland@gmail.com

Employment/Profession: Deacon, Music

Age Range: 30-45

Service in synod, ELCA, interchurch agencies, etc.

Churchwide Assembly Delegate in 2019

Service in local congregation

Rostered Deacon of Lutheran Church of the Redeemer, Charleston (2014-present)

Director of Music of Lutheran Church of the Redeemer (May 2010-2014)

Service in community, civic groups, professional associations, etc.

Charleston American Guild of Organists, Board, Subdean (2019)

Charleston American Guild of Organists, Board, Committee at Large (2018)

Full Name: **Ashley Twitchell**

Resides in: Greer, SC

Congregation: Pelham Road Baptist Church Congregation City: Greenville

Email Address: ashley.twitchell@gmail.com

Employment/Profession: Pastor

Age Range: 30-45

Service in synod, ELCA, interchurch agencies, etc.

First Call Theological Education Committee (2015-2018)

SC Synod Revisioning Task Force (2011-2012)

Service in local congregation

Pelham Road Baptist Church – Development Pastor (2017 – present)

Joy Lutheran Church – Associate Pastor (2012-2016)

Service in community, civic groups, professional associations, etc.

When Faith Hurts Training by Julie Valentine Center (October 2019)

Pinnacle Leadership – Clergy Cohorts

Holy Experiments (September 2017-May 2018)

Soul Gainers and Soul Drainers Lead Pastors (September 2015-May 2016)

Inner & Outer Personal Skills Associate Pastors (September 2014-May 2015)

Faith5 Training (February 2015)

Committee on Discipline – Lay Man
Term Ending 2026 (Elect 1)
Ryan Johnson
Richard Moose

Full Name: **Christopher Ryan Johnson**

Resides in: Greenwood, SC

Congregation: Immanuel Lutheran Church

Congregation City: Greenwood

Email Address: ryanjohnson324@yahoo.com

Employment/Profession: Greenwood County Magistrate Court/Judge

Age Range: 30-45

Service in synod, ELCA, interchurch agencies, etc.

Attended and voted at Synod Assembly (2015)

Service in local congregation

Congregation Council (2015 – 2017)

Congregation Council President (2016 and 2017)

Fellowship Committee Chair (2018)

Nominating Committee (2019)

Service in community, civic groups, professional associations, etc.

Burton Center Foundation Board (2013 – present)

Greenwood Miracle League Board (2011 – present)

South Carolina Summary Court Judge’s Association (2007 – present)

South Carolina State Bar Association (2006 – present)

Massachusetts Bar Association (2010 – present)

Sunday Soup Kitchen Team Leader (2014 – present)

Full Name: **Richard McAllister Moose**

Resides in: Greer, SC

Congregation: Trinity Lutheran

Congregation City: Greenville, SC

Email Address: rmm@dority-manning.com

Employment/Profession: Patent Attorney

Age Range: over 60

Service in synod, ELCA, interchurch agencies, etc.

Board Member (Chair, 3 years) Lutheran Homes of South Carolina (approx. 2008-2014)

Board Member (present Vice-Chair) Lutheran Homes of South Carolina Foundation (approx. start 2017)

Synod convention delegate (multiple times over 25 years)

Service in local congregation

Council Vice-Chair (Council is chaired by Sr. Pastor)(three different three-year terms; most recent ending 2014)

Congregation Treasurer (three consecutive one-year terms ending 2017)

Trinity Lutheran Foundation Comm. (multiple times over 25 years; have frequently chaired, most recent 2019)

Standing Committee memberships (25+ years; prior chair positions Education and Worship committees)

Sunday School Superintendent (thirteen consecutive years; till probably early 2000’s)

Special Task Force Committees (Columbarium; Organ Rebuild; Funeral Policy; Wedding Policy)

Cantor; choir; handbell choir

Service in community, civic groups, professional associations, etc.

Leadership Greenville graduate (Class XXV)

AID Upstate Board (prevent/treat HIV/Aids)(approx. 2015 to present; Board Chair 3 years and presently)

Committee on Discipline – Rostered Minister**Term Ending 2026 (Elect 1)****Rev. Roy Butler****Rev. Fred Suhr**Full Name: **Roy Mathis Butler**

Resides in: Columbia, SC

Congregation: Saint Timothy's Lutheran Church

Congregation City: Camden

Email Address: Chapbutler@gmail.com

Employment/Profession: Clergy

Age Range: 46-60

Service in synod, ELCA, interchurch agencies, etc.

Synod Council, 2015-2018,

Assisted with Disaster Relief, SC Synod, Hurricanes Joaquim (2015) and Matthew(2016)

SC Synod Liaison to South Carolina Christian Action Council

Service in local congregation

Pastor, Bethel Lutheran Church, White Rock

Staff Chaplain, Post Chaplain Office, Fort Jackson

Pastor, St. Luke Lutheran, Columbia

Service in community, civic groups, professional associations, etc.

Golden Club in Camden, SC (2019)

Joint Headquarters National Guard (Air and Army) Senior Chaplain, (June 2014-September 2018)

Coach Middle School Sporting Clays Team (2015-2017)

Full Name: **Karl F. (Fred) Suhr, Jr.**

Resides in: Little Mountain, SC

Congregation: Christus Victor Lutheran Church

Congregation City: Columbia, SC

Email Address: fandjsuhr@live.com

Employment/Profession: Pastor of Christus Victor Lutheran Church, Columbia, SC

Age Range: Over 60

Service in synod, ELCA, interchurch agencies, etc.

ELCA Federal Chaplain – Retired as Senior Joint Forces Chaplain for South Carolina National Guard

SC Synod Consultation Committee (Past)

SC Synod Ministry Team for Congregational Life (Past)

Service in local congregation

Pastor, Christus Victor Lutheran Church (2012 – Present)

Christus Victor Lutheran Men in Mission (Honorary Life Member)

Teaching Parish Supervising Pastor (LTSS) (2012-2018)

Service in community, civic groups, professional associations, etc.

Board Member – Sharing God's Love (Community Outreach Ministry), Irmo, SC (2018 – 2019)

Member – The Citadel Alumni Association (1980 – Present)

Member – Reserve Officers Association

Committee on Discipline – Lay Woman
Term Ending 2026 (Elect 1)
Janet Boatwright
Sebrena Matthews

Full Name: **Janet Boatwright**

Resides in: Irmo, SC

Congregation: Redeemer

Congregation City: Columbia

Email Address: jpytulsa@cox.net

Employment/Profession: Retired, hospital Speech Pathologist

Age Range: over 60

Service in synod, ELCA, interchurch agencies, etc.

Love One Another, church council visitation committee (2018)

Love One Another, Redeemer chairperson (2019)

Service in local congregation

Member, Partners in Welcome Committee (2016-2019)

Active participant in Family Promise, and Lunch on Lawn (2015-present)

Local congregation Transportation Committee (2018-present)

Service in community, civic groups, professional associations, etc.

None

Full Name: **Sebrena L. Matthews**

Resides in: Prosperity, SC

Congregation: St. Mark's Lutheran Church

Congregation City: Leesville

Email Address: sblattimore@yahoo.com or smatthews@sled.sc.gov

Employment/Profession: State Government (SLED) Administrative Coordinator

Age Range: 46-60

Service in synod, ELCA, interchurch agencies, etc.

WELCA Western Conference Coordinator (2014-present)

Service in local congregation

Ebenezer Lutheran Church, Columbia, SC (WELCA Leader approximately 2004-2006)

St. Mark's Lutheran Church (2006-present) WELCA Leader (2006-present), Church Council member (2015-

2017), Choir & Hand Bell member (2015-present), Congregational Fellowship Chairman (2018-present)

Service in community, civic groups, professional associations, etc.

Columbia Chapter DAR former Regent and current member (beginning 2000-present)

MSA Hospice Volunteer (beginning 2002-present)

Young Life volunteer (2014-2017)

Consultation Committee – Rostered Minister
Term Ending 2026 (Elect 1)
Jim Nichols
Greg Van Dyke

Full Name: **James (Jim) Nichols**

Resides in: Chapin, SC

Congregation: St. Thomas

Congregation City: Chapin

Email Address: Njmaryn@bellsouth.net

Employment/Profession: Lutheran Pastor--retired

Age Range: over 60

Service in synod, ELCA, interchurch agencies, etc.

Pastor, Reformation Lutheran Church, Columbia (1981-88)

Interim pastor of 5 SC congregations

Chair, SC Synod Candidacy Committee

Service in local congregation

Supply Pastor

Service in community, civic groups, professional associations, etc.

Founding Executive Director Central SC Habitat for Humanity- (1988-1997)

Jimmy Carter Habitat International Work Projects

Order of the Palmetto

Full Name: **N. Gregory Van Dyke**

Resides in: Murrells Inlet, SC

Congregation: St. Peter's

Congregation City: Pawleys Island

Employment/Profession: Pastor

Age Range: 46-60

Service in synod, ELCA, interchurch agencies, etc.

Finance Committee, SC Synod (2016 – Present)

Finance Committee, Allegheny Synod (2000 – 2016)

Synod Council, Allegheny Synod: 2 terms (1998 – 2004); 2 terms (2008 – 2014)

Service in local congregation

Pastor of St. Peter's Lutheran Church, (2016 – Present)

Pastor of St. David's Lutheran Church, Davidsville, PA (2006 – 2016)

Pastor of Spring Mills Lutheran Parish, Spring Mills, PA (1996 – 2006)

Service in community, civic groups, professional associations, etc.

Chaplain of Region III DMORT (Disaster Mortuary Operational Response Team) (2011 – Present)

Habitat for Humanity Board, Georgetown County, (2016 – Present)

Amazing Journeys – Georgetown County Sheriff's Re-entry Program, (2019 – Present)

Consultation Committee – Lay Man
Term Ending 2026 (Elect 1)
Mike Metzler
Mike Taylor

Full Name: **Michael A. (Mike) Metzler**

Resides in: Columbia, SC

Congregation: Christus Victor

Congregation City: Columbia

Email Address: MikeMetzler01@gmail.com

Employment/Profession: Retired Air National Guard officer

Age Range: over 60

Service in synod, ELCA, interchurch agencies, etc.

None

Service in local congregation)

Church Council (2005-2008, 2011-2012, 2019-2020)

Lutheran Men in Mission (2000 – present)

Service in community, civic groups, professional associations, etc.

National Guard Association of South Carolina, 1992 - present

Full Name: **Robert M. Taylor**

Resides in: Batesburg-Leesville, SC

Congregation: Faith Evangelical Lutheran Church

Congregation City: Batesburg-Leesville, SC

Email Address: rmtaylor67@yahoo.com

Employment/Profession:

Age Range: over 60

Service in synod, ELCA, interchurch agencies, etc.

None

Service in local congregation

I have been Vice- Chair of Council many times

I have served as treasurer several different times the last being from 2011-2020

I am now back on council for three years beginning 2020

Service in community, civic groups, professional associations, etc.

Past President and Chairman of B-L Chamber of Commerce and other organizations

Past President of South Carolina Automobile Dealers Association (1987-1988)

Past Board of Directors National Automobile Dealers Association (1988-2000)

Consultation Committee – Rostered Minister
Term Ending 2026 (Elect 1)
Deacon Ashlyn Cox
Deacon Dot Jeffcoat

Full Name: **Ashlyn Cox**
Resides in: Isle of Palms, SC
Congregation: Grace Lutheran
Congregation City: Gilbert, SC
Email Address: ashlynscox@gmail.com
Employment/Profession: Deacon, Christian Education and Fellowship Ministry
Age Range: 30-45

Service in synod, ELCA, interchurch agencies, etc.

SCLCY board (2014-16)
LTSS alumni board (2018-19)

Service in local congregation

Coordinating WELCA, Youth/Family, Christian Ed programs; helping with Social Ministry & Evangelism Committees
Serving on Council in 2 different congregations
Holding a supporting role when dealing with congregational difficulties in the past (on synod level and court hearings)

Service in community, civic groups, professional associations, etc. (please include dates served)

Local Ecumenical Planning team for community events
Coordinating and planning meals for various groups (Salkehatchie, Family Shelter, GMS Football team) and hosting drives for several organizations (La Vie, Lutheran Services Carolinas, Lex 1 School District, Epworth Children's Home, Pets Inc., Lutheran World Relief)

Nominated For: **Dorothy L. Jeffcoat**

Resides in: Chapin, SC
Congregation: Reformation
Congregation City: Columbia
Email Address: dotjeffcoat@aol.com
Employment/Profession: Retired Deacon
Age Range: over 60

Service in synod, ELCA, interchurch agencies, etc.

Chair of SC Synod History Matters Team 2009-present
Member SC Synod Council, 2003-2008
Coordinator for Region 9 ELCA, 1988-2001

Service in local congregation

Several three year terms on Congregation Council including 2017-2019
Volunteer staff and Ministry Coordinator 2011- present
Chair of Congregational Constitution Review and Update Committee 2016-2017

Service in community, civic groups, professional associations, etc.

None

Consultation Committee – Lay Woman
Term Ending 2026 (Elect 1)
Shirley Counts
Jan Redden

Full Name: **Shirley D. Counts**

Resides in: Little Mountain, SC

Congregation: St. John Evangelical Lutheran

Congregation City: Pomaria

Email Address: sdcoun10@gmail.com

Employment/Profession:

Age Range: over 60

Service in synod, ELCA, interchurch agencies, etc.

WELCA Member/ Treasurer of St. John Group

Heartland Conference Treasurer for one Term

Synod Assembly Delegate multiple years

Service in local congregation

Current General Fund Treasurer (2000 to present)

6 (four year terms) church council member

Served as Vice-president of Council one term

over numerous years been chair of the following committees – Finance, Christian Education, Mutual Ministry, Social Ministry, vacation Bible School Coordinator/ teacher, Sunday School teacher 20 + years, Sunday School Teacher of the year, member of call committee

Service in community, civic groups, professional associations, etc.

WIN (Women In Nuclear) member

WLG (Women Leadership Group SCANA)

Full Name: **Jan B. Redden**

Resides in: Pomaria SC

Congregation: Pomaria Lutheran Church

Congregation City: Pomaria

Email Address: janredden@gmail.com

Employment/Profession: Administrative Assistant

Elementary & Secondary Education Newberry County School District

Age Range: over 60

Service in synod, ELCA, interchurch agencies, etc.

None

Service in local congregation

Pomaria Lutheran Church, Church Council (2020-2022)

St. Paul Lutheran Church, Church Council (1998-2000, 2003-2005)

Pomaria WELCA, President (2016-present)

Service in community, civic groups, professional associations, etc.

President NCAEOP (2004-2006)

Founding member Newberry Chamber Orchestra (2014-present)

Pomaria Reunion Festival Committee member(ongoing)

Mission Endowment Fund – Grant Committee – Lay Man**Term Ending 2023 (Elect 1)****Ron Kinsey
Ron Redd**Full Name: **Ronald M. Kinsey**

Resides in: Columbia, SC

Congregation: Christ Mission Church, ELCA Congregation City: Columbia, SC

Email Address: christmissionwinya@gmail.com

Employment/Profession:

Age Range: over 60

Service in synod, ELCA, interchurch agencies, etc.

Evangelism team (2019-currently serving)

Lutheran Men in Mission (2019-currently serving)

Church Property Caretaker (Trustee – currently serving)

Service in local congregation

None

Service in community, civic groups, professional associations, etc.

Corinthian Lodge #11 – PHA (Junior Warden / 2 terms, Senior Warden / 1 term)

Danny Terrace Community Association Member (11 years)

Waverly Community Mass Choir President (2 years)

SC Statewide NAACP – King Day at the Dome Celebration Planning Committee (4 years)

Saint Augustine's University (Columbia, SC) Alumni Chapter (1 year)

Full Name: **Ronald Lee Redd (Ron)**

Resides in: Lexington, SC

Congregation: St. Stephen's

Congregation City: Lexington

Email Address: Rredd7848@gmail.com

Employment/Profession: Retired Military and Civil Service

Age Range: over 60

Service in synod, ELCA, interchurch agencies, etc.

Synod Council 2017-Present

President Saxe Gotha Conference, South Carolina Lutheran Men in Mission 2014, 2016-present

Secretariat South Carolina Via De Cristo 2008-11 and 2014-2017

Service in local congregation

President, St. Stephen's Lutheran Men in Mission (2011- Present)

Vice President St. Stephen's Church Council (2006)

St. Stephen's Church council (2005-2008, 2011-2014, 2017- 2020)

Synod Communicator for St. Stephen's (2017-present)

Service in community, civic groups, professional associations, etc.

President Greenslake Homeowners Association (Goose Creek SC) (1995-2003)

President St. Timothy Lutheran Church Goose Creek Church Council (1998-2000)

Mission Endowment Fund – Grant Committee – Lay Woman**Term Ending 2023 (Elect 1)****Leslie Connor****Diane Pitts**Full Name: **Leslie Connor**

Resides in: Spartanburg, SC

Congregation: St. John's Lutheran Church

Congregation City: Spartanburg

Email Address: lesliesconnor@gmail.com

Employment/Profession: Tutor/ Educator

Age Range: 30-45

Service in synod, ELCA, interchurch agencies, etc.

None

Service in local congregation

Social Outreach Ministry committee (2011- 2015)

Christian Education Ministry (2010-present)

Adult/ children's Sunday school teacher (2011-present)

Committee chair (2014-2018)

Adult education coordinator (2018- present)

Congregational Council (2014-2018)

VBS coordinator (2018-present)

Service in community, civic groups, professional associations, etc.

Founder/ volunteer director, Eastside Arts Co-op (volunteer-led homeschool cooperative for students birth- 12th grade, inclusive of learning challenges, neurodiversity, gender orientation, faith, and race; approximately 50 students) (2010-2019)

Certified private tutor, National Tutoring Association

Full Name: **Dianne Jorgensen Pitts**

Resides in: Chappells, SC

Congregation: Immanuel

Congregation City: Greenwood

Email Address: diannejpitts@gmail.com

Employment/Profession: Retired Educator

Age Range: Over 60

Service in synod, ELCA, interchurch agencies, etc.

WELCA (Unit President, First Time Guest Coordinator for SCWELCA Convention-past five years)

Service in local congregation

Co-Director of the ILC Soup Kitchen, Golden Harvest Agency, record-keeping, grant writer

Served on Church Council and Pastoral Search Committee (around 2014-2016)

Service in community, civic groups, professional associations, etc.

Lions Clubs International – Past Council Chairperson for SC Lions, faculty for national and international institutes

Auxiliary member of the South Carolina National Federation of the Blind

Chairperson of the Lions Friends of the South Carolina School for the Deaf and the Blind, fundraiser/grant writer

South Carolina Lutheran Retreat Centers (SCLRC) – Lay Woman**Term Ending 2023 (Elect 1)****Norma Mackey****Beverly Smith**Full Name: **Norma Jean Corley Mackey**

Resides in: Columbia, SC

Congregation: Christ Mission

Congregation City: Columbia

Email Address: normamackey@bellsouth.net

Employment/Profession: Social worker, LBSW Retired

Age Range: over 60

Service in synod, ELCA, interchurch agencies, etc.

Volunteer, Registration for Synod Assembly (2016, 2018)

Service in local congregation

Church Board Chair (2014 - Present)

Church Finance Committee (2014 – Present)

Camp Passion Coordinator (2015 – Present)

Choir President (2015 - Present)

Christian Education (2015 – Present)

Youth Director/Advisor (2016 – Present)

Camp Noah Coordinator 2016 (one-week program)

Church Council member (2017 – Present)

Service in community, civic groups, professional associations, etc.

Alpha Kappa Alpha Sorority Inc 1(983 - Present)

National Association of Social workers (NASW) (1992 – Present)

Co-Chair Concerned Citizens United for Action (1992 – 1996)

SC Juvenile Justice Association (1978 – 2006)

More Justice (2017 – Present)

NAACP 2018 - Present

Poor People's Campaign 2018 - Present

North Montello Collation 2018 - Present

Full Name: **Beverly Jane Smith**

Resides in: Lexington, SC

Congregation: St. Matthews Lutheran Church

Congregation City: Lexington, SC

Email Address: Smithbeverly556@Yahoo.com

Employment/Profession: Lexington County Recreation Commission Director Pine Ridge/South Congaree Senior Center

Age Range: over 60

Service in synod, ELCA, interchurch agencies, etc.

Steering Committee for Saxa Gotha/ Western Conference (1985-1990)

Chairperson of Lutheran Church Youth (1990-1999)

Co-Chair of Lutheran Youth (1999-2016)

Service in local congregation

Sunday School Teacher (1968-1972)

Bible School Teacher (1968-1999)

Youth Leader (1969-2013)

Service in community, civic groups, professional associations, etc.

Work the Voting Polls (1999-2020)

Volunteer Firefighter (1974-2014)

CPR Instructor (2000-2020)

NovusWay Ministries – Board Elected/Synod Assembly Ratified

Term Ending 2023 (Elect 1)

Susan Crowell

Full Name: **Susan J. Crowell**

Congregation: Trinity Lutheran Church

Email Address: sjcrowell@trinitylutheran.ws

Profession: Pastor

Age Range: 46-60

Congregation City: Greenville

Service in synod, ELCA, interchurch agencies, etc.

NovusWay Ministries Board of Trustees, 2017-Present

Lutheran Homes of SC Board of Trustees, 2014-2016

SC Synod Candidacy Committee, 2012-Present

ELCA Foundation Board of Trustees, 2011-2014

Service in local congregation

Senior Pastor, Trinity, Greenville, 2002-Present

Associate Pastor, Trinity, Greenville, 1995-2002

Service in community, civic groups, professional associations, etc.

Supervisor for Pastoral Interns through Lutheran Theological Southern Seminary, 2012-Present

Report of the Bishop: The Rev. Herman R. Yoos
Listen, God is Calling
South Carolina Synod Assembly
2020

The Old Testament story of Samuel as a young boy mistaking God's voice calling him for the voice of Eli, the priest, has always fascinated me. When my children were little, I would frequently say to them after their bedtime prayers, do you want to do a "Speak Lord, for your servant is listening?" If they said yes, we would take 1-2 minutes of being quiet and just listening to God's voice. When I asked if they heard anything, sometimes they would say, "Yes, God told me that I was loved," or "Jesus wants me to forgive that mean boy in my class." As they got older, they began to ask me, "How do I know if that is God's voice and not just my own imagination?" I would answer, "You don't know, but don't you think that God can use our imagination to help us listen better for God's voice."

Listening to God's calling is seldom easy, yet it is vitally necessary that as followers of Jesus, we continually cultivate this kind of listening. When I think about our synod staff, the one thing I value most is not how hard they work, nor how well they accomplish their tasks nor even how they get along so well. No, it is how together we have practiced listening for God's voice. We do this at our regular staff meeting by sharing our highs and lows along with reading a scripture passage. We do this by stopping and praying for one another at any moment of the day when a need arises. Ginny, Rick and I once spent over an hour at a mini retreat praying for every rostered leader by name and every congregation that the Holy Spirit would lead them into greater vitality

I cannot adequately thank our Synod co-workers enough for the support, guidance and encouragement I have received from them over these last 12 years. Author Larry Dvoskin wrote, "As we travel with gratitude and share that feeling, like a ripple it spreads across the world." May we together at this assembly send out a wave of gratitude for Executive Administrator, Jenny Spearen; Administrative Assistant, Tiffany Pieters; Synod Accountant, Charlene Fink; Part time interim Youth Ministry Coordinator, Bill Newmyer; Director of Communication, Neal Fischer; Director of Evangelical Mission, Pastor Rick Carter; Director of Stewardship and Secretary, Ozzie Herong; Administrative Assistant to the Bishop, Assembly Manager, Candidacy Coordinator and Global Missions, Pastor Ginny Aebischer. I encourage you to thank them by email or text message when you get a chance to do so.

"Listen God is Calling" is not just a catchy theme for an assembly that is about to elect a new bishop. No, it is a discipleship practice that all of us are invited to cultivate throughout our lives. And the more we practice listening for God's voice the more often we can recognize and respond.

I have five listening to God stories to highlight from this past year. One listening happened in our online survey about the education debt load of our rostered ministers. There we discovered that 23 responded as having significant debt that when combined together were over \$1.1 million dollars. When we were invited by the North Carolina Synod to participate in a Lily grant fund with other synods in our region, we heard this invitation as an answer to prayer. Over the next three years, this fund will match up to \$125,000 raised with 80% being used for debt relief and 20% being used for congregational stewardship education. It also includes Financial Literacy Instruction and Coaching.

A second story is about how God is calling the people of the South Carolina Synod to a deeper understanding of the importance of Racial Reconciliation and Justice. This past fall, a bus load of 50 persons traveled to Selman and Montgomery, Alabama, to take a Civil Rights Pilgrimage. There we visited the Lynching Museum with the names and counties of over 4,000 African Americans who were lynched during the Jim Crow era. We also walked together across the Pettis Bridge, the history site of Bloody Sunday, where we sang and prayed together for God to end the racism and divisiveness that still divides people from the life God intends. This spring, Pastor Leroy Cannon and I have been hosting a community-wide book study on Trouble I've Seen: Changing the Way the Church Views Racism by Drew Hart. It also has been a powerful experience of listening to one another's stories of hurt and hope for the future.

Then in early June Pastor Cannon and I walked in the first “I can’t breathe, Black Lives matter walk. Then two weeks later, AME Bishop Samuel Green invited all the SC Bishops to march with him calling for an end to the excessive use of force by law enforcement. I believe this is a Karios moment in our country for healing of our racial divisions as we follow Micah’s call “to do justice, to love mercy and to walk humbly with our God.

A third story is all about the healing love of Jesus Christ for those who are struggling with addictions and brokenness. We have two expressions of this kind of hope and healing. The first is called Recovery Church led by Dean Slade and Sam Peery from Christ Mission which is a Friday evening worship service and deep listening to one another and to God around the 12 steps of AA. The second is called Recovery Center which will be a home for women in the Greenwood area who are recovering from alcohol and opioid addiction. This ministry involves a partnership with Lutheran Services Carolinas and the South Carolina in Synod with great support from congregations like Bethlehem (Pomaria), Mt. Pilgrim (Prosperity) and Immanuel (Greenwood) and others who recently have prepared this Recovery Center to be opened in the near future. When Jesus talked about setting free the oppressed, surely it is these kind of recovery ministries where we see this power of gospel coming to life.

A fourth listening for God’s calling has been the creative and loving ways that congregations and rostered leaders across this synod have responded to the Covid -19 crisis. Through Facebook and YouTube worship services, zoom Bible Studies, phone call prayers with the homebound, you have shown an amazing flexibility and innovative spirit in helping others to hear God’s Word. Although it is hard to measure, there is no doubt that during this pandemic and time of sheltering in place many more people have been finding hope and strength in listening to God’s Word than would have ever attended our congregations. It is exciting to realize the new opportunities we have developed for sharing the living Word of God in Jesus Christ with our hurting world.

The fifth story I have saved for last is all about God using your hands and mine to build a new sanctuary for our Latino brothers and sisters of Cristo Rey. Under the leadership of Pastor Jorge Leone, this congregation has had over 77 baptisms of both adults and children over the past two years and is the South Carolina Synod’s fastest growing mission. In addition to building this new sanctuary, the Abundancia Appeal also is seeding another \$200,000 for new and existing Latino ministries to share the good news of Jesus Christ. The last \$100,000 is to be an endowment to help with major maintenance repairs on the new sanctuary managed by the Mission Investment Fund.

In just a minute, I invite you to see a YouTube video that shows the amazing progress over the past year in building our first Latino sanctuary. At the end of the video, we will sing the hymn, “Come to the Lakeshore” in your worship bulletin while cards of commitments and thanksgiving are brought forward to baskets around the front of the arena indicating the amount collected by each congregation as well as those congregations who will be participating in this appeal after the Assembly. If you know the amount your congregation has collected, you can write it on the card. Others of you may be bringing checks up to the front for this appeal as well. I can think of no better way for me to end my last report as your bishop than by celebrating together God’s gift of abundant life through Jesus Christ our Lord.

I know the leader God raises up as your new bishop will be blessed, encouraged and strengthened for this ministry as I have been these past 12 years.

Thanks be to God.

UPDATED ON MARCH 31, 2020

**Official Acts
(April 1, 2019 – March 31, 2020)**

Anniversaries:**Calls Accepted – Ministers of Word and Sacrament:**

November 13, 2018 – Rev. Sherry Poole Teves, Bereavement Coordinator, Hospice of Charleston

April 15, 2019 – Rev. Mary Finklea, South Carolina Lutheran Retreat Centers, Community and Congregation Engagement Coordinator

April 28, 2019 – Rev. Joshua Kestner, University Lutheran & Lutheran Campus Ministry, Clemson

May 5, 2019 – Rev. Greg Brown, St. David, West Columbia

May 12, 2019 – Rev. Erin Morris, St. John, Spartanburg

June 2, 2019 – Rev. Roy Butler, St. Timothy, Camden

August 12, 2019 – Rev. Alvin Shrum, Franke at Seaside, Director of Pastoral Care

August 25, 2019 – Rev. Andrew Isenhower, Good Shepherd, Columbia

September 15, 2019 – Rev. Mark Scott, Pomaria, Pomaria

October 20, 2019 – Rev. Bruce Kreutzer (Ordained Ecumenical Partner), Hope, Vance

December 9, 2019 – Rev. Beth Costlow & Rev. Donald Costlow, Our Saviour, Greenville

January 6, 2020 – Rev. Kara J. Stewart, Executive Director, Tricounty Family Ministries, Charleston

February 24, 2020 – Rev. Mary Anderson, Intentional Interim Minister

February 24, 2020 – Rev. Kathleen Miko, Chaplain, The Heritage at Lowman

March 1, 2020 – Rev. Seth Gibson, St. Matthew's, Lexington

March 1, 2020 – Rev. Ken Gillikin, Epiphany, Rock Hill

Calls Accepted – Ministers of Word and Service:

August 12, 2019 – Deacon Mitzie Schafer, Vice President for Advancement, NovusWay Ministries, Inc.

March 15, 2020 – Katie Justice (First Call Candidate), Deacon, St. John's, Beaufort

Celebrations and Special Services:

April 7, 2019 – Worship Service for Good Shepherd, Columbia at Lutheridge. Assistant to the Bishop Wolf preached and presided.

April 14, 2019 – “Beloved” Worship Service, Platts Springs United Methodist Church, West Columbia. Bishop Yoos presided.

April 28, 2019 – Worship Service, Mt. Hebron, Batesburg-Leesville. Bishop Yoos presided.

April 28, 2019 – SCLCY Middle School Retreat, Camp Kinard, Batesburg-Leesville. Assistant to the Bishop Wolf preached and presided.

May 5, 2019 – Worship Service, Faith, West Columbia. Bishop Yoos preached.

May 19, 2019 – Worship Service, Mt. Tabor, West Columbia. Bishop Yoos preached.

May 19, 2019 – SCLCY Convention, Newberry College, Newberry. Assistant to the Bishop Wolf preached and presided.

May 26, 2019 – Worship Service, St. Timothy, Camden. Assistant to the Bishop Wolf preached and presided.

May 30, 2019 – Opening Worship Service, SC Synod Assembly. Bishop Yoos preached.

June 2, 2019 – Worship Service, Bethany, Newberry. Assistant to the Bishop Wolf preached and presided.

June 23, 2019 – Worship Service, Zion, Lexington. Assistant to the Bishop Wolf presided.

June 30, 2019 – Worship Service, St. Luke, Florence. Bishop Yoos presided.

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- July 14, 2019 – Worship Service, St. James, Leesville. Assistant to the Bishop Wolf preached.
- July 15, 2019 – Worship Service for Graceworks, Ebenezer, Columbia. Assistant to the Bishop Wolf presided.
- July 18, 2019 – Closing Worship Service for Graceworks, Ebenezer, Columbia. Bishop Yoos presided.
- July 21, 2019- Joint Worship Service, St. Barnabas, Charleston & Parkside Church, Charleston. Bishop Yoos brought greetings.
- July 21, 2019 – Worship Service, St. James, Sumter. Assistant to the Bishop Aebischer preached and presided.
- July 28, 2019 – Worship Service, Nuestro Salvador, Greenville. Bishop Yoos presided.
- August 4, 2019 – Worship Service, Silverstreet, Silverstreet. Assistant to the Bishop Wolf preached and presided.
- August 9, 2019 – Worship Service, SCLCY Cabinet Retreat, Redeemer, Columbia. Assistant to the Bishop Wolf preached and presided.
- August 11, 2019 – Worship Service, Beloved Ministry, Christus Victor, Columbia. Assistant to the Bishop Wolf preached and presided.
- August 25, 2019 – Worship Service, St. Philip, Myrtle Beach. Bishop Yoos preached.
- September 15, 2019 – Worship Service, USC Campus Ministry. Bishop Yoos preached.
- September 15, 2019 – Sending Service, St. Paul's, Columbia. Assistant to the Bishop Aebischer presided.
- October 20, 2019 – Worship Service, St. Luke, Prosperity. Bishop Yoos preached.
- October 27, 2019 – Worship Service, Reformation, Lancaster. Bishop Yoos preached.
- November 10, 2019 – Worship Service, St. James, Graniteville. Bishop Yoos preached.
- November 17, 2019 – Worship Service, St. Johannes, Charleston. Bishop Yoos preached.
- December 1, 2019 – Worship Service, Sagrada Familia and Cristo Rey. Bishop Yoos preached and presided.
- December 8, 2019 – Worship Service, Good Shepherd, Walterboro. Assistant to the Bishop Aebischer preached and presided.
- December 15, 2019 – Worship Service, Reformation, Columbia. Bishop Yoos preached.
- January 5, 2020 – Worship Service, Hope, Vance. Bishop Yoos preached and presided.
- January 12, 2020 – Worship Service, Christ, Hilton Head. Bishop Yoos preached and presided.
- January 19, 2020 – Worship Service, Good Shepherd, Walterboro. Bishop Yoos preached and presided.
- February 2, 2020 – Worship Service, St. Michael, Moncks Corner. Bishop Yoos preached.
- February 9, 2020 – Worship Service, Orangeburg, Orangeburg. Bishop Yoos preached.
- February 9, 2020 – Worship Service, Ebenezer, Columbia. Assistant to the Bishop Aebischer presided.
- March 1, 2020 – Worship Service, Nuestro Salvador, Greenville. Bishop Yoos presided.
- March 15, 2020 – Worship Service, Nuestro Salvador, Greenville. Bishop Yoos preached and presided.

Closing of a Congregation:

August 26, 2018 – Resurrection, Columbia

Consecrations:

June 30, 2019 – Service of Consecration for Bishop and Assistant to the Bishop, Evangelical Lutheran Church Tanzania, Tanzania. Assistant to the Bishop Aebischer assisted.

UPDATED ON MARCH 31, 2020

Deaths:

- April 29, 2019 - Rev. Dr. Harold F. Park. A Celebration of Life Service was held on Saturday, May 4, at Ebenezer, Columbia.
- May 23, 2019 – Mrs. Mabel “May” Reisz. Memorial Services were held on Wednesday, June 5 at Lord of Life, Bluffton and on Friday, June 7, at Lutheran Theological Southern Seminary, Columbia.
- May 24, 2019 – Mrs. Marcia Loadholdt Ballentine. A Celebration of Life Service was held on Tuesday, May 28, at Redeemer, Columbia.
- July 9, 2019 – Rev. Ronald G. Smith, Sr. A funeral service was held on Friday, July 12, 2019, at Holy Trinity, Springfield, GA.
- September 5, 2019 – Rev. Dr. Eldridge Armand Shealy. A funeral service was held on Thursday, September 8, at Bethel, White Rock.
- October 28, 2019 – Mrs. Diane Marie Aull, daughter of the Rev. Dr. James and Ginny Aull. A memorial service was held on Wednesday, November 20, in the New Life Chapel at the Heritage at Lowman in White Rock, SC. Bishop Yoos preached.
- January 16, 2020 – Rev. Jerry Lane Trantham. A memorial service was held on Saturday, February 1, at Colony, Newberry.
- February 4, 2020 – Rev. Dr. Dennis Lee Setzer, Jr. A memorial service was held on Saturday, February 8, at St. Paul’s, Hardin, NC.
- February 12, 2020 – Ms. Mary Worth Burton Robertson, wife of the Rev. Austin Robertson. A memorial service was held on Wednesday, February 19, at Good Shepherd, Columbia. Bishop Yoos preached.
- March 9, 2020 – Rev. John L. Satterwhite. A memorial service was held on Saturday, March 14, at Bethel, White Rock.
- March 12, 2020 – Mr. Robert William “Bob” Isenhower, Jr., husband of the Rev. Lisa Wells Isenhower and father of the Rev. Andrew Isenhower. A funeral service was held on Monday, March 16, at Faith, Batesburg-Leesville.

Groundbreakings:

- August 11, 2019 – Groundbreaking ceremony, Cristo Rey, West Columbia. Bishop Yoos preached and presided.

Installations – Ministers of Word and Sacrament:

- June 9, 2019 – Rev. Jeff Shealy, Holy Spirit, Charleston
- June 9, 2019 – Rev. Steven Gallego, Cross and Crown, Florence
- June 30, 2019 – Bishop Stephen Nguvula, SW Diocese Tanzania, Companion Synod
- June 30, 2019 – Rev. Greg Brown, St. David, West Columbia
- July 24, 2019 – Rev. Roy Butler, St. Timothy, Camden
- July 28, 2019 – Rev. Erin Morris, St. John, Spartanburg
- September 29, 2019 – Rev. Josh Kestner, University, Clemson
- November 3, 2019 – Rev. Mark Scott, Pomaria, Pomaria
- December 1, 2019 – Rev. Andrew Isenhower, Good Shepherd, Columbia
- January 19, 2020 – Rev. Richard Johnston, Mt. Tabor, Little Mountain
- January 26, 2020 – Rev. Beth Costlow and Rev. Donald Costlow, Our Saviour, Greenville

UPDATED ON MARCH 31, 2020

Interims:

Rev. Linda Anderson – St. James, Graniteville
 Rev. Denise Seymour - St. Luke, Florence
 Rev. John Wertz, Sr. – Bethel, White Rock
 Rev. Chris Heavner – St. Michael, Greenville
 Rev. Glenn Boland – St. Luke, Columbia
 Rev. Steve Cooper & Rev. Richard Donoughue – St. Johannes, Charleston
 Rev. Mary Anderson – Christ, Hilton Head
 Rev. Seth Gibson – Mt. Calvary, Johnston
 Rev. Zeke Hanford – Holy Trinity, Pelion
 Rev. Karen Hawkins – Emmanuel, West Columbia
 Rev. John Stoudemayer – Union, Leesville
 Rev. Christine Parham – Orangeburg, Orangeburg
 Rev. Michele Fischer – Colony, Newberry

Ordinations:

July 14, 2019 – Service of Ordination for Erin Morris held at St. Andrew, Mahtomedi, MN.
 Bishop Yoos presided.
 August 16, 2019 – Service of Ordination for Sarah Derrick held at Zion, Lexington.
 Bishop Yoos assisted.

Removed from the Roster: (by Synod Council vote in accord with bylaws 7.31.11. and 8.72.15.d. of the Constitution Bylaws and Continuing Resolutions, ELCA)

February 17, 2020 – Rev. Derald Edwards

Resignations – Ministers of Word and Sacrament:

June 16, 2019 – Rev. Roy Butler, Bethel, White Rock
 September 29, 2019 – Rev. Andrew Isenhower, St. Luke, Columbia
 June 30, 2019 – Rev. Thulie Beresford, Franke at Seaside
 August 11, 2019 – Rev. Alvin Shrum, St. Johannes, Charleston
 August 31, 2019 – Rev. Eric Wolf, Assistant to the Bishop
 January 31, 2020 – Rev. Michele Fischer, Good Shepherd, Swansea

Retirement – Minister of Word and Sacrament:

December 31, 2017 – Rev. Jann Boyd
 February 28, 2019 – Rev. Christine Parham
 July 1, 2019 – Rev. Barry Antley
 August 25, 2019 – Rev. Robert Miles
 September 1, 2019 – Rev. Chris Heavner
 September 1, 2019 – Rev. David Seymour
 October 1, 2019 - Rev. Emil Klatt
 December 1, 2019 – Rev. Ray Mohrmann
 January 1, 2020 – Rev. Jim Vigen
 February 1, 2020 – Rev. John D. Derrick

Special Events:

October 22, 2019 – SC Rostered Leader's Fall Convocation, Lutheridge, Arden, NC. Bishop Yoos preached.

Transfers Granted – Ministers of Word and Sacrament:

UPDATED ON MARCH 31, 2020

September 1, 2019 – Rev. Scottie Burkhalter
 December 29, 2019 – Rev. Bill Neuman
 January 28, 2020 – Rev. Gary Harbaugh

Transfers Received – Ministers of Word and Sacrament:

August 16, 2018 - Rev. Patricia Covington
 October 1, 2019 – Rev. Dr. William Trexler
 October 30, 2019 – Rev. Kara Stewart
 November 15, 2019 – Rev. Beth Neubauer
 December 9, 2019 - Rev. Beth Costlow and Rev. Donald Costlow
 January 1, 2020 – Rev. Kathleen Miko
 January 28, 2020 – Rev. Donna Florio

Spirit-Led Time of Renewal Congregational Events:

September 8, 2019 – St. Luke, Florence. Bishop Yoos led the event and presided.
 September 22, 2019 – Macedonia, Prosperity. Led by Bishop Yoos and Assistant to the Bishop Aebischer. Bishop Yoos preached prior to the event.
 September 23, 2019 – St. John's, Beaufort. Led by Bishop Yoos and Assistant to the Bishop Aebischer.
 November 3, 2019 – Epiphany, Rock Hill. Led by Assistant to the Bishop Aebischer.
 January 12, 2020 – Bethel, White Rock. Assistant to the Bishop Aebischer led the event and presided.
 January 12, 2020 – Living Springs, Columbia. Led by Assistant to the Bishop Aebischer.
 March 8, 2020 – St. Luke, Columbia. Led by Assistant to the Bishop Aebischer.

Synod Vice President, Deacon Lexanne Graves 2020 Annual Report

"God Speaks Still"

On your behalf, God continues to speak through your 22 elected Synod Council members and it's four officers throughout the year. We gathered in June 2019 around the theme of "God Speaks Still" where we took deliberate time to seek God's wisdom in scripture, prayer, and in some cool listening exercises led by Edwin Dunlap. We chose to listen to the Spirit through our Assembly theme from last year and "Joined God In The Neighborhood" by holding our Council Leadership Retreat at St David Lutheran Church in West Columbia where we heard of their amazing outreach Latino ministry of Cristo Rey.

It continues to be a joy to serve alongside these Synod disciple leaders who carry out faithfully the business matters of our Synod and seek ways to journey alongside each of our congregations through our missional priorities: equipping disciples for community engagement, deepening discipleship, addressing public education needs, and tackling poverty.

Here is a list highlighting some of the amazing work our SC Synod is doing with and alongside our 152 congregations:

- + Creation of a SC Lifeline Distribution Fund to assist Rostered Ministers with their large educational and seminary debts;
- + Entered into a Region 9 Bishops Agreement on Gender Equity as it pertains to calling rostered deacons and pastors into ministry positions;
- + Hearing the impact our Christian Action Council Executive Minister and Synod Council Liaison has made on our behalf in the state legislature with matters concerning racism, poverty, food scarcity, public education deficits, etc;
- + Seeing the fruits of the Spirit being shared in the 10 congregations partnering together through our Leadership Innovation Task Force—*Dwelling in the Word* is one of its best practices to reconnect disciples to the Bible to reach the scattered and gathered;
- + Enhanced Compensation Guidelines for rostered ministers, especially those in part-time and interim ministry positions, designed to promote healthy conversations about defined compensation;
- + Discerning ways to share God's Amazing story of what the Holy Spirit is doing within our congregations so that all disciples might glean from the work of this entire Body of Christ;
- + Continued SELMA viewing events to create a safe space where caring conversations occur, as well as now viewing "Unchained" which helps us to see the heart in others just as God sees our hearts;
- + Seeking input from all 54,000 Lutheran Christians about characteristics and gifts needed to serve our Synod as Bishop and providing that information in a timely manner so that our voting members can discern who to call into this role.

The Spirit continues to amaze me in the provision of gifts needed among our Synod Staff and Synod Council who serve on your behalf throughout the year. I am grateful to the fellow disciples who serve on our Synod's Networks and Task Forces by being God's hands and feet out in your community. It is the Lord's wisdom I seek daily in order to fulfill this role and I am constantly returning to the Lord for strength and guidance.

"Speak, Lord, for your servant is listening." 1 Samuel 3:10 (NIV)

Thank you for our partnership together!

Lexanne Graves



Secretary 2020 Annual Report

It is an honor to do this work as secretary of the South Carolina (SC) Synod, Evangelical Lutheran Church in America (ELCA). In this role I see how this synod is walking together in Christ with congregations, lay persons, rostered ministers and the Churchwide Organization for the sake of the world.

The duties of this office include the recording of the minutes of the Synod Council meetings and the Synod Assemblies. This office is assisted by a dedicated support staff that carries out many details: Neal Fischer, Charlene D. Fink, Tiffany K. Pieters and Jenny A. Spearen. The Rev. Virginia S. Aebischer, assistant to the bishop, and Tiffany K. Pieters, have ably prepared the *Bulletin of Reports* and the *Directory and Minutes of the South Carolina Synod 2019*. Mrs. Kathy Hendrix and Mrs. Diane Wicker assisted in the recording of the *Minutes of the South Carolina Synod Assembly 2019*. I extend my sincere appreciation and thanks to these persons for all their good work. Other duties of this office include correspondence on Synod Council actions, providing for the archives and communication with the Churchwide organization. I am also serving as Chair, Constitution Committee.

In order to better preserve the history and heritage of the SC Synod, congregations are encouraged to use the James R. Crumley Jr., Archives, a Region 9 Southeast and Caribbean ELCA Ministry dedicated to the preservation of Lutheran History, located in the Lineberger Memorial Library at the Lutheran Theological Southern Seminary, Columbia. Congregations are encouraged to collect records and publish historical information. As secretary, assisted by synod staff and volunteers, I am responsible for the continuing assessment, retention and transfer of archival materials. The archives is a good site for older and original parish registers; micro-film copies of current parish registers or older parish registers; copies of congregational histories and anniversary booklets (especially 25 year increments); and photographs of church buildings. Preserving historic records is about preserving stories of God's people. Go to crumleyarchives.org for assistance.

Each year, the statistics of the congregations of this synod are collected and compiled by the Office of the Secretary, ELCA. This data provides a detailed picture of statistical trends for each congregation and for this synod. There were 114 congregations out of 150 congregations that filed reports at the end of December 31, 2018. The baptized membership reported was 42,580 at the end of 2018 (*the latest year that statistics were available at the time this report was written*). The average size of a congregation in this synod is 288 baptized members. Regular giving by members in congregations increased by \$352,646 from \$33,174,105 to \$33,526,751. Average giving per confirmed member increased in 2018 by \$7.74 to \$1,120.91. The average Sunday worship attendance per congregation was 96 persons (34% of baptized members). Source: *Summary of Congregational Statistics* are available on the synod Website. Go too www.scsynod.com/about and download the *Directory and Minutes*.

In accordance with S7.32.A14.f. of the Constitution, Bylaws and Continuing Resolutions of the South Carolina Synod, ELCA, I recommend that two copies of the Minutes of the 2019 South Carolina Synod Assembly, which have been certified by the bishop and the secretary as the official protocol of that assembly, be approved and deposited in the archives.

Rev. W. Osborne Herlong Jr., Secretary
South Carolina Synod of the Evangelical Lutheran Church in America

REPORT OF THE TREASURER

Year Ended January 31, 2020

Referred to as 2019-20

I consider it a privilege and honor to serve as treasurer of the SC Synod. Many thanks to Charlene Fink, Synod Accountant, and the other staff members for making my job easier and more pleasant.

Mission Support

Below is a summary of mission support from the congregations for the year 2019-20 as compared to 2018-19:

	<u>2019-20</u>	<u>2018-19</u>
Mission Support Budgeted	\$2,300,000	\$2,405,000
Mission Support Received	\$2,469,679	\$2,411,355

I am happy to report that this is the third time in four years that mission support surpassed the prior year. It is also the second year in a row that mission support exceeded the budgeted amount. We are hopeful that this is an upward trend that will continue for many years. Thanks to all of you for your contributions. In addition to mission support, the Synod received \$529,062 in 2019-20 for other funds (ministries) such as World Hunger, World Relief, Domestic and International Disaster Relief, Missionary Support, etc.

Mission support from the 153 congregations (4 of which have closed) is presented in the schedule on the following pages.

Expenditures

Below is a summary of expenditures for the year 2019-20 as compared to 2018-19:

	<u>2019-20</u>	<u>2018-19</u>
Mission Benevolence	\$1,048,729	\$1,016,071
Institutions	\$ 194,800	\$ 285,000
Deepening Discipleship Table	\$ 273,775	\$ 290,694
Community Engagement Table	\$ 108,223	\$ 108,150
Communication/Technology Table	\$ 144,768	\$ 141,669
Operating Expenses	<u>\$ 665,436</u>	<u>\$ 638,605</u>
Total Expenditures	<u>\$2,435,730</u>	<u>\$2,480,189</u>

The ELCA support for 2019-20 was 43% of unrestricted mission support. For a comparison of expenditures with the budget, see the following financial statements. The change in expenses from 2018-19 to 2019-20 are due to changes in the budget.

Budget

The budget approved by the Synod Assembly for 2020-21 is \$2,498,600 with support for the ELCA at 43.25%. The budget approved by the Synod Council to be recommended to the 2020 Synod Assembly for 2021-22 is \$2,573,215 with support for the ELCA at 43.5%.

To fund these budgets, the Synod is asking each congregation to give a minimum of 10% of their offering each year. As congregations depend on some members to give more than others, the Synod also depends on some congregations to give more than other congregations. According to Luke 12:48 "From everyone who has been given much, much will be demanded."

Investment Income

Due to an upward trend in the stock market, the Synod is showing an investment gain in the amount of \$145,127 for the year ending January 31, 2020. This is compared to Investment loss of \$4,978 for the prior year ending January 31, 2019.

Other Items

The SC Synod acquired the following real estate from donors through either a gift or the closing of a congregation. The upkeep and sale of these properties are under the property committee. The property committee has enlisted a Real Estate Agency to market and sell these properties.

Callahan Lake Property

Trinity Church Property

Resurrection Church Property

“GOD’S WORK. OUR HANDS.”

We are all members of the EVANGELICAL LUTHERAN CHURCH IN AMERICA and as members we worship in our individual congregations, support local ministries, and support joint ministries through the SC Synod and the ELCA. I believe that the work we do together is a great benefit to God’s people.

Raymond L. Hendrix, Jr., Treasurer

South Carolina Synod, ELCA

Mission Support, SC Synod Support & Other Funds
February 1, 2019 through January 31, 2020

	Organization	Mission Support	SC Synod Support	Other Funds	Total
1	All Saints 07396, Mt. Pleasant	\$42,164.32	\$0.00	\$48,115.00	\$90,279.32
2	Ascension 05596, Columbia	\$1,000.00	\$0.00	\$0.00	\$1,000.00
3	Atonement 05658, Laurens	\$0.00	\$0.00	\$0.00	\$0.00
4	Augsburg 05648, Union	\$1,100.00	\$0.00	\$150.00	\$1,250.00
5	Bachman Chapel 05640, Prosperity	\$9,000.00	\$0.00	\$1,005.00	\$10,005.00
6	Beth Eden 05628, Newberry	\$250.00	\$0.00	\$0.00	\$250.00
7	Bethany 05627, Newberry	\$7,542.00	\$0.00	\$2,223.00	\$9,765.00
8	Bethany 05721, Lexington	\$3,850.00	\$0.00	\$1,781.00	\$5,631.00
9	Bethel 05620, White Rock	\$18,000.00	\$0.00	\$0.00	\$18,000.00
10	Bethlehem 05608, Irmo	\$17,000.04	\$0.00	\$0.00	\$17,000.04
11	Bethlehem 05637, Pomaria	\$10,000.00	\$0.00	\$550.00	\$10,550.00
12	Bethlehem 05703, Leesville	\$10,000.00	\$0.00	\$0.00	\$10,000.00
13	Cedar Grove 05705, Leesville	\$26,840.00	\$0.00	\$560.00	\$27,400.00
14	Christ 07329, Hilton Head	\$25,804.00	\$0.00	\$6,793.00	\$32,597.00
15	Christ Community 31261, N. Charleston	\$2,400.00	\$0.00	\$0.00	\$2,400.00
16	Christ Mission 31117, Columbia	\$2,100.00	\$0.00	\$0.00	\$2,100.00
17	Christ the King 05621, Columbia	\$7,150.00	\$0.00	\$679.00	\$7,829.00
18	Christ the King 16415, Greenville	\$1,680.00	\$0.00	\$0.00	\$1,680.00
19	Christus Victor 07571, Columbia	\$34,870.23	\$0.00	\$353.00	\$35,223.23
20	Circle of Grace 30625, Gaffney	\$900.00	\$0.00	\$700.00	\$1,600.00
21	Colony 05630, Newberry	\$6,382.70	\$0.00	\$0.00	\$6,382.70
22	Corinth 05724, Saluda	\$0.00	\$7,100.00	\$19,860.44	\$26,960.44
23	Cristo Rey 30851, West Columbia	\$1,002.12	\$0.00	\$163.00	\$1,165.12
24	Cross and Crown 07503, Florence	\$12,756.00	\$0.00	\$7,161.91	\$19,917.91
25	Crossroads 30706, Fort Mill	\$9,025.00	\$0.00	\$0.00	\$9,025.00
26	Ebenezer 05598, Columbia	\$27,131.75	\$0.00	\$676.85	\$27,808.60
27	Ehrhardt Memorial 05677, Ehrhardt	\$2,800.00	\$0.00	\$600.00	\$3,400.00
28	Emmanuel 05614, West Columbia	\$31,826.01	\$0.00	\$917.50	\$32,743.51
29	Enon 05704, Leesville	\$0.00	\$0.00	\$0.00	\$0.00
30	Epiphany 30081, Rock Hill	\$3,000.00	\$0.00	\$0.00	\$3,000.00
31	Faith 05615, West Columbia	\$15,000.00	\$0.00	\$1,200.00	\$16,200.00
32	Faith 05631, Newberry	\$0.00	\$0.00	\$0.00	\$0.00
33	Faith 05683, Johns Island	\$6,130.00	\$0.00	\$256.00	\$6,386.00
34	Faith 05696, Batesburg-Leesville	\$2,200.00	\$0.00	\$0.00	\$2,200.00
35	Faith Lutheran Chapel 30683, Pickens	\$3,300.00	\$0.00	\$1,519.16	\$4,819.16
36	# Gethsemane 05599, Columbia	\$0.00	\$0.00	\$769.24	\$769.24
37	Good Hope 05727, Ward	\$0.00	\$0.00	\$0.00	\$0.00
38	Good Shepherd 05600, Columbia	\$44,549.04	\$0.00	\$8,126.18	\$52,675.22
39	Good Shepherd 05612, Swansea	\$3,500.00	\$0.00	\$20.10	\$3,520.10
40	Good Shepherd 05692, Walterboro	\$6,732.00	\$0.00	\$3,013.42	\$9,745.42
41	Grace 05611, Rock Hill	\$54,678.05	\$1,481.83	\$1,299.52	\$57,459.40
42	Grace 05643, Prosperity	\$19,975.92	\$0.00	\$3,556.89	\$23,532.81
43	Grace 05698, Gilbert	\$12,083.33	\$0.00	\$2,169.00	\$14,252.33
44	Holy Communion 05659, Spartanburg	\$6,500.00	\$0.00	\$53.37	\$6,553.37
45	Holy Spirit 30725, Charleston	\$13,755.00	\$0.00	\$1,000.00	\$14,755.00
46	Holy Trinity 05651, Anderson	\$20,381.00	\$0.00	\$10,460.00	\$30,841.00
47	Holy Trinity 05722, Pelion	\$1,236.00	\$0.00	\$1,269.42	\$2,505.42
48	Hope 30080, Vance	\$3,000.00	\$0.00	\$0.00	\$3,000.00

South Carolina Synod, ELCA

Mission Support, SC Synod Support & Other Funds
February 1, 2019 through January 31, 2020

	Organization	Mission Support	SC Synod Support	Other Funds	Total
49	Immanuel 05657, Greenwood	\$35,000.00	\$0.00	\$280.00	\$35,280.00
50	Incarnation 05601, Columbia	\$10,250.00	\$0.00	\$430.00	\$10,680.00
51	Joy 30418, Moore	\$51,458.29	\$0.00	\$13,014.42	\$64,472.71
52	King of Glory 07449, North Myrtle Beach	\$15,456.67	\$0.00	\$0.00	\$15,456.67
53	Living Springs 07829, Columbia	\$53,202.50	\$0.00	\$9,060.44	\$62,262.94
54	Lord of Life 30351, Bluffton	\$30,000.00	\$0.00	\$983.00	\$30,983.00
55	Lutheran Church by the Lake 30369, McCormick	\$23,571.00	\$3.90	\$13,771.00	\$37,345.90
56	Macedonia 05644, Prosperity	\$0.00	\$15,000.00	\$16,790.00	\$31,790.00
57	Martin Luther 05668, Charleston	\$10,063.00	\$0.00	\$17,743.65	\$27,806.65
58	Messiah 05663, Mauldin	\$23,194.23	\$0.00	\$390.00	\$23,584.23
59	Messiah 05687, Hanahan	\$12,920.75	\$0.00	\$4,381.38	\$17,302.13
60	Mt. Calvary 05701, Johnston	\$9,000.00	\$0.00	\$3,492.00	\$12,492.00
61	Mt. Hebron 05706, Leesville	\$12,000.00	\$2,030.00	\$2,400.00	\$16,430.00
62	Mt. Hermon 05616, West Columbia	\$12,000.00	\$0.00	\$0.00	\$12,000.00
63	Mt. Hermon 05636, Peak	\$9,025.00	\$0.00	\$660.00	\$9,685.00
64	Mt. Horeb 05589, Chapin	\$59,666.67	\$0.00	\$12,538.86	\$72,205.53
65	Mt. Olivet 05645, Prosperity	\$100.00	\$0.00	\$0.00	\$100.00
66	Mt. Olivet 05650, Chapin	\$10,000.00	\$0.00	\$430.00	\$10,430.00
67	Mt. Pilgrim 05625, Prosperity	\$2,960.00	\$0.00	\$765.00	\$3,725.00
68	Mt. Pleasant 05678, Ehrhardt	\$6,000.00	\$0.00	\$0.00	\$6,000.00
69	Mt. Pleasant 05729, Saluda	\$3,791.62	\$0.00	\$2,877.72	\$6,669.34
70	Mt. Tabor 05617, West Columbia	\$62,764.73	\$0.00	\$8,400.91	\$71,165.64
71	Mt. Tabor 05626, Little Mountain	\$28,290.16	\$0.00	\$5,615.00	\$33,905.16
72	Nazareth 05710, Lexington	\$726.00	\$0.00	\$0.00	\$726.00
73	Nuestro Salvador 31098, Greenville	\$650.00	\$0.00	\$0.00	\$650.00
74	Orangeburg 05688, Orangeburg	\$5,280.00	\$0.00	\$901.25	\$6,181.25
75	Our Saviour 05618, West Columbia	\$15,000.00	\$0.00	\$1,000.00	\$16,000.00
76	Our Saviour 05654, Greenville	\$31,558.00	\$0.00	\$5,896.00	\$37,454.00
77	Our Shepherd 07234, Hartsville	\$0.00	\$2,400.00	\$0.00	\$2,400.00
78	Pilgrim 05712, Lexington	\$11,000.00	\$0.00	\$200.00	\$11,200.00
79	Pine Grove 05684, Lone Star	\$5,200.00	\$0.00	\$260.00	\$5,460.00
80	Pisgah 05713, Lexington	\$27,002.04	\$0.00	\$16,343.50	\$43,345.54
81	Pomaria 05638, Pomaria	\$6,400.00	\$0.00	\$1,200.00	\$7,600.00
82	Providence 05711, Lexington	\$10,486.67	\$0.00	\$0.00	\$10,486.67
83	Redeemer 05623, Columbia	\$53,716.37	\$0.00	\$7,975.00	\$61,691.37
84	Redeemer 05633, Newberry	\$11,369.37	\$0.00	\$10,498.73	\$21,868.10
85	Redeemer 05669, Charleston	\$50,305.00	\$0.00	\$3,274.00	\$53,579.00
86	Redeemer 05730, Greer	\$7,260.00	\$0.00	\$100.00	\$7,360.00
87	Reformation 05602, Columbia	\$20,304.00	\$0.00	\$514.00	\$20,818.00
88	Reformation 05610, Lancaster	\$16,000.00	\$0.00	\$1,396.00	\$17,396.00
89	# Resurrection 05603, Columbia	\$0.00	\$0.00	\$47,877.12	\$47,877.12
90	Resurrection 05665, Cameron	\$24,087.95	\$0.00	\$1,291.75	\$25,379.70
91	Sagrada Familia 31073, Columbia	\$897.13	\$0.00	\$117.00	\$1,014.13
92	Sandy Run 05613, Swansea	\$6,655.00	\$0.00	\$2,275.00	\$8,930.00
93	Shepherd of the Sea 07420, Garden City	\$34,981.27	\$0.00	\$3,053.00	\$38,034.27
94	Silverstreet 05647, Silverstreet	\$3,280.00	\$0.00	\$1,616.00	\$4,896.00
95	Springs of Grace 30443, Inman	\$1,500.00	\$0.00	\$562.88	\$2,062.88
96	St. Andrew 05585, Blythewood	\$50.00	\$0.00	\$50.00	\$100.00

South Carolina Synod, ELCA

Mission Support, SC Synod Support & Other Funds

February 1, 2019 through January 31, 2020

	Organization	Mission Support	SC Synod Support	Other Funds	Total
97	St. Andrew's 05604, Columbia	\$55,334.00	\$0.00	\$7,901.00	\$63,235.00
98	St. Barnabas 05671, Charleston	\$6,300.00	\$0.00	\$5,072.00	\$11,372.00
99	St. David 05619, West Columbia	\$50,124.12	\$95.00	\$11,978.22	\$62,197.34
100	St. James 05590, Sumter	\$706.00	\$5,330.63	\$1,654.00	\$7,690.63
101	St. James 05629, Newberry	\$2,247.00	\$0.00	\$610.00	\$2,857.00
102	St. James 05700, Graniteville	\$17,041.63	\$0.00	\$3,625.48	\$20,667.11
103	St. James 05708, Summit	\$10,000.00	\$0.00	\$0.00	\$10,000.00
104	St. James 05715, Lexington	\$0.00	\$0.00	\$2,225.25	\$2,225.25
105	St. Johannes 05672, Charleston	\$5,600.00	\$0.00	\$100.00	\$5,700.00
106	St. John 05609, Irmo	\$8,800.00	\$0.00	\$300.00	\$9,100.00
107	St. John 05642, Pomaria	\$5,000.00	\$0.00	\$467.00	\$5,467.00
108	St. John 05653, Clinton	\$300.00	\$0.00	\$0.00	\$300.00
109	St. John 05661, Spartanburg	\$60,000.00	\$0.00	\$2,724.00	\$62,724.00
110	St. John 05662, Walhalla	\$25,000.00	\$0.00	\$1,260.00	\$26,260.00
111	St. John 05702, Johnston	\$2,329.33	\$0.00	\$60.00	\$2,389.33
112	St. John 05714, Lexington	\$1,500.00	\$0.00	\$0.00	\$1,500.00
113	St. John's 05664, Beaufort	\$43,400.00	\$0.00	\$2,162.27	\$45,562.27
114	St. John's 05673, Charleston	\$10,125.00	\$0.00	\$21,292.75	\$31,417.75
115	St. John 05723, Pelion	\$0.00	\$0.00	\$0.00	\$0.00
116	St. Luke 05605, Columbia	\$9,375.00	\$0.00	\$0.00	\$9,375.00
117	St. Luke 05622, Florence	\$24,850.00	\$0.00	\$9,697.77	\$34,547.77
118	St. Luke 05646, Prosperity	\$20,026.14	\$4,005.23	\$5,000.20	\$29,031.57
119	St. Luke 05691, Summerville	\$46,015.00	\$0.00	\$3,050.00	\$49,065.00
120	St. Mark 05725, Batesburg-Leesville	\$0.00	\$0.00	\$10,111.75	\$10,111.75
121	St. Mark's 05690, Isle of Palms	\$8,915.00	\$0.00	\$0.00	\$8,915.00
122	St. Matthew 05639, Pomaria	\$8,900.00	\$0.00	\$358.00	\$9,258.00
123	St. Matthew 05666, Cameron	\$2,004.00	\$0.00	\$0.00	\$2,004.00
124	St. Matthew 05716, Lexington	\$0.00	\$0.00	\$0.00	\$0.00
125	St. Matthew's 05674, Charleston	\$92,092.84	\$0.00	\$0.00	\$92,092.84
126	St. Matthias 07330, Easley	\$5,740.00	\$0.00	\$740.00	\$6,480.00
127	St. Michael 05606, Columbia	\$9,200.00	\$0.00	\$1,296.00	\$10,496.00
128	St. Michael 05655, Greenville	\$20,416.71	\$0.00	\$0.00	\$20,416.71
129	St. Michael 05694, Moncks Corner	\$2,400.00	\$0.00	\$0.00	\$2,400.00
130	St. Nicholas 05680, Fairfax	\$0.00	\$1,000.00	\$0.00	\$1,000.00
131	St. Paul 05641, Pomaria	\$16,433.37	\$0.00	\$4,456.30	\$20,889.67
132	St. Paul 05695, Aiken	\$60,007.59	\$0.00	\$4,489.00	\$64,496.59
133	St. Paul 05699, Gilbert	\$1,410.00	\$0.00	\$3,077.10	\$4,487.10
134	St. Paul's 05607, Columbia	\$40,000.00	\$0.00	\$7,414.58	\$47,414.58
135	St. Paul's 05685, Mt. Pleasant	\$4,469.40	\$0.00	\$4,269.00	\$8,738.40
136	St. Peter 05697, Batesburg-Leesville	\$2,000.00	\$0.00	\$1,200.00	\$3,200.00
137	St. Peter's 07693, Pawleys Island	\$1,150.00	\$0.00	\$0.00	\$1,150.00
138	St. Philip 05634, Newberry	\$0.00	\$19,576.66	\$974.00	\$20,550.66
139	St. Philip 05686, Myrtle Beach	\$5,887.00	\$400.00	\$1,211.07	\$7,498.07
140	St. Stephen's 05718, Lexington	\$60,000.00	\$0.00	\$6,121.24	\$66,121.24
141	St. Thomas 05593, Chapin	\$18,333.00	\$0.00	\$220.00	\$18,553.00
142	St. Timothy 05587, Camden	\$10,716.00	\$0.00	\$732.84	\$11,448.84
143	St. Timothy 05649, Whitmire	\$2,170.00	\$0.00	\$0.00	\$2,170.00
144	Summer Memorial 05635, Newberry	\$11,233.37	\$0.00	\$5,221.29	\$16,454.66

South Carolina Synod, ELCA

Mission Support, SC Synod Support & Other Funds

February 1, 2019 through January 31, 2020

	Organization	Mission Support	SC Synod Support	Other Funds	Total
145	Transfiguration 05588, Cayce	\$27,360.83	\$0.00	\$1,894.00	\$29,254.83
146	Trinity 05656, Greenville	\$105,166.63	\$0.00	\$40,630.39	\$145,797.02
147	Trinity 05679, Elloree	\$650.00	\$0.00	\$0.00	\$650.00
148	Trinity 05681, Fairfax	\$0.00	\$500.00	\$5,048.00	\$5,548.00
149	Trinity 05682, Georgetown	\$2,210.00	\$0.00	\$193.00	\$2,403.00
150	Union 05707, Leesville	\$0.00	\$10,800.00	\$50.00	\$10,850.00
151	University 05652, Clemson	\$52,727.50	\$0.00	\$400.00	\$53,127.50
152	Wittenberg 05709, Leesville	\$26,499.96	\$0.00	\$1,324.00	\$27,823.96
153	Zion 05719, Lexington	\$44,721.50	\$0.00	\$1,025.00	\$45,746.50
Grand Total:		<u>\$2,399,905.85</u>	<u>\$69,723.25</u>	<u>\$529,062.11</u>	<u>\$2,998,691.21</u>

Closed Congregation

Note: The Synod and congregational figures may differ due to the closing of the Synod year and the congregational year.



South Carolina Synod
Evangelical Lutheran Church in America
God's work. Our hands.

The South Carolina Synod Treasurer's Letter

February 28, 2020

To the Synod Council
South Carolina Synod of the Evangelical
Lutheran Church in America
Columbia, South Carolina

The accompanying unaudited financial statements of the South Carolina Synod of the Evangelical Lutheran Church in America (the Synod) have been prepared by the Treasurer's office of the Synod for the fiscal year ended January 31, 2020. These statements are being distributed for your information.

For the January 31, 2020 financials, Property and Equipment is included in the operating fund (undesignated). In prior years it was shown as a separate fund.

The Synod is in the process of having an audit on the financial statements, and the Auditor's letter will be issued at a later date. We do not expect any material differences in these unaudited financial statements and the audited financial statements.

A handwritten signature in cursive script that reads "Raymond L. Hendrix, Jr.".

Raymond L. Hendrix, Jr., Treasurer

**SOUTH CAROLINA SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

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**SOUTH CAROLINA SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA
STATEMENT OF FINANCIAL POSITION
JANUARY 31, 2020**

Assets	Totals
Cash & Cash Equivalents	\$ 1,076,651
Investments	2,376,596
Accounts Receivable	4,375
Prepaid Expenses	3,113
Property Available for Sale	1,319,800
Land, Buildings & Equipment, Net of Accumulated Depreciation	1,838,091
Building Under Construction	<u>382,966</u>
Total Assets	<u><u>7,001,592</u></u>
Liabilities and Net Assets	
Liabilities	
Accounts Payable	223,069
Deferred Revenue	12,720
Notes Payable, Secured by Property	<u>519,625</u>
Total Liabilities	<u>755,414</u>
Net Assets	
Donor Restricted	1,915,946
Council Designated	1,315,755
Unrestricted Operating	3,014,477
Total Net assets	<u>6,246,178</u>
Total Liabilities and Net Assets	<u><u>7,001,592</u></u>

Unaudited - See Treasurer's Letter

SOUTH CAROLINA SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA
SCHEDULE OF CHANGES IN UNRESTRICTED - UNDESIGNATED
OPERATING NET ASSETS - BUDGET VS ACTUAL
YEAR ENDED JANUARY 31, 2020

	Budget	Actual	VARIANCE FAVORABLE (UNFAVORABLE)
SUPPORT AND REVENUE			
Congregational Mission Support	\$ 2,240,000	\$ 2,399,956	\$ 159,956
Congregational SC Synod Support	60,000	69,723	9,723
Fee Revenues (Assembly)	47,500	38,801	(8,699)
Net Investment Income	12,000	145,127	133,127
SC Lutheran Subscription Income	16,000	15,659	(341)
General Contributions	-	26,043	26,043
Rental Income	3,600	11,600	8,000
TOTAL SUPPORT AND REVENUE	2,379,100	2,706,909	327,809
EXPENSES			
Support, ELCA and Institutions:			
ELCA Support	963,200	1,031,981	(68,781)
Region 9 Support	10,000	10,000	-
Archives Support	6,000	5,748	-
Bishop's Discretionary Fund	1,000	1,000	-
Institutions	194,800	194,800	-
Total Support, ELCA and Institutions	1,175,000	1,243,529	(68,529)
Synod Programs:			
Deepening Discipleship Table	271,840	254,760	17,080
Community Engagement Table	113,150	109,660	3,490
Communication/Technology Table	42,400	39,995	2,405
Synod Assembly	105,000	104,773	227
Total Synod Programs	532,390	509,188	23,202
Administration and Operating Expenses	671,710	665,436	6,274
TOTAL EXPENSES	2,379,100	2,418,153	(39,053)
Increase (Decrease) in Net Assets Before Non-cash Transactions and Operating Transfers	-	288,756	288,756
Non-Cash Other Transactions			
Land and Building Donated, Greenville	-	529,057	529,057
Transfers to Property & Equipment	-	(712,524)	(712,524)
Transfers from Property & Equipment	-	472,500	472,500
Depreciation	-	(37,157)	(37,157)
Increase (Decrease) in Net Assets	-	540,632	540,632
Net Assets Beginning Balance	-	2,473,845	2,473,845
Net Assets Ending Balance	-	3,014,477	3,014,477

Unaudited - See Treasurer's Letter

**SOUTH CAROLINA SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA
SCHEDULE OF CHANGES IN SYNOD COUNCIL DESIGNATED NET ASSETS
YEAR ENDED JANUARY 31, 2020**

Accounts	Net Asset Balance 2/1/2019	Transfers/ Offerings/ Receipts	Net Investment Income	Net Assets Released from Restrictions Transfers/ Expenditures	Net Asset Balance 1/31/2020
Callahan Property	481,800				481,800
Campus Ministry - Principal	160,000				160,000
Capital Improvements Reserve	170,414		20,101	44,814	145,702
Synod Endowment Fund	402,656		58,495	20,000	441,151
Computers Upgrade	13,326			6,869	6,457
Disaster Relief Fund	7,528			7,528	-
Candidacy Scholarship Support	4,281			4,281	-
Lutheran Coalition - Appalachia	500			500	-
Other Properties Maintenance	8,368			2,169	6,199
African American Partnership	321			321	-
ELCA Partnership (Schafer)	0	7,886		7,886	-
Cristo Rey from Council	74,447				74,447
GGM Appeal from Council	104,674			104,674	-
Total Council Designated Net Assets	1,428,314	7,886	78,596	199,041	1,315,755

**SOUTH CAROLINA SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA
SCHEDULE OF CHANGES IN DONOR RESTRICTED NET ASSETS
YEAR ENDED JANUARY 31, 2020**

Accounts	Net Asset Balance 2/1/2019	Transfers/ Offerings/ Receipts	Net Investment Income	Net Assets Released from Restrictions Transfers/ Expenditures	Net Asset Balance 1/31/2020
Trust Accounts	212,575				212,575
Growing in God's Mission Appeal	513,029	3,495		12,040	504,484
Safe Water for Tanzania	74,457	28,448			102,905
Mission Congregations/SAWCs Accounts	274,027	880,426		568,246	586,207
Special Contributions - Received & Remitted Hunger, Disaster, Institutions, etc.		331,675		331,675	-
SC Disaster Response	19,542	9,893		10	29,425
Youth Ministry Accounts	13,412	13,162		13,952	12,622
Global Missions Accounts	16,514	36,883		46,543	6,854
Trust Income Accounts	231,245	13,285	53,507	18,232	279,805
Campus Ministry	23,654	5,675		6,049	23,280
Gifts of Hope	9,907	3,580		5,553	7,934
Christmas Eve TV Service		31,646		31,646	-
Rami Moody Fund	10,779	500		0	11,279
Other Accounts	81,638	279,772		222,833	138,577
Total Donor Restricted Funds	1,480,778	1,638,440	53,507	1,256,780	1,915,945

Unaudited - See Synod Treasurer's Letter

**SOUTH CAROLINA SYNOD - ELCA
GROWING IN GOD'S MISSION APPEAL AND SAFE WATER FOR TANZANIA
SCHEDULE OF REVENUE AND EXPENSES
FOR THE PERIODS FEBRUARY 1, 2011 - JANUARY 31, 2020**

Goal of the GGM Appeal 1,750,000.00

Revenue

From GGM Appeal	1,806,457.29
Proceeds from St Matthews	36,453.68
Investments Income	<u>81,178.35</u>

Total Revenue 1,924,089.32

<u>Revenue and Expenses by Line Items</u>	<u>Goals</u>	<u>Revenue</u>	<u>Expenses</u>	<u>Balance</u>
Administration Expenses	262,500.00	294,345.76	294,345.76	0.00
Deepening Discipleship				
#1A Evangelism	170,000.00	56,350.98	34,501.28	21,849.70
#1B Stewardship	170,000.00	162,718.74	93,154.45	69,564.29
#1C Renewing Congregations	127,500.00	189,509.92	129,563.59	59,946.33
Planting and Sustaining Mission Cong				
#2A Missions Under Development	160,000.00	357,893.67	246,512.36	111,381.31
#2A(MUD - Donor Designated	95,000.00	95,000.00	51,790.64	43,209.36
#2B Planting and Sustaining	212,500.00	132,415.74	44,031.40	88,384.34
Equipping Congregations				
#3 Equipping Congregations	255,000.00	254,079.06	158,002.48	96,076.58
Discipleship Training				
#4 Discipleship Training	85,000.00	137,056.87	137,056.87	0.00
Increasing Education for Tanzania				
#5 Ed-Ops for Tanzania	212,500.00	244,718.33	230,646.70	14,071.63
Totals GGM Appeal	<u>1,750,000.00</u>	<u>1,924,089.08</u>	<u>1,419,605.53</u>	<u>504,483.55</u>
TANZANIA				
Safe Water		<u>317,113.81</u>	<u>214,209.00</u>	<u>102,904.81</u>
Totals GGM & Tanzania		<u>2,241,202.89</u>	<u>1,633,814.53</u>	<u>607,388.36</u>

Note a: Allocated unrestricted revenue using goals percentage, then add restricted revenue.

Note b: The original goals of the appeal did not allow any funds for administration expenses, therefore, the goals for the various line items were adjusted to include administration expense of 15%.

REPORT OF THE SYNOD COUNCIL
South Carolina Synod
2019-2020

Since the 2019 South Carolina (SC) Synod Assembly, Evangelical Lutheran Church in America (ELCA), the Synod Council has met on the following dates: June 22, 2019; September 16, 2019; November 18, 2019; January 6, 2020; February 24, 2020; and March 30, 2020; April 18, 2020; May 18, 2020; and June 25, 2020. The Synod Council organized itself into the following committees:

- Executive:** The officers of this synod and two members of the Synod Council: Rev. Andrew W. Isenhower (at large) and Mr. Larry Rathe (at large).
- Constitution:** Rev. W. Osborne Herlong Jr., chair; Rev. Frank W. Anderson; Mrs. Diane Wicker; Rev. Andrew Isenhower and Rev. Henry M. Moody, Jr., advisory.
- Finance:** Mr. Gordon L. McCay, chair; Mrs. LaTynia Taylor; Rev. Virginia S. Aebischer; Mr. Raymond L. Hendrix Jr.; Rev. W. Osborne Herlong Jr.; Mrs. Charlene Fink, Synod Accountant; Mrs. Donna Poulnot; Mrs. Cindy Davis; Mr. Blake Dowd, and Rev. N. Gregory (Greg) VanDyke.
- Personnel:** Mrs. Sherry Fowler, chair; Kayla Audette, Daniel Croft, Mr. John Kinard; Rev. Mrs. Luz Marin and Rev. Maria Miller.
- Property:** Mr. Larry Rathe, chair; Rev. Brad Bellah; and Mr. David Pursey.

NOTE: Items marked with an asterisk (*) require action by the SC Synod Assembly. All other items are reported as information.

† Provisions common to all synods of the ELCA.

I. APPOINTMENTS

1. Appointed conveners of tables in accord with S10.07.05. *Constitution, Bylaws and Continuing Resolutions, South Carolina Synod, Evangelical Lutheran Church in America.*
 Deepening Discipleship Table: Rev. Patrick W. Riddle, Convener
 Communications and Technology Table: Rev. Matthew B. Titus, Convener
 Community Engagement Table: Rev. James B. Vigen, Convener
2. Appointed the Rev. Patti Sue Burton-Pye, as judicatory representative to the Board of Directors, South Carolina Christian Action Council.
3. The Executive Committee appointed the following persons to the Mutual Ministry Committee: The Rev. Wayne C. Kannaday, Chair; Deacon Mitzie S. Schafer; and Deacon Kathleen Cartledge, Synod Council.
4. Appointed the following persons to the South Carolina Synod Assembly Nominating Committee for a term of two-years, 2019– 2020 Terms: Ms. Kim Cooke, St. Matthew, Cameron; Mr. Daniel Crofts, St. Matthew, Charleston, Synod Council; Mr. Steve Reed, Shepherd of the Sea, Garden City; the Rev. Rusty Kehl, Immanuel, Greenwood; Mrs. Elsa Hope, St. John, Pomaria; and Mr. Tex Davis, Mt. Tabor, West Columbia.
 Those persons serving 2018-2019 terms include: Deacon Sarah Katherine Delap Bowers, Redeemer, Columbia, Midlands Conference; Mr. Paul Peterson, Crossroads, Indian Land, Upstate Conference; the Rev. Emily Edenfield, Wittenberg, Leesville, Western Conference; the Rev. Angela Jennings, Lord of Life, Bluffton, Eastern Area; the Rev. Rebecca J. Lord-Philips, Trinity, Greenville, Northern Area; and the Rev. Leroy Cannon, Christ Mission, Columbia, Central Area.
5. Appointed The Rev. Angela Jennings, as chair, 2020 South Carolina Synod Assembly Nominating Committee.
6. Appointed Mr. Henry Fulmer and Mr. Edward M. Woodward Jr. to the Board of Trustees, James R. Crumley Jr. Archives, Region 9 ELCA, for the calendar year 2020.
7. Appointed Mr. Russ Burlison, Mt. Horeb, Chapin, to the Audit Committee, South Carolina Synod, to a three-year term expiring 2022.

8. Appointed Mr. David Pursey, Synod Council, to the Audit Committee.
9. Established a South Carolina Synod Lifeline Distribution Team for family education debt re-payment for rostered ministers; and to specify a quorum of 4 persons who must be present at the meetings of the team in order that business be validly transacted; and to appoint the officers of the South Carolina Synod, one lay person from the Synod Council and one rostered minister; and to appoint the Rev. Joanna Gragg and Mr. Jim Riddle.

II. 2021 COMPENSATION GUIDELINES SOUTH CAROLINA SYNOD, EVANGELICAL LUTHERAN CHURCH IN AMERICA

*RECOMMENDATION FOR ASSEMBLY ACTION ON 2020 COMPENSATION GUIDELINES

1. Recommends the 2021 Compensation Guidelines for Rostered Ministers, South Carolina Synod, for adoption by the 2020 South Carolina Synod Assembly.

The *2021 Compensation Guidelines for Rostered Ministers* will be found on the documents page of the South Carolina Synod Assembly Web site under Recommendations and Notices. They will also be available in the South Carolina Synod Assembly App under documents/recommendation and notices.

The *2021 Compensation Guidelines for Rostered Ministers* will be moved, upon approval by the 2020 SC Synod Assembly, to the Call Process and Compensation page of the South Carolina Synod Web site.

III. CONGREGATIONS

1. Approved an alternative balloting process for Christ Lutheran Church, Hilton Head, on the issue of terminating its relationship with the Evangelical Lutheran Church in America; and granted an exception allowing the first ballot to be conducted at polls between January 13-19, 2020, between the hours of 10:00 a.m. and 2:00 p.m.; and voted to allow voting members of the congregation to cast their ballots at the polling station monitored by Congregation Council members and managed by county poll officials; and to accept the report of the appointed poll officials as a certification vote of the membership.

Minutes of the Synod Council Meeting, January 6, 2020

2. Approved a Resolution on Evangelical Lutheran Church of the Resurrection, Columbia

WHEREAS, the congregation of Evangelical Lutheran Church of the Resurrection (, 3707 Moss Avenue, Columbia, South Carolina, following the guidelines and procedures for closing a congregation, voted to close Evangelical Lutheran Church of the Resurrection, Columbia, on August 26, 2018; and

WHEREAS, the congregation at the date of closing, August 28, 2018, had undisposed property consisting of real estate, furniture and cash on deposits; and

WHEREAS, constitution provision, *C7.01. of Evangelical Lutheran Church of the Resurrection, Columbia's states the undisposed property at closing shall pass to the South Carolina Synod of the Evangelical Lutheran Church in America; and

WHEREAS, the cash on deposit was transferred to the South Carolina Synod, and placed in two designated funds for youth ministry and scholarships for seminarians; and

WHEREAS, the synod consulted with the Synod Attorney on procedures to follow in transferring title of the real estate to the synod; therefore, be it

RESOLVED, that the Synod Council, South Carolina Synod, accept the undisposed property in accord with *C7.01., Constitution, Bylaws and Continuing Resolutions, Evangelical Lutheran Church of the Resurrection, Columbia; and be it finally

RESOLVED, that the synod officers, following the recommendations of the Synod Attorney, file an amended constitution for Evangelical Lutheran Church of the Resurrection, Columbia with the South Carolina Secretary of State notifying the secretary of the transfer of the building and property to the South Carolina Synod.

Minutes of the Synod Council Meeting, February 24, 2020

IV. CONSTITUTION, BYLAWS AND CONTINUING RESOLUTIONS

*RECOMMENDATION FOR ASSEMBLY ACTION ON AMENDMENTS TO CONSTITUTIONAL PROVISIONS

1. Recommends the adoption *en bloc* of the following amendments to constitutional provisions of the *Constitution, Bylaws, and Continuing Resolutions, South Carolina Synod, Evangelical Lutheran Church in America*, by the 2020 South Carolina Synod Assembly of the Evangelical Lutheran Church in America:

Additions are underlined. Deletions are ~~struck through~~ in the previous text.

To amend under †S18.12. Constitution, Bylaws and Continuing Resolutions, South Carolina Synod by a majority vote at one assembly.

Chapter 7. SYNOD ASSEMBLY

S7.22. This synod may establish processes that permit retired rostered ministers, or those ~~designated as disabled~~ granted disability status, or on leave from call, on the roster of the synod to serve as voting members of the Synod Assembly, consistent with †S7.21.c. If the synod does not establish processes to permit the rostered ministers specified above to serve as voting members, they shall have voice but not vote in the meetings of the Synod Assembly.

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

Chapter 8. OFFICERS

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

Chapter 10. SYNOD COUNCIL

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

~~S10.08-9.~~ The South Carolina Synod shall have an endowment fund that is administered for purposes defined in the bylaws under the authority of the Synod Council.

Chapter 13. CONGREGATIONS

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

S13.40. ~~Synodically Authorized~~ Synod-authorized Worshipping Communities

Chapter 14. ROSTERED MINISTERS

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

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

**Chapter 15.
FINANCIAL MATTERS**

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

***RECOMMENDATION FOR ASSEMBLY ACTION ON BYLAWS**

2. Recommends the adoption *en bloc* of the following amendments to the bylaws of the *Constitution, Bylaws, and Continuing Resolutions, South Carolina Synod, Evangelical Lutheran Church in America*, by the 2020 South Carolina Synod Assembly of the Evangelical Lutheran Church in America:

Additions are underlined. Deletions are ~~struck through~~ in the previous text.

*To amend under †S18.21. Constitution, Bylaws and Continuing Resolutions, South Carolina Synod.
by a two-thirds vote at one assembly.*

**Chapter 7.
SYNOD ASSEMBLY**

- S7.21.02-3.** Each congregation shall certify to the synodical secretary at least 30 days before the assembly the names of the regular and alternate voting members elected by the congregation. Any changes in lay voting members must be certified to the synodical secretary before the beginning of each business session.

S7.22.02. All ministers of Word and Sacrament and ministers of Word and Service granted disability status on the rosters of this synod in attendance at the Synod Assembly shall be voting members.

**Chapter 9.
NOMINATIONS AND ELECTIONS**

- S9.03.01.** The Synod Assembly shall elect voting members of the Churchwide Assembly of the ELCA on the basis approved by that body. The Nominating Committee of this synod shall nominate twice the number of nominees for the places to be filled. In its nominations the committee shall seek to have equitable representation by the various geographic areas of this synod. After the regular voting members have been elected, the rostered ministers of Word and Sacrament, lay women, and lay men nominees receiving the next highest number of votes respectively shall constitute the alternates. If any voting member be unable to attend the assembly, they shall inform the bishop of this synod who shall fill all vacancies from the alternates in the order of the votes received.

- S9.03.06.** The Nominating Committee shall prepare a ballot in accord with †S6.04. for Synod Council elections to assure Synod Council membership includes: at least one ~~male-man~~ and one ~~female-woman who are~~ persons of color and/or persons whose primary language is other than English; and nine geographic seats in accord with S9.03.02.; S12.01.20.; S12.01.21.; and S12.01.22. with three persons serving from each of the three geographic areas. A rotating basis for the election of lay ~~males-men~~, lay ~~females-women~~, and ~~elergy-rostered ministers~~ from each of the three areas shall be established for the Synod Council members elected from the areas with one lay ~~male man~~, one lay ~~female-woman~~ and one ~~elergy rostered minister~~ elected each year; and nine at-large seats open to persons from across the territory of the South Carolina Synod, including one lay ~~male man~~, one lay ~~female-woman~~, and one ~~elergy rostered minister~~ to be elected each year; and one youth serving a two-year term.

**Chapter 10.
SYNOD COUNCIL**

- S10.07.02. The Synod Council shall consist of the four officers of this synod; 21 members elected to three-year terms, including persons from nine geographic seats and nine persons at-large; including at least one ~~male~~ man and one ~~female-woman~~ who are persons of color and/or ~~persons~~ whose primary language is other than English; and at least one young adult. There shall be one youth elected to a two-year term. The terms of one-third of the 21 members, as nearly as possible, shall expire each year.
- S10.078.01. To the extent permitted by state law, meetings of the Synod Council and its committees may be held electronically or by telephone conference, and notice of all meetings may be provided electronically.
- S10.089.01. The South Carolina Synod Mission Endowment Fund, established as provided in S10.09. shall be invested in accord with the "General Statement of South Carolina Synod Investment Policies," as adopted by the Synod Council.
- S10.089.02. An Endowment Grant Committee for the South Carolina Synod Mission Endowment Fund shall consist of the bishop of the South Carolina Synod or his or her appointee, the treasurer of this synod, and five members elected by the Synod Assembly. Two of the elected members shall be lay women, two shall be lay men and one shall be a rostered minister of ~~Word and Sacrament~~ on the roster of this synod. The term of office for the five persons elected by the Synod Assembly to membership on this committee shall be three years; individuals so chosen may not serve more than two consecutive full terms. The ex officio and elected members of the committee shall elect a chairperson from the committee's membership.
- a. The members of the Endowment Grant Committee shall not receive compensation for their duties.
 - b. The Endowment Grant Committee shall be responsible to the South Carolina Synod through the Synod Council and shall provide annually a report of disbursements to the Synod Assembly.
 - c. The Endowment Grant Committee shall meet at least annually and provide the means, dates, and deadlines for grant requests, review such requests, and make recommendations for disbursements to the Synod Council.
- S10.089.03. No more than five percent (5%) of the Mission Endowment Fund may be distributed in any given year and of this amount, up to fifty percent (50%) may be granted for mission development within the South Carolina Synod and up to fifty percent (50%) may be granted for special expressions of God's love in the world. These grants shall not be used to support operational expenses of the synod or any other entity.

**Chapter 11.
TABLES, NETWORKS, TASK FORCE AND COMMITTEES**

- S11.04.01. The Mutual Ministry Committee shall consist of one rostered minister of ~~Word and Sacrament~~ and two laypersons. At least one member of the committee shall be a member of the Synod Council. The Executive Committee shall consult with the bishop in making appointments to the committee. This committee shall seek to give encouragement by its concern for the spiritual, emotional, and physical well-being of the Office of the Bishop of this synod. It will offer support when they are experiencing personal or pastoral stress. It will allow for open communication concerning attitudes and conditions within this synod.

**Chapter 12.
CONFERENCES, CLUSTERS, COALITIONS, OR OTHER AREA SUBDIVISIONS**

- S12.01.12. Each conference shall have at least one Conference Assembly per year. Notice of any conference meetings shall be given to all congregations and rostered leaders-ministers of the conference not less than 30 days prior to said meeting.
- S12.01.13. Each conference shall elect a dean from the list of rostered leaders-ministers within the conference. The dean shall be elected for a term of three years and shall serve no more than two terms consecutively. The dean shall be viewed as an extension of the Office of the Bishop assisting the bishop in providing care to the congregations, and rostered leaders within the conference. In the event of a vacancy in the office of the dean, the bishop shall appoint a dean *pro tempore* who shall serve until the next assembly of the conference. The dean shall be reimbursed for expenses from the Office of the Bishop.

- S12.01.14. The conference deans and not more than two other rostered ~~leaders~~ ministers appointed by the bishop shall form a Cabinet of Deans who shall serve in an advisory capacity to the bishop.
3. The *Constitution, Bylaws and Continuing Resolutions, South Carolina Synod, Evangelical Lutheran Church in America* provides the following constitutional provisions, bylaws and continuing resolutions to guide the procedures and elections in the 2020 South Carolina Synod Assembly:

Bold = Constitutional Provisions

Lightface type = Bylaws

Italics = Continuing Resolutions

**Chapter 7.
SYNOD ASSEMBLY**

- S7.01.A11. *Resolutions which could not have reasonably been submitted before the 15-day deadline may be submitted to the Committee of Reference and Counsel after the opening of the assembly. A signer of the resolution, preferably its primary author, shall meet with the Committee of Reference and Counsel at the time appointed in the Rules of Procedure adopted for that assembly. Regardless of the recommendation of the Committee of Reference and Counsel, the consideration of such resolutions by the assembly shall require the approval by a two-thirds vote of voting members to place the resolution before the Synod Assembly. If a resolution is received after the deadline of 15 days prior to the formal opening of the assembly, the resolution shall be processed according to the provisions of this continuing resolution.*
- S7.14. One-half of the voting members registered for the Synod Assembly shall constitute a quorum.**
- †S7.31. Proxy and absentee voting shall not be permitted in the transaction of any business of this synod.**
- S7.32. Robert's Rules of Order, latest edition, shall govern parliamentary procedure of the Synod Assembly, unless otherwise ordered by the assembly.**
- S7.32.A14. *The following rules of procedure shall be in force at meetings of the Synod Assembly:*
- a. *Unless otherwise determined by vote of the assembly, all speeches in general discussion shall be limited to two minutes and no member shall be permitted to speak the second time on the same subject when others desire to speak.*
 - b. *A resolution of a general character which is not germane to the pending question or report shall be given by the proposer to a Committee of Reference and Counsel.*
 - c. *All reports published in the Bulletin of Reports shall be received as information by the assembly by virtue of that fact without vote.*
 - d. *All other reports shall be in writing and in such form as the assembly or the Synod Council may determine.*
 - e. *The minutes of each assembly shall be submitted to the Synod Council for approval.*
 - f. *The bishop and secretary shall, after making any necessary corrections therein, certify two copies of the printed minutes of each assembly as the official protocol of said assembly, and shall submit the same to the next regular assembly for approval and deposit in the archives.*
 - g. *Holy Communion shall be administered at each assembly.*

**Chapter 8.
OFFICERS**

- †S8.01. The officers of this synod shall be a bishop, a vice president, a secretary, and a treasurer.**
- S8.10. Bishop**
- †S8.11. The bishop shall be elected by the Synod Assembly. The bishop shall be a minister of Word and Sacrament of the Evangelical Lutheran Church in America.**
- †S8.12. As this synod's pastor, the bishop shall:**
- a. **Preach, teach, and administer the sacraments in accord with the Confession of Faith of this church.**
 - b. **Have primary responsibility for the ministry of Word and Sacrament in this synod and its congregations, providing pastoral care and leadership for this synod, its congregations, its ministers of Word and Sacrament and its ministers of Word and Service.**

- c. Exercise solely this church's power to ordain (or provide for the ordination by another synod bishop of) approved candidates who have received and accepted a properly issued, duly attested letter of call for the office of ministry of Word and Sacrament (and as provided in the bylaws of the Evangelical Lutheran Church in America).
- d. Ordain (or provide for the ordination of) approved candidates who have received and accepted a properly issued, duly attested letter of call for service as deaconesses and consecrate (or provide for the consecration of) approved candidates who have received and accepted a properly issued, duly attested letter of call for service as ministers of Word and Service.
- e. Attest letters of call for persons called to serve congregations in the synod, letters of call for persons called by the Synod Council, and letters of call for persons on the rosters of this synod called by the Church Council.
- f. Install (or provide for the installation of) rostered ministers whose calls the bishop has attested.
- g. Exercise leadership in the mission of this church and in so doing:
 - 1) Interpret and advocate the mission and theology of the whole church;
 - 2) Lead in fostering support for and commitment to the mission of this church within this synod;
 - 3) Coordinate the use of the resources available to this synod as it seeks to promote the health of this church's life and witness in the areas served by this synod;
 - 4) Submit a report to each regular meeting of the Synod Assembly concerning this synod's life and work; and
 - 5) Advise and counsel this synod's related institutions and organizations.
- h. Practice leadership in strengthening the unity of the Church and in so doing:
 - 1) Exercise oversight of the preaching, teaching, and administration of the sacraments within this synod in accord with the Confession of Faith of this church;
 - 2) Be responsible for administering the constitutionally established processes for the resolution of controversies and for the discipline of rostered ministers, and congregations of this synod;
 - 3) Be the chief ecumenical officer of this synod;
 - 4) be a member of the Conference of Bishops and consult regularly with other synod bishops;
 - 5) Foster awareness of other churches throughout the Lutheran world communion and, where appropriate, engage in contact with leaders of those churches;
 - 6) Cultivate communion in faith and mission with appropriate Christian judicatory leaders functioning within the territory of this synod; and
 - 7) Be ex officio a member of the Churchwide Assembly.
- i. Oversee and administer the work of this synod and in so doing:
 - 1) Serve as the president of the synod corporation and be the chief executive and administrative officer of this synod, who is authorized and empowered, in the name of this synod, to sign deeds or other instruments and to affix the seal of this synod;
 - 2) Preside at all meetings of the Synod Assembly and provide for the preparation of the agenda for the Synod Assembly, Synod Council, and the council's Executive Committee;
 - 3) Ensure that the constitution and bylaws of this synod and of the churchwide organization are duly observed within this synod, and that the actions of this synod in conformity therewith are carried into effect;
 - 4) Exercise supervision over the work of the other officers;
 - 5) Coordinate the work of all synod staff members;
 - 6) Appoint all committees for which provision is not otherwise made;
 - 7) Be a member of all committees and any other organizational units of this synod, except as otherwise provided in this constitution;
 - 8) Provide for preparation and maintenance of synod rosters containing the names and addresses of all rostered ministers of this synod and a record of the calls under which they are serving or the date on which their retired or disability status took effect;
 - 9) Annually bring to the attention of the Synod Council the names of all rostered ministers on leave from call or engaged in approved graduate study in conformity with the constitution, bylaws, and continuing resolutions of this church and pursuant to prior action of this synod through the Synod Council;
 - 10) Provide for prompt reporting to the secretary of this church of:
 - a) additions to and subtractions from the rosters of this synod;
 - b) the issuance of a certificate of transfer for rostered ministers in good standing who have received and accepted a properly issued, duly attested, regular letter of call under the jurisdiction of another synod; and

- c) **the entrance of the names of such persons for whom proper certificates of transfer have been received;**
 - 11) **Provide for preparation and maintenance of a roster of the congregations of this synod and the names of the laypersons who have been elected to represent them; and**
 - 12) **Appoint a statistician of this synod, who shall secure the parochial reports of the congregations and make the reports available to the secretary of this church for collation, analysis, and distribution of the statistical summaries to this synod and the other synods of this church.**
- S8.12.01. The bishop shall approve the nature of and personnel appointed for general religious services or public meetings sponsored by this synod.
- S8.12.A87. *The bishop shall submit a written report, printed in the Bulletin of Reports, to each regular meeting of the Synod Assembly. In addition to this report concerning this synod's life and work, the bishop shall make an oral report to the Synod Assembly presenting a vision of the mission and ministry of this synod.*
- †S8.13. **The synod bishop may appoint an attorney, admitted to the bar within the territory of the synod or the state where the synod is located, to be Synod Attorney. The appointment must be approved by the Synod Council and reported to the Synod Assembly and to the secretary of this church. The appointment continues until resignation or until a successor is appointed. The Synod Attorney provides legal advice and counsel to the synod officers and the Synod Council. The Synod Attorney is expected to be familiar with the governing documents and policies of the synod and, as necessary, to attend meetings of the Synod Council. The Synod Attorney serves without salary but may be retained and compensated for specific legal services requested by the synod.**
- S8.14. **The bishop may have such assistants as this synod shall from time to time authorize.**
- S8.14.01. There shall be two assistants to the bishop elected by the Synod Council on nomination by the bishop. The assistants may be recalled or dismissed on proper notice by action of the Synod Council. It shall set the term of office and responsibilities.
- †S8.15. **The presiding bishop of this church, or the appointee of the presiding bishop, shall install into office, in accord with the policy and approved rite of this church, each newly elected synod bishop.**
- S8.50. **General Provisions**
- †S8.51. **The terms of office of the officers of this synod shall be:**
- a. **The bishop of this synod shall be elected to a term of six years and may be reelected.**
 - b. **The vice president and secretary of this synod shall be elected to a term of six years and may be reelected.**
 - c. **The treasurer of this synod shall be elected to a six year term and may be reelected.**
- S8.51.01. The terms of office of the bishop and the vice president shall be arranged so that the terms are staggered and do not expire in the same year.
- S8.52. **The terms of the officers shall begin on the first day of the third month following election or, in special circumstances, at a time designated by the Synod Council.**
- †S8.53. **Each officer shall be a voting member of a congregation of this synod, except that the bishop need not be a member of a congregation of this synod at the time of election.**

Chapter 9. NOMINATIONS AND ELECTIONS

- †S9.01. **The Synod Assembly shall elect such officers of this synod and such other persons as the constitution and bylaws may require, according to procedures set forth in the bylaws. The Synod Assembly shall elect members of the Churchwide Assembly in accordance with bylaw 12.41.11. of the constitution and bylaws of the Evangelical Lutheran Church in America.**

- S9.01.A08. *The Synod Council Executive Committee shall provide for background checks for persons nominated for synodical office prior to the Synod Assembly at which the election will take place or as soon as possible after the Synod Assembly for newly elected officers nominated from the floor who were not identified as nominees prior to the assembly. The process shall be as follows:*
- a. *Prior to the Synod Assembly appropriate notice of the background check requirement and protocol will be provided to voting members, potential nominees, and others as directed by the Synod Council.*
 - b. *Nominees and newly elected officers are required to provide written consent to a background check and all information necessary to complete a background check, which should be completed prior to the Synod Assembly with respect to nominees and prior to installation for newly elected officers, if possible.*
 - c. *The Synod Council's Executive Committee shall designate one Executive Committee or Synod Council member to obtain the background checks.*
 - d. *All background checks for nominees and newly elected officers will entail a criminal background check. A financial background check will be completed for nominees for treasurer. The Executive Committee shall decide whether additional types of background checks are appropriate for each officer position.*
 - e. *The background check results shall be provided to that nominee or elected officer and to the Synod Council's Executive Committee. Further disclosure of the results may be determined by the Executive Committee.*
 - f. *The Executive Committee may adopt other procedures or protocols as are necessary to provide for background checks for nominees and newly elected synodical officers and shall report such actions to the Synod Council.*
- S9.02. **In all elections by the Synod Assembly, other than for the bishop, a majority of the legal votes cast shall be necessary for election.**
- S9.04. **The bishop shall be elected by the Synod Assembly by ecclesiastical ballot. Three-fourths of the legal votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Three-fourths of the legal votes cast on the second ballot shall be necessary for election. The third ballot shall be limited to the seven persons (plus ties) who received the greatest number of legal votes on the second ballot, and two-thirds of the legal votes cast shall be necessary for election. The fourth ballot shall be limited to the three persons (plus ties) who receive the greatest number of legal votes on the third ballot, and 60 percent of the legal votes cast shall be necessary for election. On subsequent ballots a majority of the legal votes cast shall be necessary for election. These ballots shall be limited to the two persons (plus ties) who receive the greatest number of legal votes on the previous ballot.**
- S9.04.A94. *An "ecclesiastical ballot" is an election process:*
- a. *In which on the first ballot the name of any eligible individual may be submitted for nomination by a voting member of the assembly;*
 - b. *Through which the possibility of election to office exists on any ballot by achievement of the required number of votes cast by voting members of the assembly applicable to a particular ballot;*
 - c. *That precludes spoken floor nominations;*
 - d. *In which the first ballot is the nominating ballot if no election occurs on the first ballot;*
 - e. *In which the first ballot defines the total slate of nominees for possible election on a subsequent ballot, with no additional nominations permitted;*
 - f. *That does not preclude, after the reporting of the first ballot, the right of persons nominated to withdraw their names prior to the casting of the second ballot;*
 - g. *In which any name appearing on the second ballot may not be subsequently withdrawn;*
 - h. *That does not preclude an assembly's adoption of rules that permit, at a defined point in the election process and for a defined period of time, speeches to the assembly by nominees or their representatives and/or a question-and-answer forum in which the nominees or their representatives participate; and*
 - i. *In which the number of names that appear on any ballot subsequent to the second ballot shall be determined in accordance with provisions of the governing documents (or, if the governing documents are silent, in accordance with rules adopted by the assembly).*
- S9.08. **All elections shall be by ballot. In all elections, other than for the bishop, vice president and the secretary, the names of the persons receiving the highest number of legal votes, but not elected by a majority of the legal votes cast on a preceding ballot, shall be entered on the next ballot to the number of two for each vacancy unfilled. On any ballot when only two names appear, a majority of the legal votes cast shall be necessary for election.**

S9.09. The result of each ballot in every election shall be announced in detail to the assembly.

†S9.12. Background checks and screening shall be required and completed for persons nominated as synodical officers prior to their election, if possible, or as soon as practical after their election. The specific procedures and timing of background checks and screening shall be determined by the Synod Council.

4. Amended *en bloc* the Constitution, Bylaws and Continuing Resolutions, South Carolina Synod as follows:

To amend S12.01.C18. to reflect the dissolution of St. John, Pelion on April 15, 2019.

To amend S12.01.C18. Constitution, Bylaws and Continuing Resolutions, South Carolina Synod, Evangelical Lutheran Church in America, under CENTRAL AREA, Saxe Gotha, by striking, ~~St. John, Pelion.~~

Additions are underlined
Deletions are ~~struck through~~ in the previous text

S12.01.C189. *The congregations, authorized worshiping communities, and congregations under development of this synod shall be organized into the following conferences and geographic areas in accord with S12.01.20., S12.01.21., and S12.01.22.*

CENTRAL AREA

Saxe Gotha
~~Pelion, St. John~~

To amend S12.01.C18. to reflect the closing of Circle of Grace, Gaffney on June 9, 2019.

To amend S12.01.C18. Constitution, Bylaws and Continuing Resolutions, South Carolina Synod, Evangelical Lutheran Church in America, under NORTHERN AREA, Upstate, by striking, ~~Circle of Grace, Gaffney.~~

Additions are underlined
Deletions are ~~struck through~~ in the previous text

S12.01.C189. *The congregations, authorized worshiping communities, and congregations under development of this synod shall be organized into the following conferences and geographic areas in accord with S12.01.20., S12.01.21., and S12.01.22.*

NORTHERN AREA

Upstate
~~Synodically Authorized Worshiping Community
Gaffney, Circle of Grace~~

Minutes of the Synod Council Meeting, June 22, 2019

**Chapter 12.
CONFERENCES, CLUSTERS, COALITIONS, OR OTHER AREA SUBDIVISIONS**

S12.01.A2043. *The dean as follows:*

- Office of the Bishop defines the ministry expectations and responsibilities of the conference*
- a. the dean will provide pastoral care to rostered ~~leaders~~ ministers and congregations within the conference, normally, but not exclusively, at the request of the Office of the Bishop;*
- b. the dean will serve as a member of the Cabinet of Deans which serves in an advisory capacity to the Office of the Bishop and would be expected to attend two meetings a year;*
- c. the dean would extend a personal welcome to rostered ~~leaders~~ ministers new to the conference, offer a ministry of hospitality, and give support and recognition to rostered ~~leaders~~ ministers leaving the conference;*
- d. the dean may be requested to help congregations with the call process; and*

e. the dean will serve as disaster response coordinator within the conference.

Minutes of the Synod Council Meeting, February 24, 2020

5. Amended S12.01.C19. *Constitution, Bylaws, and Continuing Resolutions, South Carolina Synod*, by adding Synodically Authorized Worshiping Communities: Mauldin, Iglesia de El Meslas (Church of the Messiah) and Columbia, Family Vision; and to amend by striking ~~Columbia, Recovery~~; and to strike ~~Congregations Under Development~~; and to reclassify congregations listed under Congregations Under Development adding them as Synodically Authorized Worshiping Communities; and to make these amendments effective following the adoption of Recommended Constitution Provision S7.26. by the 2020 South Carolina Synod Assembly.

Minutes of the Synod Council Meeting, February 24, 2020

6. Adopted the following amendments to the *Constitution, Bylaws, and Continuing Resolutions, South Carolina Synod, Evangelical Lutheran Church in America*.

Additions are underlined. Deletions are ~~struck through~~ in the previous text.

To amend under †S18.31. Constitution, Bylaws and Continuing Resolutions, South Carolina Synod by a two-thirds vote of the Synod Council.

**Chapter 7.
SYNOD ASSEMBLY**

S7.26.A~~20~~6. *Each authorized worshiping community of this synod ~~and each mission setting formed with the intent of becoming a chartered congregation of this synod~~ shall be entitled to two lay voting members, one of whom shall be ~~male~~ a man and one of whom shall be ~~female~~ a woman.*

Minutes of the Synod Council Meeting, February 24, 2020

7. To amend S7.32.A14. *under †S18.31., Constitution, Bylaws, and Continuing Resolutions, South Carolina Synod*, to allow an exception for Holy Communion at assemblies held online or in regard for the safety of voting members.

Additions are underscored.

**Chapter 7.
SYNOD ASSEMBLY**

S7.32.A~~14~~20. *The following rules of procedure shall be in force at meetings of the Synod Assembly:*
g. *Holy Communion shall be administered at each assembly, with the exception of assemblies held online or in regard for the safety of voting members.*

Minutes of the Synod Council Meeting, June 25, 2020

V. FINANCIAL MATTERS

***RECOMMENDATION FOR ASSEMBLY ACTION**

1. Recommends the following “Budget Procedures” to guide the adoption of the 2021-2022 budget by the 2020 South Carolina Synod Assembly.

Budget Procedures

(1) Proposed amendments to the budget must be submitted [*online*] no later than [*10:15 a.m.*] on July 25, 2020. Each amendment or resolution to amend must be supported in writing by ten (10) signatures of voting members in this assembly. The secretary shall refer such proposed amendments to the Treasurer and the Finance Committee. During the consideration of the budget by the assembly, the Treasurer or Finance Committee shall report on the implication of each proposed amendment.

(2) Any amendment to the budget that increases a current program proposal expense, or adds a current program proposal to the budget, must include a corresponding decrease in some other current program proposal of the same amount; or an increase in revenues to offset the proposed expense.

Regarding Votes to Appropriate Funds not Approved by Synod Council:

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

Constitution, Bylaws and Continuing Resolutions, South Carolina Synod

2. Amended the South Carolina Synod *Gifts and Bequest Policy* by adding 5.5:

5.5. Synod Council acknowledges that some donors may desire to make an endowed, designated gift or trust. Synod Council also recognizes that donor designated endowed gifts/trusts often require additional administration and oversight. Therefore, Synod Council encourages donors desiring to establish a donor designated endowment gift to include an arrangement for a 1% annual administrative support as a part of the gift/trust agreement. The agreement, drafted in consultation with the donor and the Finance Committee, will be presented to Synod Council for gift acceptance.

Minutes of the Synod Council Meeting, June 22, 2019

3. Approved the South Carolina Synod *Abundancia Appeal* in the amount of one million one hundred thousand dollars (\$1,100,000) which amount includes \$800,000 to build a permanent worship space for Cristo, Rey, West Columbia; \$100,000 to endow the facility for ongoing facility care; and \$200,000 to provide a fund for Latino Ministry across the South Carolina Synod; and to honor and thank Bishop Herman Yoos for his dedicated service to the South Carolina Synod as bishop for twelve years with the second term expiring in 2020; and to enter into a contract with Gronlund Sayther Brunkow in the amount of twenty-one thousand, eight hundred fifty dollars (\$21,850) which amount shall be payable in 12 equal amounts of \$1,800 each beginning June 2019 plus an initial payment of \$250 with the signing of this contract; and to invite major donors and individuals to contribute to the appeal; and to pay the consulting services to Gronlund Sayther Brunkow from the current unrestricted balance of the synod and reimbursing the unrestricted balance of the synod from anticipated sale of the properties acquired from closed congregations.

Minutes of the Synod Council Meeting, June 22, 2019

4. Voted to place the building and grounds of Resurrection Lutheran Church, 3707 Moss Avenue, Columbia, on the market for the sale price of \$685,000, if sold for commercial purposes, and \$550,000, if sold to Dr. Natasha Becton to function as a church; and authorized Mr. Larry Rathe, Chair of the Property Committee, to negotiate the sale price with either one of these parties.

Minutes of the Synod Council Meeting, June 22, 2019

5. Approved, in accord with the *General Gift Acceptance Guidelines* are provided in item #3, *Gift and Bequest Policy, South Carolina Synod*, the gift of a 1999 GMC 14 passenger bus from St. Paul Lutheran Church, Columbia, to be given to the South Carolina Synod to be used by Cristo Rey, West Columbia, a congregation under development; and approved the payment of insurance on the bus by the South Carolina Synod; and to send a letter of thanks expressing gratitude on behalf of the South Carolina Synod.

Minutes of the Synod Council Meeting, September 16, 2019

6. Approved a loan in the amount of \$350,000 from South Carolina Lutheran Men in Mission for the building of the worship center, Cristo Rey, West Columbia, a congregation under development; and assigned the Callahan Property (two lots located on Lake Murray from the Estate of Phoebe Callahan) as collateral on the loan; and approved the repayment of the 20-year interest free loan with monthly payments of \$1,458.33 beginning October 1, 2019.

Minutes of the Synod Council Meeting, September 16, 2019

7. Approved the recommendations of the South Carolina Synod Mission Endowment Fund Grant Committee to award grants in 2019 in the amount of \$20,000 to:

Bethlehem Lutheran Church, Pomaria, for Recovery Residence.....	\$5,000
A Partnership with Lutheran Services Carolinas	
SC Synod Tanzania Task Force, Support Pastor/Deacon Leadership	\$4,500
SC Lutheran Retreat Centers, Weekend Gratitude Retreat	\$1,000
Global Mission – Tanzania, Orphan School Supplies	\$3,000
SC Synod Lifeline Fund, Family Education Debt, Rostered Ministers	\$2,000
Lutherans Restoring Creation, Retreat, College Students and Seminarians ..	\$1,000
Respite Care Charleston, Alzheimer's/dementia Support	\$1,500
Nuestro Salvador – Messiah Satellite, Latino Ministry	\$2,000

Minutes of the Synod Council Meeting, September 16, 2019

8. Tabled the consideration of the Reports of the Audit Committee on May 23, 2019 and September 9, 2019, until the Rev. Richard Carter, Director for Evangelical Mission and Bishop Herman Yoos meet with the Audit Committee for review in regard to the accounting for Mission Starts; and tabled the consideration of the Reports of the Audit Committee on May 23, 2019 and September 9, 2019, until the Rev. Richard Carter, Director for Evangelical Mission and Bishop Herman Yoos meet with the Audit Committee for review in regard to the accounting for Mission Starts.

Minutes of the Synod Council Meeting, September 16, 2019

9. Tabled the motion to purchase six Fire King file cabinets, 31 inches deep, at a cost not to exceed \$15, 636 (six cabinets @\$2,606 each), and place the motion on the agenda of the meeting of the Synod Council, November 18, 2019.

10. Designated housing allowances for Bishop Herman R. Yoos; the Rev. Virginia S. Aebischer, Assistant to the Bishop; and the Rev. Jorge Leone, Pastor, Cristo Rey, West Columbia; for the calendar year 2020:

Rev. Virginia S. Aebischer	\$13,000
Rev. Jorge Leone	\$16,700
Bishop Herman R. Yoos III	\$29,500

Minutes of the Synod Council Meeting, November 18, 2019

11. Allocated \$6,000 from the surplus funds at the end of the fiscal year, 2019-2020, for the Beloved Ministry Task Force, Equipping Youth and Young Adult Ministries, Deepening Discipleship Table; and voted to make the funding available after February 1, 2020.

Minutes of the Synod Council Meeting, November 18, 2019

12. Adopted a Resolution on Growing in God's Mission Appeal:

WHEREAS, the S.C. Synod Council approved the Growing in God's Mission Appeal (GGM) in 2011 to provide funds for certain ministries and missions of the SC Synod; and

WHEREAS, the GGM exceeded the goal of \$1,750,000; and

WHEREAS, GGM did not provide for the investment of excess funds until the time the funds are needed; and

WHEREAS, some of the excess funds were invested in the Synod Pooled Funds and a portion of the income was allocated to GGM; and

WHEREAS, there may be a question as to whether GGM earned the income or whether the Synod made gifts to GGM; and

WHEREAS, the Executive Committee, Synod Council, reviewed the July 31, 2019 financial statement of the GGM Appeal to compare the needs of today as compared to the need of 2011; therefore, be it

RESOLVED, that the Synod Council approve the transfer of funds totaling \$81,178.35 to GGM; and be it further

RESOLVED, that all income earned from excess funds of GGM, except for the \$81,178.35, be allocated to the income account of the operating fund; and be it further

RESOLVED, that \$30,000 be transferred from Goal #1A Evangelism into Goal #1B Stewardship; and be it further

RESOLVED, that \$90,000 be transferred from Goal #2B Planting & Sustaining into Goal #1C Renewing Congregations; and be it finally

RESOLVED, that the Schedule of Revenue and Expenses for the Periods February 1, 2011 - July 31, 2019 reflect these changes.

Minutes of the Synod Council Meeting, November 18, 2019

13. Authorized the closing of three active accounts:

WHEREAS, three restricted accounts, both donor restricted and Synod Council restricted, have been inactive for the last thirteen months:

3020345-1 ELW Workshop	\$3,653.58
4810465-4 LMM Disaster Response	\$1,579.32
4810365-1 Lutheran Coalition – Appalachia	\$500.00; therefore, be it

RESOLVED, to authorize the closing of these three accounts before the end of the fiscal year, January 31, 2020; and be it further

RESOLVED, to transfer the balance of each account to the Synod Unrestricted Balance Account; and be it finally

RESOLVED, that in the event a claim is later filed for any of these funds, to review the claim and if approved, the claim will be paid.

Minutes of the Synod Council Meeting, November 18, 2019

14. Adopted a Resolution on The Joseph C. Derrick Scholarship Fund

WHEREAS, the congregation of the Lutheran Church of the Resurrection in Columbia, S. C. voted, on June 17, 2018, to discontinue their ministry and to dissolve the congregation; and

WHEREAS, the congregation was dissolved and the South Carolina Synod of the ELCA received the real property, land and buildings, of Resurrection; and

WHEREAS, the congregation of Resurrection established *The Joseph C. Derrick Scholarship Trust Fund* in 1980; and

WHEREAS, the Board of Trustees, members of Resurrection, has governed the fund and is now pursuing an opportunity for the fund to continue its intended mission upon the closing of the sponsoring organization, Resurrection; and

WHEREAS, the Board of Trustees has asked the South Carolina Synod of the Evangelical Lutheran Church in America to receive the fund and to continue the mission of the fund; therefore, be it

RESOLVED, That the S. C. Synod of the ELCA accept *The Joseph C. Derrick Scholarship Trust Fund* upon the resignation of the present Board of Trustees and continue the mission of the fund as directed in *The Joseph C. Derrick Scholarship Trust Fund* agreement, and be it further

RESOLVED, the Finance Committee of the South Carolina Synod of the Evangelical Lutheran Church in America be designated as the administrators of the fund, and be it finally

RESOLVED, that *The Joseph C. Derrick Scholarship Trust Fund*, managed by the South Carolina Synod, be charged annually a fee of 1% of assets to be posted to the operating income of the South Carolina Synod.

Minutes of the Synod Council Meeting, November 18, 2019

15. Amended the Internal Control Policy and Procedures as follows:

Deletions are ~~struck through~~ in the previous text. Additions are Underscored.

XV.

- a. *Retain the following records permanently: all outside audited financial ~~records~~ reports, all insurance policies, and all authorizations, contracts, or estate planning documents which create a permanently restricted gift.*

XVI.

- a. *The Bishop and Director for Evangelical Mission, using the criteria approved by the Synod Council, shall determine the allocation of monies to mission start congregations prior to the beginning of each fiscal year for mission start congregations that are already approved and at the time of their initial approval for any new starts that are approved during a fiscal year.*
- b. *In the first month of each fiscal year, a signed printed copy of the allocation of mission start monies is to be given by the Bishop or Director of for Evangelical Mission to the Synod Council Secretary, Synod Council Treasurer, and Synod Accountant.*
- c. *Any amendment during that same fiscal year to the allocation of mission start monies is to be written, dated, and signed by both the Bishop and the Director of for Evangelical Mission, and a signed copy of the amendment is to be given by the Bishop or Director of for Evangelical Mission to the Synod Council Secretary, Synod Council Treasurer, and Synod Accountant.*
- d. *The Director of for Evangelical Mission shall give to the Synod Accountant copies of ~~all monthly financial documents provided by mission start congregations~~ ELCA forms "A" and "C" as provided by each mission start congregation. The Synod Accountant shall maintain these documents in each mission start congregation file organized by fiscal year.*
- e. ~~*Each mission start congregation file shall be retained permanently by the Synod.*~~

Minutes of the Synod Council Meeting, November 18, 2019

16. Voted to eliminate the outside independent audit of supplementary information which is currently a part of the outside independent audit reports because the independent audit of the supplementary information is unnecessary and adds to the cost of the outside independent audits.

Minutes of the Synod Council Meeting, November 18, 2019

17. Voted to purchase ten Fire King file cabinets, four drawer class c files, model #4-1831-c, weight 603# each, from Herald Office Systems, 90 N Shorecrest Rd #A, Columbia, at a cost of \$2,492.66 each; and to not exceed a total expenditure of \$24,926.60, not including South Carolina sales tax; and to utilize account #4810346-3, Capital Improvement Reserve, to pay for the cost of the cabinets.

Minutes of the Synod Council Meeting, November 18, 2019

18. Designated housing allowance for the Rev. Alejandro Mejia, Pastor, Nuestro Salvador, Greenville; for the calendar year 2020:

WHEREAS, the South Carolina Synod is Fiscal Agent of Nuestro Salvador, Greenville; and

WHEREAS, The Rev. Alejandro Mejia received a green card on February 1, 2020, and is now employed by the South Carolina Synod; therefore, be it

RESOLVED, that \$15,000 is hereby designated as housing allowance for the Rev. Alejandro Mejia, Pastor, Nuestro Salvador, Greenville; and be it further

RESOLVED, that the designation of the housing allowance in the amount of \$15,000 shall apply to calendar year 2020.
Minutes of the Synod Council Meeting, February 24, 2020

19. Amended the Internal Control Policy and Procedures, XVI.b. by adding the following criteria for initial funding and continuation of funding of New Mission starts.

i. Criteria for funding New Mission Starts:

1. Must be an approved Synodically Authorized Worshiping Communities of the South Carolina Synod.
2. Approved mission developer and/or interim (in absence of mission developer) in place.
3. Approved 90-day strategy in consultation with Director for Evangelical Mission (DEM) submitted every 90 days.

ii. Continuation of funding after year one:

1. Mission developer has established a working vision team.
2. Developer, in partnership with vision team, will institute an annual planned stewardship response, and provide this information to the DEM.
3. Forms A and C, Annual Congregation Report, are to be submitted to the churchwide office and a copy given to the DEM and Synod accountant.
4. Written annual ministry review completed by the Bishop, DEM and Congregational Vitality Network, to evaluate ministry vitality and determine a continuation of ministry and funding.

Minutes of the Synod Council Meeting, February 24, 2020

20. Designated the offerings received at the worship services of the 2020 South Carolina Synod Assembly to the children's playground, Cristo Rey, West Columbia using the following announcement:

The offerings received at the 2020 South Carolina Synod Assembly worship services are designated toward the children's playground at Cristo Rey, West Columbia. Cristo Rey is now baptizing 40 children, youth and adults every year. This is a tremendous ministry with our Latino brothers and sisters in Christ. The children of Cristo Rey have already raised over \$5,700 toward their playground goal of approximately \$12,000. Let's help the children of Cristo Rey make their dream come true. Your generosity is appreciated!

Minutes of the Synod Council Meeting, February 24, 2020

21. Recommended to the Rev. Richard Carter the utilization of accumulated interest income in the amount of \$40,000 from the *Hattie Sharpe - New Church, Trust Income Account, 4810453-4* for *Mission Planting*.

Minutes of the Synod Council Meeting, February 24, 2020

22. Approved the bid of *Scott and Company* to provide the Synod with outside audit services of its financial statements which consists of all-inclusive fees (including out-of-pocket expenses) for the five years ended January 31 as follows: \$8,400 for 2020, \$8,400 for 2021, \$8,650 for 2022, \$8,650 for 2023, and \$8,900 for 2024 for a total cost of \$43,000, and voted to give the Audit Committee authority to review, negotiate, and execute the specific details of the Synod's contract with Scott and Company once the specific details of a proposed contract are offered by Scott and Company to the Synod.

23. Approved the proposals and application documents in the letter to congregations, as amended, offering financial relief, in regard to the Small Business Administration's Payroll Protection Program, CARES Act; Mission Investment Fund deferred loan payments or interest only; reducing Mission Support; synod grants; and to send the letter to congregations.
Minutes of the Synod Council Meeting, April 18, 2020

24. Requested that the full amount of the deposit for the May 14-16, 2020 assembly be refunded by the Columbia Metropolitan Convention Center to the South Carolina Synod.
Minutes of the Synod Council Meeting, April 18, 2020

25. Amended the budget procedures to guide the adoption of the 2021-2022 budget by the South Carolina Synod Assembly, due to the postponement of the South Carolina Synod Assembly, by receiving amendments to the proposed budget no later than noon, July 25, 2020.
Minutes of the Synod Council Meeting, April 18, 2020

25. Designated housing allowances of the Rev. Martin Joseph Lopez Vega, Mission Developer and Pastor, Parroquia El Mesias (Church of the Messiah), Mauldin and the Rev. Joshua Robert Knutson, Mission Developer and Pastor, Christ Community, North Charleston and St. Michael's, Moncks Corner, for the calendar year 2020.

RESOLVED, that the following amounts are hereby designated as housing allowances for the mission developers and pastors of the South Carolina Synod; and be it further

RESOLVED, that the designation of housing allowances shall apply to calendar year 2020.

Rev. Martin Joseph Lopez Vega \$10,000.00

Mr. Josh Knutson \$10,000.00

Minutes of the Synod Council Meeting, May 18, 2020

26. *Resolved*, that the housing allowance for The Rev. Jorge Leone, Pastor and Mission Developer, Cristo Rey, West Columbia, be changed from \$16,700 to \$23,000; and be it further, *Resolved*, that the designation of this amended housing allowances apply to calendar year 2020.
Minutes of the Synod Council Meeting, June 25, 2020

VI. ORGANIZATION CHART

Additions are underscored. Deletions are ~~struck through~~.

1. Amended the Organization Chart, South Carolina Synod, by moving the Congregation Vitality Network, Community Engagement Table to the Deepening Discipleship Table; and deleted in the previous text ~~Healthy Congregations Training Task Force, Coaching Congregations Task Force; and Congregation Cluster Ministry~~; and added Synod Vitality Strategies for New and Existing Congregations under Congregation Vitality Network.
Minutes of the Synod Council Meeting, November 18, 2019

2. Amended the South Carolina Synod Organization Chart by adding under the Inclusiveness Network, Community Engagement Table, Indigenous Peoples Accompaniment Network (IPAN).
Minutes of the Synod Council Meeting, November 18, 2019

3. Approved the Vision Statement of the Indigenous Peoples Accompaniment Network (IPAN):

The Vision of The Indigenous Peoples Accompaniment Network is to learn and educate churches and other groups about the need to seek truth, justice, and reconciliation with all Indigenous Peoples in South Carolina, and practice accompaniment with Indigenous Peoples.

Minutes of the Synod Council Meeting, February 24, 2020

VII. PERSONNEL

1. Granted on-leave-from-call status to the following rostered ministers: the Rev. Thulisiwe Ndelu (Thulie) Beresford beginning July 1, 2019; the Rev. Eric G. Wolf beginning September 15, 2019; the Rev. Mark J. Smith beginning September 1, 2019; the Rev. Diane Bowker beginning September 14, 2019; the Rev. Michele C. Fischer beginning February 1, 2019; and Deacon Ashlyn S. Cox beginning June 1, 2020.
2. Voted to continue on-leave-from-call for the second year for the following rostered ministers: the Rev. G. Reginald Cruse and Deacon Lexanne K. Graves.
3. Voted to continue on-leave-from-call for the third year for the Rev. Scottie J. Burkhalter; the Rev. William Seth Gibson; the Rev. Rebecca J. Lord-Phillips; the Rev. Steven B. Counts; and the Rev. Vickie S. Powell.
4. Approved continuation of On-Leave-From-Call status of the Rev. Douglas E. Graul for the second year, Conference of Bishop's extension.
5. Extended a call to interim ministry, South Carolina Synod, to the Rev. Linda L. Anderson beginning April 15, 2018, for a term of two-years, in accord with 7.41.01.c. *Constitution, Bylaws, and Continuing Resolutions of the ELCA. Minutes of the Synod Council Meeting, June 22, 2019.*
6. Extended a Call to Non-Congregational Service to the Rev. Alvin G. Shrum as Director of Pastoral Care and Chaplain, Franke at Seaside, Mt. Pleasant, Lutheran Homes of South Carolina, beginning August 12, 2019. *Minutes of the Synod Council Meeting, September 16, 2019*
7. Extended a Call to Non-Congregational Service to Deacon Staci G. Setzler as Nurse, Self Memorial Hospital, Greenwood, beginning June 23, 2019. *Minutes of the Synod Council Meeting, September 16, 2019*
8. Extended a Call to Non-Congregational Service to Deacon Mitzie Schafer as Vice President for Development, NovusWay Ministries Inc. beginning August 12, 2019. *Minutes of the Synod Council Meeting, September 16, 2019.*
9. Voted to continue a Non-Stipendiary Service Under Call to the Rev. Mikki Corley Gay as Pastor for Renewal and Transformation, South Carolina Synod for one year. *Minutes of the Synod Council Meeting, September 16, 2019.*
10. Entered into an agreement with the Rev. William Seth Gibson and Mt. Calvary Lutheran Church, Johnston, that Pr. Gibson, serving as interim pastor, is eligible to be considered for a call to Mt. Calvary Lutheran Church, Johnston, during the time of transition, if the congregation extends a regular call as pastor. *C9.07. *2019 Model Constitution for Congregations of the Evangelical Lutheran Church in America Minutes of the Synod Council Meeting, September 16, 2019.*
11. Voted to continue to list on the roster of ministers of Word and Sacrament of this church the Rev. Gary W. Dreier who retired June 30, 2018. *Minutes of the Synod Council Meeting, September 16, 2019.*
12. Extended a Call to Non-Congregational Service to the Rev. Sherry Poole Teves as Bereavement Coordinator, Hospice of Charleston, 4975 Lacross Road, Suite 200, Charleston, 29406, beginning November 13, 2018. *Minutes of the Synod Council Meeting, November 18, 2019.*
13. Extended a Call to Non-Congregational Service to the Rev. Kara J. Stewart as Executive Director, Tricounty Family Ministries, 2105 Cosgrove Avenue, North Charleston, 29405, beginning January 6, 2020. *Minutes of the Synod Council Meeting, November 18, 2019.*

14. Voted to continue to list on the roster of ministers of Word and Sacrament of this church the following persons who retired in 2019:

- February 28, 2019 – Rev. Christine Parham
- July 1, 2019 – Rev. Barry Antley, St. James, Graniteville
- September 1, 2019 – Rev. Robert Miles, St. Michael, Greenville
- September 1, 2019 – Rev. Chris Heavner, University, Clemson
- October 1, 2019 – Rev. David Seymour, Pomaria, Pomaria
- October 1, 2019 – Rev. Emil Klatt, Christ, Hilton Head
- December 1, 2019 – Rev. Ray Mohrmann, LSC

Minutes of the Synod Council Meeting, November 18, 2019.

15. Voted to continue to list on the roster of ministers of Word and Sacrament of this church the following persons who retired in 2013 and 2017:

- July 31, 2013 – Rev. Daryl “Tony” Everett, Lutheran Theological Southern Seminary
- December 31, 2017 – Rev. Jann Boyd, Lutheran Theological Southern Seminary

Minutes of the Synod Council Meeting, November 18, 2019

16. Entered into an agreement with the Rev. Kenneth C. Gillikin and Epiphany Lutheran Church, Rock Hill, that Pr. Gillikin, serving as interim pastor, is eligible to be considered for a call Epiphany Lutheran Church, Rock Hill, during the time of transition, if the congregation extends a regular call as pastor. *C9.07. *2019 Model Constitution for Congregations of the Evangelical Lutheran Church in America*

Minutes of the Synod Council Meeting, November 18, 2019

17. Extended a call to interim ministry, South Carolina Synod, to the Rev. Dr. Mary W. Anderson beginning January 1, 2020, for a term of two-years, in accord with 7.41.01.c. *Constitution, Bylaws, and Continuing Resolutions of the ELCA.*

Minutes of the Synod Council Meeting, February 24, 2020

18. Extended a Call to Non-Congregational Service to The Rev. Kathleen A. Miko as Chaplain, Heritage at Lowman, Lutheran Homes of South Carolina, beginning January 1, 2020.

Minutes of the Synod Council Meeting, February 24, 2020

19. Voted to continue on-leave-from-call roster status of The Rev. Ashley Twitchell for the fifth-year family leave, in accord with 7.31.06.c., *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America.*

Minutes of the Synod Council Meeting, February 24, 2020

20. Requested that Bishop Herman Yoos meet with the Roster Committee, Evangelical Lutheran Church in America (ELCA), March 5-10, 2020, to explore the extension of a call from the Synod Council, South Carolina (SC) Synod, to the Rev. Ashley Twitchell, Development Pastor, Pelham Road Baptist Church, Greenville, South Carolina, a congregation of the Cooperative Baptist Fellowship (CBF); and to grant this roster exception based on the relationship of the enrollment of CBF seminarians enrolled for Master of Divinity degrees at Lutheran Theological Southern Seminary, Columbia, SC and other contextual collaborations between the CBF and the SC Synod, ELCA.

Minutes of the Synod Council Meeting, February 24, 2020

Bishop Herman Yoos made the request to the Roster Committee, ELCA, Conference of Bishops, March 5-10, 2020, to grant an exception for a call to be extended by the South Carolina Synod to the Rev. Ashley Twitchell. The Roster Committee declined the request to make an exception since there is no judicatory to judicatory agreement or dialogue between the Cooperative Baptist Fellowship and the ELCA.

Minutes of the Synod Council Meeting, March 30, 2020

21. Renewed the call to Interim Ministry, South Carolina Synod, to the Rev. Linda L. Anderson beginning April 15, 2020, for a term of two-years, in accord with 7.41.01.c. *Constitution, Bylaws, and Continuing Resolutions of the ELCA.*

Minutes of the Synod Council Meeting, March 30, 2020

22. Designated the beginning date of the newly elected bishop on September 1, 2020, in accord with S8.52., *Constitution, Bylaws and Continuing Resolutions, South Carolina Synod.*

Minutes of Synod Council Meeting, April 18, 2020

23. Extended a call to Mr. Joshua Robert Knutson, contingent upon his ordination, as Mission Developer and Pastor, Christ Community, North Charleston and St. Michael's, Moncks Corner beginning June 1, 2020.

Minutes of the Synod Council Meeting, May 18, 2020

24. Extended a call to the Rev. Martín Joseph López Vega as Mission Developer and Pastor, Parroquia El Mesías (Church of the Messiah), Mauldin.

Minutes of the Synod Council Meeting, May 18, 2020

25. Entered into an agreement with The Rev. Mark J. Smith and Mt. Calvary Lutheran Church, Johnston, that Pr. Smith, serving as interim pastor, is eligible to be considered for a call Mt. Calvary Lutheran Church, Johnston, during the time of transition, if the congregation extends a regular call as pastor. *C9.07. *2019 Model Constitution for Congregations of the Evangelical Lutheran Church in America*

VIII. INSTITUTIONS

1. Designated November 10, 2019 Lutheran Theological Education Sunday.

2. Designated September 13, 2020 Newberry College Sunday

3. Designated October 11, 2020 Camp Sunday, NovusWay Ministries, Inc.

4. Ratified the action of the Boards of Lutheran Services for the Aging and Lutheran Family Services in the Carolinas, on January 16, 2020, to re-elect The Rev. Pamela R. Cook to each of their respective Boards of Trustees, to a three-year term expiring September 2023.

Minutes of the Synod Council Meeting, June 25, 2020

IX. SPECIAL ORDERS

1. Conducted a Special Order on June 22, 2019, with Mr. Ted Goins, President, Lutheran Services Carolinas and Ms. Bethany Vause, Executive Director, Lutheran Services Carolina.

2. Conducted a Special Order on September 16, 2019, with the Rev. Dr. Mary Hinkle Shore, Rector and Dean, Lutheran Theological Southern Seminary, Lenoir-Rhyne University.

3. Conducted a Special Order on November 18, 2019, with Boyd W. Harris, Executive Director-CEO, NovusWay Ministries, Inc. and Deacon Mitzie Schafer, Director for Development, NovusWay Ministries, Inc.

4. Conducted a Special Order on February 24, 2020, with the Rev. Brenda Kneece, Executive Director, South Carolina Christian Action Council.

5. Invited Ms. Stephanie Burke, Regional Gift Planner for the Carolinas, ELCA Foundation, to conduct a Special Order with the Synod Council on November 16, 2020, at 2:00 p.m.

X. SYNODICALLY AUTHORIZED WORSHIPPING COMMUNITIES

Approved the following Synodically Authorized Worshiping Communities on the territory of the South Carolina Synod, Evangelical Lutheran Church in America, for the calendar year 2020:

Synodically Authorized Worshiping Communities

Columbia, *Sagrada Familia (Holy Family)*

Columbia, *New Life*

Columbia, *The Journey*

Columbia, *Family Vision*

Gaston, *Cristo Rey*

Greenville, *Nuestro Salvador (Our Saviour)*

Mauldin, *Iglesia de El Mesias (Church of the Messiah)*

[Changed *Iglesia de El Mesias* to *Parroquia El Mesias* upon call to The Rev. Martín Joseph López Vega as Mission Developer and Pastor, *Minutes of the Synod Council Meeting, May 18, 2020, page 4*]

North Charleston, *Christ Community*

Pelion, *Cristo Rey*

West Columbia, *Cristo Rey (Christ the King)*

Minutes of the Synod Council Meeting, February 24, 2020

XI. SYNOD ASSEMBLY

Additions are underscored. Deletions are ~~struck through~~ in the previous text.

1. Approved the *Minutes of the South Carolina Synod Assembly, May 30-31 and June 1, 2019*, in principle, and allow Secretary Herlong and the Rev. Virginia S. Aebischer, assistant to the bishop, to make editorial changes for publication in the *2019 Directory and Minutes of the South Carolina Synod, ELCA*.

2. Approved the following recommendation to re-schedule the 2021 South Carolina Synod Assembly: WHEREAS, the Synod Council, meeting in regular session on April 25, 2016, fixed the time and place for the South Carolina Synod Assembly, in accord with S7.11.01. to be scheduled to meet on May 16-18 (Sunday -Tuesday), 2021, at Charleston Marriott; therefore, be it

RESOLVED, to amend the motion previously adopted by striking ~~May 16-18~~ and adding June 6-8 (Sunday -Tuesday), 2021.

Minutes of the Synod Council Meeting, February 24, 2020

3. Designated the offerings received at the worship services of the 2020 South Carolina Synod Assembly to the children's playground, Cristo Rey, West Columbia using the following announcement:

The offerings received at the 2020 South Carolina Synod Assembly worship services are designated toward the children's playground at Cristo Rey, West Columbia. Cristo Rey is now baptizing 40 children, youth and adults every year. This is a tremendous ministry with our Latino brothers and sisters in Christ. The children of Cristo Rey have already raised over \$5,700 toward their playground goal of approximately \$12,000. Let's help the children of Cristo Rey make their dream come true. Your generosity is appreciated!

4. Approved, due to the COVID-19 crisis, a one-day 2020 South Carolina Synod Assembly contingency Plan B to meet on July 25 or Plan C to meet on August 15, 2020.

Minutes of the Synod Council Meeting, March 30, 2020

5. Authorized the Executive Committee to postpone the May 14-16, 2020 South Carolina Synod Assembly, due to the COVID-19 crisis, no later than Friday, April 17, 2020.

Minutes of the Synod Council Meeting, March 30, 2020

6. Voted to provide ministry display spaces at the South Carolina Synod Assembly, May 14-16, 2020 for the following Synodically sponsored Ministries, Institutions, Organizations, Synodically related ELCA Ministries and Task Forces; and authorized the Executive Committee to approve requests for Ministry Displays received after the Synod Council meeting on March 30, 2020:

Ernest Beck, Lutheran Homes of South Carolina
 Brian Cole, Commercial ProClean LLC
 Andrew Dalamba, Tithe.ly
 Jim Ellis, Southern Mutual
 Neal Fischer
 Dylan Gunnels, Lutheran Services Carolinas
 Verne Heckel, Lutheran Men In Mission
 Jerry Johnson, ELCA Mission Investment Fund
 Becky Koch, Women of the Evangelical Lutheran Church in America
 Steve Pardue, Insurance Board
 Mitzie Schafer, NovusWay Ministries, Inc.
 Catherine Schibler, Portico Benefit Services
 Rebecca Tompkins, Forest Acres Payroll LLC
 Ernest Worman, Newberry College

Minutes of the Synod Council Meeting, March 30, 2020

7. Rescinded the action of the Synod Council [SC20.03.05] approving Ministry Displays for the 2020 South Carolina Synod Assembly, in light of the COVID-19 crisis, the postponement and contingency plans approved by the Synod Council.

Minutes of the Synod Council Meeting, March 30, 2020

8. Fixed the time and place of the South Carolina Synod Assembly, in accord with S7.11.01., *Constitution, Bylaws and Continuing Resolutions, South Carolina Synod*, due to the COVID-19 crisis, on July 25, 2020 at St. Stephen's Lutheran Church, 119 North Church Street, Lexington, respectively.

Minutes of the Synod Council Meeting, April 18, 2020

9.. Voted to approve and to bless a virtual South Carolina Synod Assembly on July 25, 2020 and agree to allow the Assembly Manager to contract with Lumi Global to provide the tech platforms and support to make this assembly possible; and to request that the South Carolina Synod Council pass a Special Order to suspend Holy Communion for the service of worship at this assembly.

Minutes of the Synod Council Meeting, June 25, 2020

10. Engaged in conversations and identified resources on racial reconciliation in the meetings of the Synod Council.

XII. SYNOD COUNCIL

1. Appointed the following persons as Synod Council liaisons:

Deepening Discipleship Table: Mr. Ronald Redd, Liaison

Community Engagement Table: Mrs. Kathy Riggan, Liaison

Communication and Technology Table: Mr. Andrew Boozer, Liaison

Minutes of Synod Council Meeting, June 22, 2019.

2. Approved the following meeting dates and times of the Synod Council for 2020-2021:

September 14, 2020..... 12 Noon

November 16, 2020..... 12 Noon

February 22, 2021 12 Noon (*Monday after Ash Wednesday*)

April 12, 2021 12 Noon (*Easter Day April 4, 2021*)

June 19, 2021..... *SC Synod Assembly to be held Sunday -Tuesday, June 6-8, 2021*)

Minutes of Synod Council Meeting, June 22, 2019.

3. Accepted the resignation of Josue Rodriguez, from the Synod Council and declared his seat vacant; and appointed Jerry Strother, to fill the vacancy on Synod Council, Lay Male – Person of Color/Language other than English, until the next regular meeting of the Synod Assembly, May 14-16, 2020.

Minutes of Synod Council Meeting, September 16, 2019.

4. Rescheduled the two-day June 19-20 retreat of the Synod Council to meet one day, Saturday, June 20, 2020, 10:00 a.m. to 6:00 p.m.; and scheduled the retreat to be held at Christ Mission, Columbia.

Minutes of Synod Council Meeting, September 16, 2019.

5. Approved the sending of a letter to rostered ministers of this synod from Bishop Herman R. Yoos III, along with a model *Listening and Sharing Related to Evangelical Lutheran Church in America (ELCA) Memorial/Sanctuary Church*, written by the Rev. Dr. Tony Everett; and voted to request that congregations engage in the “listening post” model and send a summary of their conversations to the South Carolina Synod; and to read, share and summarize the conversations received in a meeting of the Synod Council; and to forward the summary of conversations to the Church Council, ELCA.

Minutes of Synod Council Meeting, September 16, 2019.

6. Called a special meeting of the Synod Council on Saturday, April 18, 2020, at 9:30 a.m. to fix the place where the 2020 South Carolina Synod Assembly will be held and to give an update on matters pertaining to the 2020 South Carolina Synod Assembly.

Minutes of the Synod Council Meeting, March 30, 2020

7. Extended the terms of Synod Council members, whose terms expire at the assembly in 2020, due to the COVID-19 crisis, until their successors are elected at the next regular meeting of the South Carolina Synod Assembly.

Minutes of Synod Council Meeting, April 18, 2020

8. Postponed the June 20, 2020, meeting of the Synod Council, due to the COVID-19 crisis, until Saturday, August 15, 2020, at a location to be announced.

9. Called a special Zoom meeting of the Synod Council, in view of the COVID-19 pandemic, on Wednesday, June 10, 2020, at 1:00 pm to review matters pertaining to the South Carolina Synod Assembly, July 25, 2020.

Minutes of Synod Council Meeting, May 18, 2020

19. Called a special meeting of the Synod Council to be held electronically, if needed, due to the COVID-19 pandemic, on Saturday, August 15, 2020, or on a day and time determined by the Executive Committee.

Minutes of the Synod Council Meeting, June 25, 2020

XIII. SYNOD OFFICE HOLIDAY SCHEDULE

Approved the following Synod Office Holiday Schedule for 2020-2021:

- January 1..... New Year's Day
- January 20..... Martin Luther King, Jr. Day
- April 9..... Good Friday (Thursday is taken to compensate for Friday being closed)
- May 25..... Memorial Day
- *May 18-19..... Post-Synod Assembly Compensation Days
- July 2..... Independence Day Observed
- September 7..... Labor Day
- November 25-26..... Thanksgiving Day (and Wednesday before to compensate for Friday being closed)
- December 22-January 1..... Christmas through New Year's Day (2021)

Minutes of Synod Council Meeting, September 16, 2019.

XIX. PROPOSED BUDGET SOUTH CAROLINA SYNOD, ELCA

***RECOMMENDATION FOR ASSEMBLY ACTION**

Recommends the following budget in the amount of \$2,589,745 for the fiscal year February 1, 2021 – January 31, 2022, for adoption by the 2020 South Carolina Synod Assembly.

Rev. W. Osborne Herlong, secretary
South Carolina Synod
Evangelical Lutheran Church in America

**South Carolina Synod, ELCA
Proposed Budget 2021-2022**

	<u>Approved Budget 2020-2021</u>	<u>Proposed Budget 2021-2022</u>
Mission Support and Other Revenue		
Congregational Support Synod-Churchwide (1)	2,400,000	2,472,645
Fees-Assembly	60,000	50,000
Fees-Youth Ministry		25,000
Subscription-SC Lutheran	15,000	13,500
Investment Income	15,000	20,000
Other Income	8,600	8,600
Total Revenue	2,498,600	2,589,745
Benevolence and Expenditures		
Mission Benevolence		
ELCA Support (1)	1,012,050	1,045,305
Joint Ministries Region 9 Support	12,046	12,000
Bishop's Discretionary Fund	1,000	3,000
Archives	6,000	6,000
ELCA Regional Gift Planner		10,000
Southern Seminary	82,000	83,000
SC Lutheran Retreat Centers	50,000	52,000
NovusWay	13,700	15,000
Newberry College	13,700	15,000
Lutheran Homes	13,700	15,000
Lutheran Services Carolinas	13,700	15,000
Totals	1,217,896	1,271,305
Programs		
Deepening Discipleship Table	275,990	279,790
Community Engagement Table	126,120	140,850
Communication/Technology Table (2)	161,800	159,600
Totals	563,910	580,240
Operating Expenses		
Salaries, Benefits and Related (3)	594,000	615,000
Operating Expenses	122,794	123,200
Totals	716,794	738,200
Total Benevolence and Expenditures	2,498,600	2,589,745

Note #1 ELCA support for 2020/21 is 43.25% of unrestricted congregational support.
ELCA support for 2021/22 is 43.5% of unrestricted congregational support.

Note #2 The 2020/21 and 2021/22 budgets for the annual assembly of \$115,000 (each year) are included in the Communication/Technology Table.

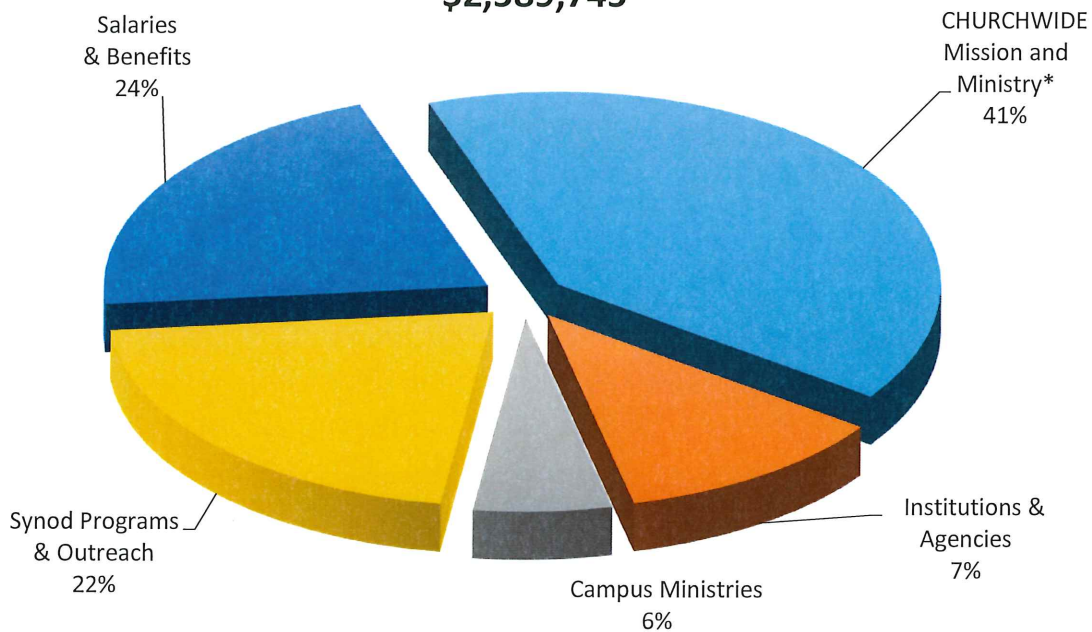
Note #3 The 2021/22 budget for salaries includes a 3% cost of living increase for the synod staff.

South Carolina Synod, ELCA 2021-2022 Proposed Budget

\$1,057,305	Churchwide Mission and Ministry
\$195,000	Institutions & Agencies
\$143,490	Campus Ministries
\$578,950	Synod Programs & Outreach
\$615,000	Salaries & Benefits

\$2,589,745	

Mission Support from Congregations to Synod and Churchwide Ministries \$2,589,745



Synod Programs & Outreach

Deepening Discipleship Table

- Rostered Leaders/Candidacy
- Youth & Young Adult
- Steward Leaders
- Evangelism
- Lifelong Faith Formation

Community Engagement Table

- Global Missions/Companion Synods
- Congregational Vitality
- Community Outreach
- Inclusiveness
- Ecumenical
- Latino

Communication & Technology Table

- South Carolina Lutheran
- Synod Assembly

Discretionary Fund

Operating Expenses

Campus Ministries

- The Citadel
- Clemson University
- Coastal Carolina
- College of Charleston
- Converse College
- Furman University
- Medical University of South Carolina
- University of South Carolina - Aiken
- University of South Carolina - Spartanburg
- University of South Carolina - Columbia
- Winthrop University
- Wofford College

Institutions & Agencies

- SC Lutheran Retreat Centers
- Lutheran Homes of SC
- NovusWay Ministries
- Newberry College
- Lutheran Theological Southern Seminary
- Lutheran Services Carolinas

*ELCA Support for 2021-2022 is 43.5% of unrestricted congregational support
FULL BULLETIN OF REPORTS PAGE 82

CONGREGATIONS OF THE SC SYNOD OF THE ELCA

9 Conferences / 3 Geographic Areas

Deepening Discipleship Table

Equipping Rostered Leaders Network

- Invitation to Service Task Force
- Candidacy Task Force
- First Call Theol. Education Task Force
- Convocation Task Force
- Compensation Guidelines Task Force
- Leadership Support Task Force
- Continuing Educ./Sabbaticals*
- Health & Wellness*
- Interim Training*
- Pre-Retirement*
- Leadership for Faithful Innovation Task Force

Equipping Steward Leaders Network

- Mission Support/Interpreters Task Force
- Shepherd Callers*
- Congregational Stewardship
- Resources/Coaching
- Ventures in Growing Stewards Task Force
- Stewardship Coaching Task Force
- Creation Care Task Force
- Planned Giving

Equipping Evangelism Leaders Network

- Everyday Evangelism Task Force
- Congr. Evang. Coaching Task Force

Equipping Youth/Young Adults Network

- Beloved Ministry Task Force
- Campus Ministry Task Force
- Youth Ministry Cabinet/Task Force
- Young Adult Ministry Task Force

Equipping Lifelong Faith Formation Network

Congregation Vitality Network

- Synod Vitality Strategies for New and Existing Congregations

Communication & Technology Table

Our Real Stories Network

Communication Assistance Network

Synod Technology Advisory Network

Task Forces (*will overlap between Networks, as needed*):

- Communication Tools Task Force
- Digital Media Task Force
- Print Media Task Force
- Physical Equipment Task Force
- Technology Training Task Force
- Web development Task Force

Community Engagement Table

Global Mission/Companion Synod Network

- Evangelical Lutheran Church of Tanzania, Southwestern Diocese (ELCT) Task Force
- Iglesia Evangelica Luterana de Colombia (IELCO) Task Force
- Japan Evangelical Lutheran Church (JELC) Task Force
- Young Adults in Global Mission (YAGM)
- Malaria Task Force

Latino Network

Community Outreach Network

- Advocacy Task Force
- Operation Inasmuch Task Force
- Poverty Task Force
- Public Education Task Force
- Gifts of Hope Task Force
- Criminal Justice Task Force
- Immigration Reform Task Force

Inclusiveness Network

Indigenous Peoples Accompaniment Network (IPAN)

Ecumenical Network

- Christian Action Council
- Fellowship of South Carolina Bishops

Hunger Relief Network

- Domestic and World Hunger Task Force

SC Women of the ELCA

SC Lutheran Church Youth

SC Lutheran Men in Mission

Office of the Bishop

Synod Council

SYNOD ASSEMBLY

Joint Ministries of Region 9
James R. Crumley Jr. Archives

Churchwide Expression of the ELCA

Institutional Boards
SC Lutheran Retreat Centers
NovusWay
Newberry College
Lutheran Homes of SC
Lutheran Services Carolinas
Lutheran Theological Southern Seminary

November 18, 2019

**SOUTH CAROLINA SYNOD
2021 COMPENSATION GUIDELINES
FOR ROSTERED MINISTERS**

*“...the Lord commanded that those who proclaim the gospel
should get their living by the gospel.” (1 Cor. 9:14)*

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(Proposed to Synod Council)
(Feb 2020)

INTRODUCTION

The South Carolina Synod compensation guidelines were studied, reviewed and updated by a Synod Council appointed Task Force at the request of the 2013 Synod Assembly. These compensation guidelines are designed to be a tool for fostering conversations between rostered ministers and congregations. This tool is intended to guide these conversations and to give insight into what is fair and reasonable for trained, approved and called ministers of our church. We recognize that for some congregations there will be a need to grow toward these compensation recommendations, and we pray that this document fosters ongoing and open communication between rostered ministers and their congregations for the purpose of fair compensation.

It may also be helpful to watch these two YouTube videos. The first gives an overview of the guidelines and the second walks through how to fill out the excel spreadsheet. Here are the links for your convenience:

SC Synod Compensation Guideline Youtube Video One – Guideline Overview:

<https://www.youtube.com/watch?v=XyLTWrymX6s>

SC Synod Compensation Guideline Youtube Video Two – Filling out an excel spreadsheet:

<https://www.youtube.com/watch?v=Gzer4nVakS8>

The ELCA and South Carolina Synod recognize two categories for Rostered Ministers. Each rostered person has been fully approved by their Candidacy Committee and called to serve in their respective ministry fields.

1. Ministers of Word and Sacrament have received theological and practical training for the ministry of Word and Sacrament that is carried out in a variety of settings in congregations and institutions of the ELCA. They have a four year Masters of Divinity degree and are ordained by the ELCA. Ministers of Word and Sacrament may also be called Pastors, which will be how they are referenced within this document.
2. Ministers of Word and Service are men and women who go through the candidacy process of the ELCA before they are ordained for public ministry. They may be called by a congregation, a synod or the churchwide expression. They serve within congregations as well as outside of congregations in schools, agencies and institutions. They strive to be witnesses to this church and the world. They represent the church in settings and positions other than the traditional role of pastor. Ministers of Word and Service may also be referred to as Deacons, which will be how they are referenced within this document.

COMPENSATION RECOMMENDATIONS

The South Carolina Synod recommends that in 2021 congregations follow the suggested salary guidelines for rostered ministers reflecting years of active service and education as indicated in the **Compensation Matrixes (Appendix A)**. Additional factors may be considered in determining the compensation for a rostered minister:

- special life or work experience, training, credentials, skills, the complexity of the ministry context;
- significant seminary education debt;
- the size of the congregation, effectiveness in meeting the challenges of ministry and in accomplishing goals jointly set by the rostered person(s);
- whether the pastor will be serving as a “solo” or “senior” pastor or as an associate pastor, and;
- the Congregational Council/Finance Committee/Mutual Ministry Team commitment to continuing education and growth in excellence in ministry, the cost of living in the area relative to other parts of the synod, provision of a parsonage for a pastor, etc.

Salaries for those being called to a new setting are set in partnership between the rostered minister, the congregation, and the synod. It is recommended that the Finance Committee, Mutual Ministry Team, and the Congregation Council work together to review salary annually and that the congregation annually make appropriate salary adjustments. After a compensation agreement is reached between the rostered minister and the congregation, the written agreement should be signed by all parties involved, filed at the church, and a copy sent to the SC Synod Office.

South Carolina cost of living averages vary largely across the state. Churches should take this into account when setting salaries. The median cost of a home in South Carolina is \$164,100. Specific cost of living information for your county/town is available at <https://www.zillow.com/sc/home-values>.

Confident that God calls rostered ministers to lead, challenge, and equip people for ministry in daily life, congregations and institutions are encouraged to utilize a Mutual Ministry Team, whose primary focus would be tending to the relationship among the people of God, including the rostered minister. In that regard, procedures may be set up to provide for an annual evaluation of mutual ministry within the congregation. **Appendix B** is provided as a suggested tool for the rostered minister(s) and the congregation to use in the evaluation process.

Taxes

The Internal Revenue Service (IRS) has determined that pastors are both employees (Income tax purposes) and self-employed (for Social Security and Medicare purposes). A congregation withholds no taxes from a pastor’s salary. He or she can elect to have Federal Taxes withheld to help cover expected total tax liabilities. For Social Security and Medicare purposes (SECA tax), a pastor is considered self-employed and pays these taxes, as well as ordinary income tax when the Federal Form 1040, is filed (the church pays no matching contribution).

Deacons are employees of a congregation and are taxed the same as any other employee.

Since the pastors are employees, the church must issue a W-2 form to each pastor and file a copy with the Social Security Administration at year end. Furthermore, each church should file a form 941 and

form 1065 (SC) each Quarter showing quarterly wages and taxes withheld. These reports include wages for pastors and deacons. A1099-Miscellaneous is no longer acceptable for a church to file for a pastor. For more information on filing forms with the IRS, please see a certified public accountant or tax consultant.

For a pastor to take advantage of all the benefits afforded to him or her, the congregation must designate the pastor's salary into parts, such as cash compensation, housing, pension, and insurance.

Housing Allowance

For Pastors, the housing allowance (at least 30% of base salary) is not subject to income taxes if the amount is actually spent on the cost of housing. The housing allowance is subject to SECA tax. It may be to the pastor's advantage to reduce her/his base salary and increase the housing allowance to cover all housing expenses, which is a legal option. The pastor is strongly urged to consult one or more tax planning guides or see a qualified Certified Public Accountant to take full advantage of this provision in the tax code. The housing allowance should be evaluated on an annual basis and the designated amount should be provided by the pastor. Setting the housing allowance to cover actual expenses incurs no additional cost to the congregation. To meet IRS requirements, the Congregation Council must specify the annual amount prior to the beginning of the calendar year in its recorded minutes.

When a parsonage is provided, it is recommended that congregations consider the following:

Furnishings Allowance. This is a negotiable allowance between the pastor and the congregation based upon the need to furnish a parsonage and to provide renter's insurance.

Equity allowance. When pastors live in a parsonage most of their career, it can be difficult to buy a house upon retirement. The equity allowance is to help a pastor accumulate a sum of money (equity) for future use in providing housing. The agreed upon dollar amount would be held for investment purposes at the pastor's discretion. Please note that money not properly sheltered is taxable income. A rate of 3% of base salary is suggested as a reasonable equity allowance.

For Deacons

The South Carolina Synod follows the ELCA's conservative financial approach that the housing allowance for Deacons is not authorized. Each situation may be different and individual congregations and Deacons should consult with a certified public accountant for their best personal options and any other tax ramifications.

Social Security Allowance

Pastors are required to compute and pay self-employment Social Security Tax. The SECA rate is 15.3% on salary and housing or, if a parsonage is provided, on salary plus the fair rental value of the parsonage. It is recommended that congregations include a Social Security Allowance. If a congregation includes a Social Security Allowance in the pastor's compensation, that must be declared as income and is taxable. Therefore, to defray the entire cost of Social Security, the allowance would be 16.459% of salary and housing.

Deacons

Federal Tax Code requires congregations to pay the employer's portion of Social Security and Medicare (7.65%) for Deacons. A congregation may choose to pay the employee's and the employer's portions

together for a total of 15.3%. If not, a congregation can include a Social Security Allowance for the employee's portion in the Deacon's compensation package, the allowance must be declared as income and is taxable. Therefore, to defray the employee's cost of Social Security and Medicare in this way, the allowance would be 8.23%.

Pension and Benefits

It is the expectation of the South Carolina Synod that all congregations provide a Pension and Benefits program for their rostered ministers. If Portico Benefit Services is used as the provider, it is recommended that the congregation provide for their rostered minister(s) at the Gold level. The cost for the ELCA Pension, Survivor Benefits, Administrative cost, Medical, Dental, and Disability Insurance is calculated as a percentage of a rostered minister's compensation. Spouses and children should be included in coverage, and that the medical, dental, and insurance benefits be outlined in the Call documents. An employed or insured spouse may waive coverage if he or she has other employer-provided group coverage but the waiver cannot be retroactive. If the rostered minister is covered by their spouse's plan or a plan other than the ELCA Portico Benefit Services, then the congregation should pay the rostered minister the amount equal to the cost of that medical, dental, and insurance plan. Please note that these alternatives can serve to save the congregation some money, but will have tax implications for the rostered minister. Rostered ministers are strongly encouraged to consult one or more tax planning guides or see a qualified Certified Public Accountant.

The ELCA Portico Benefit Services Rate Schedule A for the year 2021 is sent by the Board to congregations and all rostered ministers or you may reference it at www.porticobenefits.org.

The South Carolina Synod supports the resolution of the 1991 ELCA Churchwide Assembly encouraging all congregations and agencies to contribute to the Pension Plan at the 12% rate.

403b and Your Retirement

A 403b retirement savings plan is for employees of colleges, hospitals, school districts, and nonprofit organizations. The plan, which is similar to the 401k plan offered to many corporate employees, is funded by employees with contributions that are deducted from pretax pay.

The 403b offers three distinct advantages:

1. Your church treasurer remits the funds from your check before you receive it thus it is pre-tax. The advantage is you don't pay taxes up front and it lowers your current tax liability.
2. It builds interest tax free.
3. When you retire from service you receive your funds and pay taxes at your then current income level.

For more information on this please visit the IRS website at: <http://www.irs.gov/pub/irs-pdf/p571.pdf>.

Medical Expense Reimbursement

A congregation may elect to reimburse medical deductible and co-payment expenses or dependent care expenses (often referred to as a Flexible Spending Account). This provision could be funded by a voluntary salary reduction or provided as a benefit in lieu of salary increase. The amount reimbursed (for each type of expense, medical or dependent care) would not be subject to Income or SECA taxes up to a maximum of \$5,000 per year. The proper steps must be followed in establishing an accountable plan in keeping with the IRS codes. Consult one or more tax planning guides or see a qualified Certified

Public Accountant. The ELCA Portico Benefit Services administers such a salary deferral plan. Visit website for information. <https://myportico.porticobenefits.org/>

Sick Leave

Sick leave of up to two months with full salary, housing and benefits should be provided for the rostered minister. (The ELCA Disability Plan provides for 2/3 of defined compensation, including Social Security benefits, to be paid beginning in the third month.)

Maternity and Parenting Leave

A specific Maternity and Parenting Leave Plan should be carefully drawn up in open consultation with your rostered minister.

Maternity leave is directed towards the birth or adoption of a child. Such leave should include up to six weeks full salary, housing and benefits. The number of weeks of leave before or after the birth or adoption of a child should be negotiated and specified in advance. At least two weeks of Paternity Leave is recommended, but additional weeks may be negotiated between the rostered minister and the Congregation Council to meet the particular family's need.

Parenting leave is directed towards illness or other special needs. Such leave should include up to two weeks full salary and benefits. Any other specific conditions should be clearly defined in writing and negotiated between the rostered minister and the Congregation Council.

Vacation

The South Carolina Synod guideline regarding vacation for full-time and part-time rostered ministers is four full weeks, a total of 28 days including four Sundays.

Vacation shall normally be taken during the fiscal year in which that vacation is budgeted. With the prior approval of the congregation or congregation council, vacation time may be carried over into the following year thus allowing for an extended vacation time in that year. Without prior approval by the congregation or congregation council, unused vacation time of a previous year is lost.

Upon the ending of call or employment, compensation or provision for accrued vacation time for the present fiscal year is to be provided to the rostered minister.

Automobile Expense Reimbursement

The congregation should reimburse miles traveled in carrying out duties as a rostered minister at the rate allowed by the IRS. Check IRS guidelines (<https://www.irs.gov/newsroom/irs-issues-standard-mileage-rates-for-2020>). The rostered minister should submit a signed report each pay period or no less than monthly to the responsible financial officer of the congregation. Please note that Automobile Reimbursement may also occur through a reasonable auto allowance that is provided within the compensation package. No matter the case, you must have proper documentation.

Continuing Education

It is the expectation of the ELCA and the South Carolina Synod that every rostered minister will engage in at least 50 hours of continuing education per year. This continuing education is intended to benefit

both the rostered minister and the congregation through ongoing development of biblical/theological understanding and ministry skills.

To assist the rostered minister in meeting this expectation, \$1,100 is suggested (with expenditures verified by receipts), and two weeks (a total of 14 days including two Sundays) will be provided by the congregation for every rostered minister, accruable for up to three years.

Professional Expenses

In addition to classes, retreats, and annual Convocation, congregations may include allowances for the purchase of books or subscriptions to media resources that enable the rostered minister to keep abreast of developments in the ministerial profession. This allowance may be lumped into the Continuing Education allowance or may be divided between Continuing Education and Professional Expenses.

First Call Theological Education

Persons within their first three years in ministry are expected to commit their continuing education time and congregational continuing education allowance to, at a minimum, fulfilling the expectations of First Call Theological Education.

Day Off/Time Management

It is recommended that a full-time rostered minister take at least one full day off per week. In managing time at work and time off it might be helpful to consider each day as having three segments: morning, afternoon, and evening. Each week contains twenty-one such segments. Working fourteen or fifteen of those segments, equaling approximately 45 hours, is suggested as the norm. During the Christmas and Easter seasons, more may be required. Correspondingly, some seasons of the church year may require less. It is recommended that rostered ministers take two consecutive days off at least once a month in order to compensate for on-call time and other special events.

Severance

The SC Synod Bishop should be consulted whenever the termination of a call is being considered. In situations where a call is terminated by the rostered minister, Congregation Council, or appointing institution, without another call or other employment being in place, the congregation is encouraged to consider a severance package of three to six months. Unless covered by another employer, medical and pension benefits are to be included as well. Excluded would be any other allowances, e.g. auto, book, education.

Since the church understands itself as a Christ-centered community and not simply as a business, it is important for severance policy to reflect concern for the person.

Part-time Rostered Ministers

A part-time Call for a rostered minister in the SC Synod is generally defined as someone serving for at least 20 hours per week. Part Time Calls need to be negotiated with the Office of the Bishop. If this part-time position is generated out of what used to be a full time call, then a new letter of call should be issued. Please contact the Bishop to work with you on this new call. A part-time call should be described in writing so that within the letter of call there is clarity for the minister, the congregation, and the Bishop on how “part-time” is defined in that location. Congregations arranging for a part-time rostered minister call should understand that the minister has the right to find gainful employment

elsewhere to reach full-time earning capacity. **Therefore, congregations calling ministers to part-time hours need to plan for flexibility and realistic expectations for the time their rostered minister can serve. We recommend and expect that rostered ministers and their congregations will have open and ongoing communication related to the best ways to navigate a part-time call.**

Part-time Called rostered ministers shall receive proportionate compensation based on the work week for full-time rostered ministers. We recommend that the congregation begin their calculations using the appropriate base salary indicated in the **Appendix A** and divide by the percentage of time that the called position is requiring. When you insert the part-time base salary into the compensation worksheet, all other benefits will be calculated accordingly. Note that rostered ministers who are called to serve part-time are still granted four weeks of vacation (a total of 28 days including 4 Sundays) and two weeks (a total of 14 days) of continuing education as indicated in prior sections. Additional vacation or continuing education weeks may be negotiated in lieu of cash benefits, but please be sure to put this in writing.

If your Minister is called for part time work, and has specific occasions to work beyond the contracted agreement, you should consider the following guidelines for additional fees to cover those special occasions when you are asking her or him to work over their called time. For Example: The Pastor is ½ Time and then is asked to do additional services or visits or teaching beyond that time:

Preaching One weekend service -- \$150 or higher

Each additional weekend service--\$30

Weekday service (i.e. Wednesdays in Lent)--\$150 or higher

Visitation or other responsibility beyond the Contracted/Agreed Time \$45 per hour.

Interim Pastors

The South Carolina Synod Bishop has the discretion to appoint an Interim whenever there is a pastoral vacancy and will often work with Congregation Councils to determine who would best serve in that position. An Interim Pastor should receive a written contract indicating expectations and responsibilities which have been negotiated in advance of starting this position. Often, Interim Pastors are contracted to serve part time. Determining Compensation for your Interim Pastor should follow the same steps as we suggest for Part Time Called Pastors (See above). In some situations, Interims are contracted to serve full time and compensation would be calculated as with any other full time pastoral position according to their years of experience and what was paid to your most recent pastor. Occasionally Interim pastors can be issued a term call, but this must be done in consultation with the SC Synod Bishop and SC Synod Council.

An Interim pastor shall receive compensation comparable to the previous pastor (or what is anticipated will be provided for the next pastor). Either a parsonage or housing allowance is to be provided, as well as pension and medical benefits, if applicable, mileage reimbursement for performing congregational responsibilities at the current IRS rate (<https://www.irs.gov/newsroom/irs-issues-standard-mileage-rates-for-2020>) and reimbursement for any other ministry related costs incurred (e.g. telephone, postage, meals, etc.).

An Interim pastor serving for less than full time shall receive:

- Compensation comparable to the previous pastor (or what is anticipated will be provided for the next pastor), in proportion to the percentage of hours requested. For example: if you are asking

your Interim Pastor to work ½ time use the Guidelines for their years of experience and divide the base in half. If ¾ time is the arrangement divide the base into ¾ of Guidelines.

- Mileage reimbursement for performing congregational responsibilities at the current IRS rate (<https://www.irs.gov/newsroom/irs-issues-standard-mileage-rates-for-2020>),
- Reimbursements for congregational expenses (e.g. telephone, postage, meals, hotel, etc.), is expected as you would for any Pastoral position.
- Interim ministers who are called to serve part-time are granted four weeks of vacation (a total of 28 days including 4 Sundays) and two weeks (a total of 14 days) of continuing education the same as any other ministers under call. Additional vacation or continuing education weeks may be negotiated in lieu of cash benefits, but please be sure to put this in writing.

Note: Contracting for hourly work is for Supply Pastors, not for Interims, however if your Interim is part time and has specific occasions to work beyond the contracted agreement, you should consider the following guidelines for additional fees. For Example: The Interim is ½ Time and then is asked to do additional services or visits beyond that time:

Preaching One weekend service -- \$150 or higher

Each additional weekend service--\$30

Weekday service (i.e. Wednesdays in Lent)--\$150 or higher

Visitation or other responsibility beyond the Contracted/Agreed Time \$45 per hour.

Supply Pastors

A supply pastor is one who fills in one Sunday at a time (e.g. while the pastor is on vacation, or is Stated Supply for Sunday Worship and perhaps 1-5 hours per weeks for visits or other Pastoral Activities).

A supply pastor shall receive:

1. Preaching:

One weekend service -- \$150 or higher

Each additional weekend service--\$30

Weekday service (i.e. Wednesdays in Lent)--\$150 or higher

2. Mileage shall be reimbursed at the current IRS (<https://www.irs.gov/newsroom/irs-issues-standard-mileage-rates-for-2020>) rate per mile

3. All reasonable hotel and meal costs shall be reimbursed.

4. Visitation or other responsibility beyond the Contracted/Agreed Time \$45 per hour.

Sabbaticals

What is ‘Sabbatical’?

“Sabbatical” is a significant amount of time away from ministry responsibilities and is to be used for both professional growth and personal renewal. The intent of sabbatical is to sharpen the recipient’s skills and to refresh both the spiritual life and a sense of calling. We recommend reviewing ELCA Portico Benefit Services and ELCA websites for more sabbatical resource information.

Scriptural background:

The word “sabbatical” is rooted in the word “Sabbath.” The Sabbath is about time. When the work of creation was finished, God rested and reserved the seventh day as time to rest and reflect on the goodness of creation. In the third commandment, “Remember the Sabbath day to keep it holy,” God protects the gift of time from insatiable demands of work. The Bible also speaks of a “Sabbath” for the land to lay fallow and replenish itself. The promised “Jubilee Year” was a Sabbath for debtors to occur

every seventy years. The year of jubilee envisioned a time when all accumulated debts would be erased. In the New Testament, Jesus insisted that “the Sabbath was made for humankind and not humankind for the Sabbath.” (Mark 2:27) As the Son of Man and Lord over the Sabbath, Jesus reclaimed the Sabbath to serve human physical and spiritual needs as God the Creator intended. In so doing, Jesus set the needs for renewal and restoration above the burdensome labor of religious obligations. In these brief examples from Scripture, a picture of the Sabbath emerges. The Sabbath recognizes the physical and spiritual strain of routine toil; it also hallows the time that will be given to God for renewal.

What’s done on Sabbatical?

The time may be used for a) further academic study; b) enhancement of professional skills; c) purposeful creative expression relating to ministry; and d) purposeful travel in connection with an area of study.

Is there a need?

The sabbatical is one of the most effective ways for a rostered person and congregation to develop and maintain a long-term relationship. In that sense, both the rostered person as well as the congregation benefit from the rostered person’s sabbatical. As a particular ministry unfolds over time, the cumulative weight of sharing crises, nurturing new programs and striving to meet ever-changing demands and expectations eventually affects the rostered person’s performance and attitudes, and may lead to burn out. Many rostered persons work six days a week and are on call all the time. Over the course of a year, that equates to an additional 52 days a year or 7 ½ weeks per year as opposed to someone with a 5 day work week. With these things in mind, an effective use of properly planned sabbaticals will refresh the rostered ministers’ mind and spirit, bring new ideas and enthusiasm, and will ultimately benefit the ministry with the congregation.

What a Sabbatical isn’t?

A Sabbatical is not additional vacation. Sabbaticals, unlike vacations, assume that the congregational council and the synod play a significant role with the rostered minister in the planning, execution and evaluation in shaping the outcome. Before granting a Sabbatical, the congregational council should review and accept the rostered minister’s Sabbatical plan and a copy of the plan should be forwarded to the SC Synod Bishop. Following the Sabbatical, the rostered minister should give a written report to their Congregation Council and again a copy of this report should be forwarded to the SC Synod Bishop.

In addition, a Sabbatical is not an opportunity to do similar work (i.e. supply preaching) in a different setting, and it is not simply annual continuing education. Continuing education is taken annually and usually not for more than an accumulated one or two weeks of time. Sabbatical time is at least three months and is granted not more than once every seven years.

Eligibility and Length

1. Rostered persons shall not be eligible for a sabbatical until they have served in their present call for at least five years.
2. Recipients of sabbatical opportunities are expected to return to their existing ministries for at least a year after the sabbatical. Exceptions to this policy because of unusual circumstances must be discussed by the rostered minister with the Congregation Council and the SC Synod Bishop.
3. A typical sabbatical will be three months, not including vacation and continuing education time. It is not recommended that pastors “save” annual continuing education time for their sabbatical, but rather

use their continuing education time on an annual basis. Any exceptions are to be approved by both the Congregation Council and the SC Synod Bishop.

Goal Setting Guidelines

1. The SC Synod recommends that the sabbatical option should be included in the Letter of Call or appointment for Pastors and Deacons.
2. At least six months before the sabbatical is to begin, the applicant shall submit a written plan to the Congregation Council for study (and renewal) including its proposed dates. The proposal must be approved by both the rostered person and the Congregational Council. The proposal is then submitted to the SC Synod Bishop for comment, clarification and endorsement. Such a plan needs to include:
 - a. Filling out sabbatical forms available from the SC Synod. (see appendix B)
 - b. Providing the congregational council and SC Synod Bishop a statement of expected educational and spiritual benefits.
 - c. Written plans about how the parish duties and existing programs will be covered. Major decisions should be made prior to the sabbatical, or, if they cannot be made, they should be delayed until the rostered person has had time to become reoriented into the ministry.
 - d. A plan for re-entry into the ministry once the sabbatical is complete, since both the congregation and rostered person will have undergone changes and a loss of immediacy. A re-entry plan might include:
 1. selecting a person to keep a diary of parish happenings to share at the return;
 2. staggering committee meetings to facilitate a gradual re-entry into the ministry;
 3. renewing ties by visiting;
 4. publicly affirming the ministry done during the absence; and
 5. determining a date to give the congregation a sabbatical report.
3. Rostered ministers on sabbatical are not expected to return to their calling body for pastoral or other responsibilities that others can assume (i.e. baptisms, weddings, funerals, youth retreats, council or board meetings, etc).
4. An excellent resource for sabbatical planning is *Pastor Renewal: The Alban Guide to Sabbatical Planning*, by A. Richard Bullock and Richard J. Bruesehoff.

Costs During Sabbatical

1. During the sabbatical, the rostered minister shall remain at full salary and benefits, excluding automobile allowance.
2. The rostered minister will bear the cost of sabbatical activity. However, congregations may choose to assist in these costs by designating the current year's continuing education stipend to the sabbatical. Rostered Ministers and congregations need to check current tax laws and pension rules about pre-designating a portion of the rostered person's salary as an "education offset" during the sabbatical year.
3. Other expenses to the congregation might include the salary and related ministry expense to secure a supply that can assist with regular rostered minister responsibilities during a sabbatical leave. After mobilizing lay ministers and faithful volunteers most congregations discover that their needs require only part time coverage during a sabbatical leave. For part-time pastoral coverage refer to the Interim and Supply section of these compensation guidelines for a determination of costs. Full-time pastoral coverage will often include salary, housing and a full benefit package. In the case of sabbatical leave for deacon positions, Congregation Council/Institution should confer with the SC Bishop's office.
4. Independent Grants to support a sabbatical leave may be available and it is recommended that rostered ministers do research online to discover options.

5. If you have any questions or need clarification you are invited to contact the SC Synod Bishop or one of the Bishop's Assistants.

Evangelical Mission

The South Carolina Synod recommends that the Director of Evangelical Mission follow these guidelines as he/she establishes compensation for pastor-developer.

APPENDIX A

Suggested Base Salary Guidelines for Rostered Pastors of SC Synod

(Excel Compensation Worksheets are online at <https://scsynod.com/call-process/> and instructions are found on pg. 22.)

*Beyond 40 years of service a 2.5% (average cost of living increase over the last 30 years) or negotiated cost of living increase is recommended.

Housing Allowance is at least 30% of the base salary. **Some locations may necessitate more housing based upon market values in that area. See bold paragraph on pg. 4 for more information.

***Social Security Allowance is 16.459% of Base Salary & Housing (if paid directly to the pastor).

****These suggested guidelines may not properly address multiple rostered minister staff situations. We encourage conversations about what would be fair and just compensation for each minister.

Years of Service	Defined Compensation	=	Base Salary	+	Housing	+	SS Allowance	Total Cash Outlay = Defined Compensation + Health Coverage + Pension + Other Benefits + Mileage + Continuing Education + various other expense as laid out in the excel spreadsheet.
Entry	\$52,989	=	\$35,000	+	\$10,500	+	\$7,489	
1	\$54,314	=	\$35,875	+	\$10,763	+	\$7,676	
2	\$55,672	=	\$36,772	+	\$11,032	+	\$7,868	
3	\$57,063	=	\$37,691	+	\$11,307	+	\$8,065	
4	\$58,489	=	\$38,633	+	\$11,590	+	\$8,266	
5	\$59,952	=	\$39,599	+	\$11,880	+	\$8,473	
6	\$61,450	=	\$40,589	+	\$12,177	+	\$8,685	
7	\$62,987	=	\$41,604	+	\$12,481	+	\$8,902	
8	\$64,562	=	\$42,644	+	\$12,793	+	\$9,124	
9	\$66,175	=	\$43,710	+	\$13,113	+	\$9,352	
10	\$67,830	=	\$44,803	+	\$13,441	+	\$9,586	
11	\$69,526	=	\$45,923	+	\$13,777	+	\$9,826	
12	\$71,264	=	\$47,071	+	\$14,121	+	\$10,072	
13	\$73,046	=	\$48,248	+	\$14,474	+	\$10,323	
14	\$74,872	=	\$49,454	+	\$14,836	+	\$10,582	
15	\$76,743	=	\$50,690	+	\$15,207	+	\$10,846	
16	\$78,663	=	\$51,958	+	\$15,587	+	\$11,117	
17	\$80,629	=	\$53,257	+	\$15,977	+	\$11,395	
18	\$82,644	=	\$54,588	+	\$16,376	+	\$11,680	
19	\$84,711	=	\$55,953	+	\$16,786	+	\$11,972	
20	\$86,829	=	\$57,352	+	\$17,206	+	\$12,271	
21	\$88,999	=	\$58,785	+	\$17,636	+	\$12,578	
22	\$91,224	=	\$60,255	+	\$18,077	+	\$12,893	
23	\$93,504	=	\$61,761	+	\$18,528	+	\$13,215	
24	\$95,842	=	\$63,305	+	\$18,992	+	\$13,545	
25	\$98,238	=	\$64,888	+	\$19,466	+	\$13,884	
26	\$100,694	=	\$66,510	+	\$19,953	+	\$14,231	
27	\$103,212	=	\$68,173	+	\$20,452	+	\$14,587	
28	\$105,791	=	\$69,877	+	\$20,963	+	\$14,951	
29	\$108,436	=	\$71,624	+	\$21,487	+	\$15,325	
30	\$111,148	=	\$73,415	+	\$22,025	+	\$15,708	
31	\$113,927	=	\$75,250	+	\$22,575	+	\$16,101	
32	\$116,775	=	\$77,132	+	\$23,139	+	\$16,504	
33	\$119,694	=	\$79,060	+	\$23,718	+	\$16,916	
34	\$122,686	=	\$81,036	+	\$24,311	+	\$17,339	
35	\$125,754	=	\$83,062	+	\$24,919	+	\$17,773	
36	\$128,897	=	\$85,139	+	\$25,542	+	\$18,217	
37	\$132,120	=	\$87,267	+	\$26,180	+	\$18,672	
38	\$135,423	=	\$89,449	+	\$26,835	+	\$19,139	
39	\$138,808	=	\$91,685	+	\$27,506	+	\$19,618	
40	\$142,278	=	\$93,977	+	\$28,193	+	\$20,108	

Suggested Base Salary Guidelines for Rostered Deacons of SC Synod Masters Degree

(Excel Compensation Worksheets are online at <https://scsynod.com/call-process/> and instructions are found on pg. 24.)

*Beyond 40 years of service a 2.5% (average cost of living increase over the last 30 years) or negotiated cost of living increase is recommended.

**The South Carolina Synod follows the ELCA's conservative financial approach that the housing allowance for deacons is not authorized. Each situation may be different and individual congregations and deacons should consult with a certified public accountant.

Years of Service	Defined Compensation	=	Base Salary	+	SS Allowance
Entry	\$43,292	=	\$40,000	+	\$3,292
1	\$44,374	=	\$41,000	+	\$3,374
2	\$45,484	=	\$42,025	+	\$3,459
3	\$46,621	=	\$43,076	+	\$3,545
4	\$47,786	=	\$44,153	+	\$3,634
5	\$48,981	=	\$45,256	+	\$3,725
6	\$50,205	=	\$46,388	+	\$3,818
7	\$51,461	=	\$47,547	+	\$3,913
8	\$52,747	=	\$48,736	+	\$4,011
9	\$54,066	=	\$49,955	+	\$4,111
10	\$55,417	=	\$51,203	+	\$4,214
11	\$56,803	=	\$52,483	+	\$4,319
12	\$58,223	=	\$53,796	+	\$4,427
13	\$59,679	=	\$55,140	+	\$4,538
14	\$61,170	=	\$56,519	+	\$4,652
15	\$62,700	=	\$57,932	+	\$4,768
16	\$64,267	=	\$59,380	+	\$4,887
17	\$65,874	=	\$60,865	+	\$5,009
18	\$67,521	=	\$62,386	+	\$5,134
19	\$69,209	=	\$63,946	+	\$5,263
20	\$70,939	=	\$65,545	+	\$5,394
21	\$72,712	=	\$67,183	+	\$5,529
22	\$74,530	=	\$68,863	+	\$5,667
23	\$76,394	=	\$70,584	+	\$5,809
24	\$78,303	=	\$72,349	+	\$5,954
25	\$80,261	=	\$74,158	+	\$6,103
26	\$82,267	=	\$76,012	+	\$6,256
27	\$84,324	=	\$77,912	+	\$6,412
28	\$86,432	=	\$79,860	+	\$6,572
29	\$88,593	=	\$81,856	+	\$6,737
30	\$90,808	=	\$83,903	+	\$6,905
31	\$93,078	=	\$86,000	+	\$7,078
32	\$95,405	=	\$88,150	+	\$7,255
33	\$97,790	=	\$90,354	+	\$7,436
34	\$100,235	=	\$92,613	+	\$7,622
35	\$102,741	=	\$94,928	+	\$7,813
36	\$105,309	=	\$97,301	+	\$8,008
37	\$107,942	=	\$99,734	+	\$8,208
38	\$110,641	=	\$102,227	+	\$8,413
39	\$113,407	=	\$104,783	+	\$8,624
40	\$116,242	=	\$107,403	+	\$8,839

Total Cash
Outlay
=
Defined
Compens-
ation
+
Health
Coverage
+
Pension
+
Other
Benefits
+
Mileage
+
Continuin-
g
Education
+
various
other
expense as
laid out in
the excel
spread-
sheet.

Suggested Base Salary Guidelines for Rostered Deacons of SC Synod B.A. Degree or Equivalent

(Excel Compensation Worksheets are online at <https://scsynod.com/call-process/> and instructions are found on pg. 24.)

*Beyond 40 years of service a 2.5% (average cost of living increase over the last 30 years) or negotiated cost of living increase is recommended.

**The South Carolina Synod follows the ELCA's conservative financial approach that the housing allowance for deacons is not authorized. Each situation may be different and individual congregations and deacons should consult with a certified public accountant.

Years of Service	Defined Compensation	=	Base Salary	+	SS Allowance	Total Cash Outlay = Defined Compensation + Health Coverage + Pension + Other Benefits + Mileage + Continuing Education + various other expense as laid out in the excel spreadsheet.
Entry	\$37,881	=	\$35,000	+	\$2,881	
1	\$38,828	=	\$35,875	+	\$2,953	
2	\$39,798	=	\$36,772	+	\$3,026	
3	\$40,793	=	\$37,691	+	\$3,102	
4	\$41,813	=	\$38,633	+	\$3,180	
5	\$42,858	=	\$39,599	+	\$3,259	
6	\$43,930	=	\$40,589	+	\$3,340	
7	\$45,028	=	\$41,604	+	\$3,424	
8	\$46,154	=	\$42,644	+	\$3,510	
9	\$47,308	=	\$43,710	+	\$3,597	
10	\$48,490	=	\$44,803	+	\$3,687	
11	\$49,702	=	\$45,923	+	\$3,779	
12	\$50,945	=	\$47,071	+	\$3,874	
13	\$52,219	=	\$48,248	+	\$3,971	
14	\$53,524	=	\$49,454	+	\$4,070	
15	\$54,862	=	\$50,690	+	\$4,172	
16	\$56,234	=	\$51,958	+	\$4,276	
17	\$57,640	=	\$53,257	+	\$4,383	
18	\$59,081	=	\$54,588	+	\$4,493	
19	\$60,558	=	\$55,953	+	\$4,605	
20	\$62,072	=	\$57,352	+	\$4,720	
21	\$63,623	=	\$58,785	+	\$4,838	
22	\$65,214	=	\$60,255	+	\$4,959	
23	\$66,844	=	\$61,761	+	\$5,083	
24	\$68,515	=	\$63,305	+	\$5,210	
25	\$70,228	=	\$64,888	+	\$5,340	
26	\$71,984	=	\$66,510	+	\$5,474	
27	\$73,784	=	\$68,173	+	\$5,611	
28	\$75,628	=	\$69,877	+	\$5,751	
29	\$77,519	=	\$71,624	+	\$5,895	
30	\$79,457	=	\$73,415	+	\$6,042	
31	\$81,443	=	\$75,250	+	\$6,193	
32	\$83,479	=	\$77,131	+	\$6,348	
33	\$85,566	=	\$79,060	+	\$6,507	
34	\$87,706	=	\$81,036	+	\$6,669	
35	\$89,898	=	\$83,062	+	\$6,836	
36	\$92,146	=	\$85,139	+	\$7,007	
37	\$94,449	=	\$87,267	+	\$7,182	
38	\$96,811	=	\$89,449	+	\$7,362	
39	\$99,231	=	\$91,685	+	\$7,546	
40	\$101,712	=	\$93,977	+	\$7,734	

APPENDIX B

MUTUAL MINISTRY EVALUATION PROCESS

We recognize that effective ministry is the result of an interaction between the rostered minister and the congregation, and that it's always important to stay in touch with shared goals and expectations.

The following document is provided as a means to review the mutual ministry of the rostered minister(s) and the congregation.

The goals of the review are:

- a. To identify and affirm the accomplishments, faithfulness and competencies of the rostered minister and the congregation;
- b. To help rostered ministers sharpen personal goals and to define areas of needed or desired professional, spiritual, and personal growth; and,
- c. To help rostered ministers and laity clarify expectations of one another and to improve the effectiveness of their shared ministries.

The model constitution for congregations says: A Mutual Ministry Committee shall be appointed jointly by the President (or Vice President) and the pastor. It is recommended that this committee consist of six persons. The term of office shall be for two years, with three members to be appointed each successive year. The Mutual Ministry Committee shall oversee the evaluation process of the rostered minister(s). The Mutual Ministry Committee may be asked by the Finance Committee for guidance on compensation.

The Mutual Ministry Committee members should complete the appropriate Congregational Review form for their rostered minister(s). It is suggested that additional members of the congregation be asked to provide evaluative feedback to supplement the committee's evaluation process. A combined summary report should be formulated and shared between the Mutual Ministry Committee members and the rostered minister(s). This gathering should start and end in prayer. For example:

- Thanking God for our rostered minister(s) spiritual leadership, teaching of God's Gospel, and interfacing with our human needs,
- Stating how the congregation is "grateful for his/her _____ (giving appropriate examples such as Sunday morning sermons, leading Bible Classes, and conducting baptisms, confirmations, weddings, counseling, funerals, etc.), and
- Asking for God's guidance and direction as we reverently review this congregation's ministry of the recent past, and as we set goals for coming months/years.

After discussion and consensus is reached on the content of the summary report, it should be shared with the Congregation Council. A review process should never be conducted during the budgeting process of a congregation/ministry, nor should it be part of the process used to set church staff salaries. Reviews should be conducted at a different time of the year from budgeting processes, and then the reports may be considered as part of the material gathered to form goals and budgets for a ministry.

A helpful resource is Pastor and People: Making Mutual Ministry Work, Congregational Leader Service, Augsburg Fortress.

CONGREGATIONAL REVIEW OF PASTORAL MINISTRY

The Mutual Ministry Committee is asked to assist in the review process of our rostered minister(s). Please indicate your rating and make written comments where you have knowledge. Leave blank any categories where you don't feel you have knowledge to make a meaningful review. This information will be shared with our rostered minister(s) to help guide personal growth in ministry and continuing education.

In each category the rating system will be a scale of 1 to 5 with 1 being low and 5 being high.

PREACHING –

Circle one: 1 2 3 4 5

- a. What is the pastor doing well in this area?
- b. What does the pastor need to improve?

TEACHING –

Circle one: 1 2 3 4 5

- a. What is the pastor doing well in this area?
- b. What does the pastor need to improve?

LEADING WORSHIP –

Circle one: 1 2 3 4 5

- a. What is the pastor doing well in this area?
- b. What does the pastor need to improve?

PASTORAL CARE –

Circle one: 1 2 3 4 5

- a. What is the pastor doing well in this area?
- b. What does the pastor need to improve?

LEADERSHIP & PLANNING (ADMINISTRATION) –

Circle one: 1 2 3 4 5

- a. What is the pastor doing well in this area?
- b. What does the pastor need to improve?

COMMUNITY MINISTRY & LARGER CHURCH LEADERSHIP –

Circle one: 1 2 3 4 5

- a. What is the pastor doing well in this area?
- b. What does the pastor need to improve?

PROPHETIC MINISTRY –

Circle one: 1 2 3 4 5

- a. What is the pastor doing well in this area?
- b. What does the pastor need to improve?

PEOPLE SKILLS –

Circle one: 1 2 3 4 5

- a. What is the pastor doing well in this area?
- b. What does the pastor need to improve?

CONTINUING EDUCATION –

Circle one: 1 2 3 4 5

- a. What is the pastor doing well in this area?
- b. What does the pastor need to improve?

PERSONAL LIFE –

Circle one: 1 2 3 4 5

- a. What is the pastor doing well in this area?
- b. What does the pastor need to improve?

YOUTH MINISTRY –

Circle one: 1 2 3 4 5

- a. What is the pastor doing well in this area?
- b. What does the pastor need to improve?

WEDDINGS AND FUNERALS –

Circle one: 1 2 3 4 5

- a. What is the pastor doing well in this area?
- b. What does the pastor need to improve?

CONGREGATIONAL REVIEW OF DEACON MINISTRY
(These are suggested questions and are not all applicable to everyone.)

1. Do you feel your job is an important part of the overall ministry of the church?
2. What are some of the specific joys/successes for you in this past year?
3. Are you given enough lead time to get your work done without being hurried or stressed?
4. What has caused you frustration or great concern?
5. Do you feel you are given proper equipment and materials to do the job required of you?
6. What do you wish would improve? (Please offer specific actions that you think could bring about improvement.)
7. How do you feel the Pastoral ministry staff supplements and supports your work?
8. How do you feel congregation members supplement and support your work?
9. How do you feel the youth supplement and support your work?
10. Do you feel you are fairly and adequately compensated for the work you do? (Include salary, mileage, pension, health/dental insurance, continuing education.)
11. Are you a part of regular weekly planning (staff meetings)? Do you feel enough time is given for staff reporting and sharing with each other?
12. When deadlines are necessary, do you feel others respect and comply to enable you to get the job done?

ROSTERED MINISTER(S) MINISTRY REVIEW OF THE CONGREGATION

In each category the rating system will be a scale of 1 to 5 with 1 being low and 5 being high.

Are members willing to participate?

Circle one: 1 2 3 4 5

- a. What is the congregation doing well in this area?
- b. What does the congregation need to improve?

Is there positive interaction between members?

Circle one: 1 2 3 4 5

- a. What is the congregation doing well in this area?
- b. What does the congregation need to improve?

Is there a feeling of Christian community?

Circle one: 1 2 3 4 5

- a. What is the congregation doing well in this area?
- b. What does the congregation need to improve?

Do the members of the congregation support the work of the church in a financially responsible manner?

Circle one: 1 2 3 4 5

- a. What is the congregation doing well in this area?
- b. What does the congregation need to improve?

Does the congregation serve the needs of the community?

Circle one: 1 2 3 4 5

- a. What is the congregation doing well in this area?
- b. What does the congregation need to improve?

Is there willingness for outreach on the local level?

Circle one: 1 2 3 4 5

- a. What is the congregation doing well in this area?
- b. What does the congregation need to improve?

Is there willingness to support our ministry through the synod and the ELCA?

Circle one: 1 2 3 4 5

- a. What is the congregation doing well in this area?
- b. What does the congregation need to improve?

Is there willingness for outreach to the world?

Circle one: 1 2 3 4 5

- a. What is the congregation doing well in this area?
- b. What does the congregation need to improve?

APPENDIX C

APPLICATION FOR SABBATICAL

Name: _____

Address: _____

Cell Phone: _____ Office Phone: _____ Home Phone: _____

In existing ministry since:

Proposed period of sabbatical from: _____ to _____.

Congregation approved sabbatical

 By Call By Resolution.

Date Approved: _____

Brief preliminary explanation of proposal:

Preliminary statement of Intended Benefits:

Site of Study/Experience:

Approximate costs to the Rostered Minister:

\$ _____ Tuition & housing \$ _____ Transportation
\$ _____ Food and incidentals

Available Continuing Education funds are: _____

I am working with a local committee or council and have set the following goals:

- a. Responsibility for existing ministry (date) _____
- b. Approval of final proposal (date) _____
- c. Approval of "re-entry" plan (date) _____
- d. Date to report on sabbatical (date) _____

Pastor/Deacon

Council President

APPENDIX D

INSTRUCTIONS FOR ONLINE EXCEL COMPENSATION WORKSHEETS

(Excel Compensation Worksheets available online at <https://scsynod.com/call-process/>)

Compensation Worksheet Instructions for Rostered Pastors – Housing Allowance

The excel compensation worksheet that has been created contains equations in some of the dollar amount boxes, therefore you don't have to fill in every box. These instructions will guide you through the process and hopefully make it much easier as you try to calculate your Pastor's compensation package.

1. For the base salary number you should review the Rostered Pastors compensation matrix (**Appendix A**) and find the appropriate amount that reflects your Pastor's years of active service. When this amount is found you should manually input this number into the excel spreadsheet in box C4.
2. If your Pastor has additional education merits, skills, etc. it is appropriate to add an additional amount to the Pastors base salary in box C5.
3. The housing allowance should be equal to at least 30% of the base salary (the sum of boxes C4 & C5). When this number is determined please input it into box C6.
4. You should see additional boxes making calculations at this point. Your Social Security Allowance (composed at the rate of 16.459%), Cash Salary, and Defined Compensation have all been calculated for you, therefore you may proceed to letter K on your worksheet.
5. Letter K calculates Health and Pension plan benefits. You will see that most of the calculations have already been made, with two exceptions in boxes C 24 and C 25. Box C 25 asks for the cost value of your Pastor's healthcare benefits. To calculate this cost value you must use the Portico Benefit Services Cost Benefit Calculator found here: <https://employerlink.porticobenefits.org/Home/Resources/Calculators.aspx>
 When you click on this link (or enter it into your web browser) you will be taken to the calculators page of the Portico Benefit Services website. Choose the 2021 Cost Benefit Calculator tab. When you do this you will be taken to the next page where you must enter your Pastor's desired benefit option and your synod. After completing these questions click continue. On the next page you must first enter your Pastor's total defined compensation. The next box asks you to choose whether your Pastor is covered under ELCA Health Coverage, Medicare Coverage, or wishes to waive coverage. Next you must enter your Pastor's birthdate. You will then select whether your Pastor has a spouse and children and if so, whether or not they will be covered as well. The special circumstances tab should only be considered if you are employing a Pastor that is married to another Pastor also sponsored under ELCA Coverage and/or if you are a part of a two-point parish where each congregation pays the Pastor separately. Next everyone must enter the Retirement Contribution percentage that they will provide to their Pastor. Remember that the Synod Recommended percentage for Retirement Contributions is 12%. There is also a last box for those who choose to be provided with a House Equity Retirement Contribution. When you have completed all the appropriate boxes please hit continue. The page that opens will give you the cost breakdown of your Pastor's benefits. From this page you must take the number for Health and place it into box C 25. When you do this you will see that box C 24 has now calculated itself.
6. Any additional benefits (i.e. tax sheltered annuity, life insurance, etc.) included in your Pastor's pay package should be entered into box C 31.
7. Under the section "Expenses" you will need to enter the appropriate number values for mileage reimbursement, continuing education/professional expenses, and official meetings into the boxes to the right in the C column.

8. This should complete your calculations of the Pastor's compensation package. You may continue to the next section entitled "Other Benefits".

Compensation Worksheet Instructions for Rostered Pastors – Parsonage

The excel compensation worksheet that has been created contains equations in some of the dollar amount boxes, therefore you don't have to fill in every box. These instructions will guide you through the process and hopefully make it much easier as you try to calculate your Pastor's compensation package.

1. For the base salary number you should review the Rostered Pastors compensation matrix (**Appendix A**) and find the appropriate amount that reflects your Pastor's years of active service. When this amount is found you should manually input this number into the excel spreadsheet in box C4.
2. If your Pastor has additional education merits, skills, etc. it is appropriate to add an additional amount to the Pastors base salary in box C5.
3. The Fair Rental Value of the Parsonage is calculated in this worksheet at 30% of the base salary (Box C 6). If the FRV of the parsonage is different than the number calculated then please input the appropriate number into box C 7.
4. If your Pastor is going to receive a utilities allowance and/or a furnishings allowance, you should input the appropriate figure into its respective C column box to the right. Remember that utilities allowances and furnishings allowances paid directly to the pastor are taxable. For tax recommendations please confer with a tax guide or a qualified CPA.
5. If your Pastor will receive a Housing Equity Allowance directly then input this number into box C 14. If the Housing Equity Allowance will be received through a tax sheltered account with the ELCA or otherwise, then input this number into box C 43. Remember that if the Pastor receives this allowance directly then this is also a taxable amount.
6. You should see additional boxes making calculations at this point. Your Social Security Allowance (composed at the rate of 16.459%), Cash Salary, and Defined Compensation have all been calculated for you, therefore you may proceed to letter R on your worksheet.
7. Letter R calculates Health and Pension plan benefits. You will see that most of the calculations have already been made, with two exceptions in boxes C 35 and C 36. Box C 36 asks for the cost value of your Pastor's healthcare benefits. To calculate this cost value you must use the Portico Benefit Services Cost Benefit Calculator found here:

<https://employerlink.porticobenefits.org/Home/Resources/Calculators.aspx>

When you click on this link (or enter it into your web browser) you will be taken to the calculators page of the Portico Benefit Services website. Choose the 2021 Cost Benefit Calculator tab. When you do this you will be taken to the next page where you must enter your Pastor's desired benefit option and your synod. After completing these questions click continue. On the next page you must first enter your Pastor's total defined compensation. The next box asks you to choose whether your Pastor is covered under ELCA Health Coverage, Medicare Coverage, or wishes to waive coverage. Next you must enter your Pastor's birthdate. You will then select whether your Pastor has a spouse and children and if so, whether or not they will be covered as well. The special circumstances tab should only be considered if you are employing a Pastor that is married to another Pastor also sponsored under ELCA Coverage and/or if you are a part of a two-point parish where each congregation pays the Pastor separately. Next everyone must enter the Retirement Contribution percentage that they will provide to their Pastor.

Remember that the Synod Recommended percentage for Retirement Contributions is 12%. There is also a last box for those who choose to be provided with a House Equity Retirement Contribution. When you have completed all the appropriate boxes please hit continue. The page that opens will give you the cost breakdown of your Pastor's benefits. From this page you must take the number for Health and place it into box C 36. When you do this you will see that box C 35 has now calculated itself.

8. Any additional benefits (i.e. tax sheltered annuity, life insurance, etc.) included in your Pastor's pay package should be entered into box C 42.
9. Again, for those receiving their Housing Equity Allowance through a tax sheltered account with the ELCA or otherwise, this number should be input into box C 43.
10. Under the section "Expenses" you will need to enter the appropriate number values for mileage reimbursement, continuing education/professional expenses, and official meetings into the boxes to the right in the C column.
11. This should complete your calculations of the Pastor's compensation package. You may continue to the next section entitled "Other Benefits".

Compensation Worksheet Instructions for Rostered Deacons

The excel compensation worksheet that has been created contains equations in some of the dollar amount boxes, therefore you don't have to fill in every box. These instructions will guide you through the process and hopefully make it much easier as you try to calculate your rostered minister's compensation package.

1. For the base salary number you should review the Rostered Deacons compensation matrix (**Appendix A**) for either Bachelor's Degree and Equivalents or for Masters Degree candidates and find the appropriate amount that reflects your Deacon's years of active service. When this amount is found you should manually input this number into the excel spreadsheet in box C4. Remember that housing is reflected in the amounts found in the compensation matrix for Rostered Deacons.
2. If your Deacon has additional education merits, skills, etc. it is appropriate to add an additional amount to the Deacons base salary in box C6.
3. You should see additional boxes making calculations at this point. Your Social Security Allowance (composed at the rate of 8.23%), Cash Salary, and Defined Compensation have all been calculated for you, therefore you may proceed to letter I on your worksheet.
4. Letter I calculates Health and Pension plan benefits. You will see that most of the calculations have already been made, with two exceptions in boxes C 19 and C 20. Box C 20 asks for the cost value of your Deacon's healthcare benefits. To calculate this cost value you must use the Portico Benefit Services Cost Benefit Calculator found here: <https://employerlink.porticobenefits.org/Home/Resources/Calculators.aspx>
When you click on this link (or enter it into your web browser) you will be taken to the calculators page of the Portico Benefit Services website. Choose the 2021 Cost Benefit Calculator tab. When you do this you will be taken to the next page where you must enter your Deacon's desired benefit option and your synod. After completing these questions click continue. On the next page you must first enter your Deacon's total defined compensation. The next box asks you to choose whether your Deacon is covered under ELCA Health Coverage, Medicare Coverage, or wishes to waive coverage. Next you must enter your Deacon's birthdate. You will then select whether your Deacon has a spouse and children and if so, whether or not

they will be covered as well. The special circumstances tab should only be considered if you are employing a Deacon that is married to another Deacon also sponsored under ELCA Coverage and/or if you are a part of a two-point parish where each congregation pays the Deacon separately. Next everyone must enter the Retirement Contribution percentage that they will provide to their Deacon. Remember that the Synod Recommended percentage for Retirement Contributions is 12%. There is also a last box for those who choose to be provided with a House Equity Retirement Contribution. When you have completed all the appropriate boxes please hit continue. The page that opens will give you the cost breakdown of your Deacon's benefits. From this page you must take the number for Health and place it in box C 20. When you do this you will see that box C 19 has now calculated itself.

5. Any additional benefits (i.e. tax sheltered annuity, life insurance, etc.) included in your Deacon's pay package should be entered into box C 26.
6. Under the section "Expenses" you will need to enter the appropriate number values for mileage reimbursement, continuing education/professional expenses, and official meetings into the boxes to the right in the C column.
7. This should complete your calculations of the Deacon's compensation package. You may continue to the next section entitled "Other Benefits".

APPENDIX E

COMPENSATION WORKSHEETS IN MICROSOFT WORD

(*For the easiest means of calculating compensation, we highly recommend that congregations use the Excel Compensation Worksheet available online at <https://scsynod.com/call-process/>. However, we are providing compensation worksheets in a Word document format for those who cannot use Excel.)

2021 COMPENSATION WORKSHEET Rostered Pastor with Housing Allowance

I. COMPENSATION

- A. Base Salary (Number from Appendix A reflecting years of active service) \$ _____

- B. Additional Compensation for merit, skills, higher cost of living expenses, and/or experience \$ _____

- C. Housing Allowance (including furnishings, utility, etc., if paid directly to pastor; Synod Recommends at least 30% of base salary for housing) \$ _____*

- D. Total of A, B and C \$ _____

- E. Social Security Allowance (Line D x .16459) \$ _____
Because Pastors are considered self-employed by the IRS for Social Security computations only, the Synod Council recommends that congregations contribute total self-employed social security tax.

- F. Cash Salary (Total of lines D & E) \$ _____ (1)

II. RETIREMENT & OTHER BENEFITS (For Retirement only, the Synod Council strongly recommends 12%)

PORTICO BENEFIT SERVICES CALCULATION – Defined Compensation	
G. Annual base salary (before reductions for tax-sheltered annuities or reimbursement accounts) – Lines A & B above	\$ _____
H. Pastor’s Social Security tax allowance (if paid directly to pastor) Line E above	\$ _____
I. Housing Allowance (including any household furnishings and utilities allowances if paid directly to pastor)	\$ _____
J. Total Defined Compensation (Total of Lines G, H, & I)	\$ _____

K. ELCA Health & Pension Plan (Total of Lines K-1, K-2, K-3, K-4, and K-5) \$ _____**
Percentages and rates vary. See current rate schedule online at www.porticobenefits.org

K-1. Health Benefit*** \$ _____

K-2. Retirement (applicable rate**** x Line J) \$ _____

K-3. Disability (applicable rate**** x Line J) \$ _____

K-4. Basic Group Life (applicable rate**** x Line J)	\$ _____
K-5. Retiree Support (applicable rate**** x Line J)	\$ _____
L. Additional Benefits (i.e., tax sheltered annuity, life insurance, etc.)	\$ _____
M. Total of lines K & L	\$ _____ (2)
III. EXPENSES	
N. Transportation Mileage reimbursement (Check the IRS rate.)	\$ _____
O. Continuing Education/Professional Expenses (Synod recommended is \$1,100)	\$ _____
P. Official Meetings (includes synod assembly, etc.)	\$ _____
Q. Total of lines N, O, & P	\$ _____ (3)
TOTAL CONGREGATIONAL CASH OUTLAY (1) + (2) + (3)	\$ _____

IV. OTHER BENEFITS

Vacation _____ weeks, including _____ Sundays

Sick/Parental Leave _____ weeks

Continuing Education _____ weeks and sabbatical _____ weeks.

NOTES:

- * Housing allowance shall be approved by and recorded in congregational council minutes prior to effective date in order to be considered tax exempt by IRS.
- ** At least equal full family, dental, and insurance coverage should be provided even if the pastor utilized plans other than the ELCA (formerly Board of Pensions) Plan.
- *** Cost Value for this category can be found by using the Portico Benefit Services Benefits Costs Calculator at: <https://employerlink.porticobenefits.org/Home/Resources/Calculators.aspx>
- **** Furnished by ELCA Portico Benefit Services annually online at www.porticobenefits.org .

**2021 Compensation Worksheet
Rostered Pastor Living in Parsonage**

I. COMPENSATION

- A. Base Salary (Number from Appendix A reflecting years of active service) \$ _____
- B. Additional Compensation for merit, skills, higher cost of living expenses, etc. \$ _____
- C. Total of A and B \$ _____
- D. Fair rental value of parsonage or Line C x 30% \$ _____
- If pastor receives a utilities and/or furnishing allowance:**
- E. Utilities Allowance (Include only if the Pastor pays the utilities with a cash allowance provided by the congregation. If the congregational treasurer pays the parsonage utilities directly to utility company, no figure should be included here.) \$ _____ *
- F. Furnishings Allowance (Part of compensation for Social Security but if expended not taxable for state or federal) \$ _____
- G. Housing Equity Allowance (If paid directly to rostered person) \$ _____ **
- H. Total of C, D, E, F and G \$ _____
- I. Social Security Allowance (line H x .16459)
(Because Pastors are considered self-employed by the IRS for Social Security computations only, the Synod Council recommends that congregations contribute total self-employed social security tax.) \$ _____
- J. CASH SALARY (Total of lines H & I) \$ _____ (1)

II. RETIREMENT & OTHER BENEFITS (For Pension only, the Synod Council strongly recommends 12%)

PORTICO BENEFIT SERVICES CALCULATION – Defined Compensation		
K.	Annual base salary (before reductions for tax-sheltered annuities or reimbursement accounts) – Lines A & B above	\$ _____
L.	Pastor’s Social Security tax allowance (if paid directly to pastor) Line I above	\$ _____
M.	Total of K & L	\$ _____
For Parsonage		
N.	30% of Line M (used to determine housing when living in parsonage)	\$ _____
O.	Household furnishings and utilities allowances (if paid directly to the pastor)	\$ _____
P.	Housing Equity Allowance (if paid directly to pastor)	\$ _____
Q.	Total Defined Compensation (Total of Lines M, N, O, & P)	\$ _____

R. ELCA Health & Retirement Plan (Total of Lines R-1, R-2, R-3, R-4, & R-5) \$ _____ ***
 Percentages and rates vary. See current rate schedule online at www.porticobenefits.org

R-1. Health**** \$ _____

R-2. Retirement (Line Q x applicable rate)***** \$ _____

R-3. Disability (Line Q x applicable rate)***** \$ _____

R-4. Basic Group Life (Line Q x applicable rate)***** \$ _____

R-5. Retiree Support (Line Q x applicable rate)***** \$ _____

S. Additional Benefits (i.e., tax sheltered annuity, life insurance, etc.) \$ _____

T. Housing Equity Allowance (If tax sheltered) \$ _____ **

U. Total of lines R, S, & T \$ _____ (2)

III. EXPENSES

V. Transportation mileage reimbursement (Check with the IRS for rate.) \$ _____

W. Continuing Education/Professional Expenses (Synod recommended is \$1,100/year) \$ _____

X. Official Meetings (includes Synod Assembly, etc.) \$ _____

Y. Total of lines V, W, & X \$ _____ (3)

TOTAL CONGREGATIONAL CASH OUTLAY (1) + (2) + (3) – (D) \$ _____

IV. OTHER BENEFITS

Vacation _____ weeks, including _____ Sundays

Sick/Parental Leave _____ weeks

Continuing Education _____ weeks and sabbatical _____ weeks

NOTES:

* It is preferable for the congregation to directly pay the utilities' costs. If money is given to the pastor for covering the cost of parsonage/utilities, this amount becomes a tax liability for the pastor.

** Housing equity allowance (as a benefit) requires prior approval by and entered in congregational council minutes to be considered tax exempt by IRS. If paid directly to the rostered minister, the housing equity allowance is considered part of defined compensation and is taxable. (Housing equity allowance can be tax deferred by contribution made directly to ELCA Portico Benefit Services Optional Pension Plan or other qualified plan.)

*** At least equal full family, dental, and insurance coverage should be provided even if the pastor utilizes plans other than the ELCA Portico Benefit Services Plans.

**** Cost Value for this category can be found by using the Portico Benefit Services Benefits Costs Calculator at:

<https://employerlink.porticobenefits.org/Home/Resources/Calculators.aspx>

***** Furnished by ELCA Portico Benefit Services annually online at www.porticobenefits.org.

**2021 COMPENSATION WORKSHEET
Rostered Deacon**

I. COMPENSATION

- A. Base Salary (Number from Appendix A reflecting years of active service) (includes housing) \$ _____
- B. Additional compensation for merit, skills, higher cost of living expenses, etc. \$ _____
- C. Total of Lines A & B \$ _____ (1)
- D. Social Security Tax Allowance (line C x .0823)
(Synod Council recommends that the congregation contribute total social security tax.) \$ _____
- E. Total of Lines C & D \$ _____

II. RETIREMENT AND OTHER BENEFITS (For pension only, the Synod Council strongly recommends 12%)

PORTICO BENEFIT SERVICES CALCULATION – Defined Compensation	
F.	Annual base salary (before reductions for tax-sheltered annuities or reimbursement accounts) – Lines A & B above \$ _____
G.	Deacon’s Social Security tax allowance (if paid directly to the Deacon) (Line D above) \$ _____
H.	Total Defined Compensation (Lines F & G) \$ _____

- I. ELCA Health & Retirement Plan (Total of Lines I-1, I-2, I-3, I-4, & I-5) \$ _____ *
- Percentages and rates vary. See current rate schedule online at www.porticobenefits.org
- I-1. Health** \$ _____
- I-2. Retirement (Line H x applicable rate)*** \$ _____
- I-3. Disability (Line H x applicable rate)*** \$ _____
- I-4. Basic Group Life (Line H x applicable rate)*** \$ _____
- I-5. Retiree Support (Line H x applicable rate)*** \$ _____
- J. Additional Benefits (i.e., tax sheltered annuity, life insurance, etc.) \$ _____
- K. Total of lines I & J \$ _____ (2)

III. EXPENSES

- L. Transportation mileage reimbursement (Check the IRS rate.) \$ _____
- M. Continuing Education/Professional Expenses (Synod recommended is \$1,100/year) \$ _____
- N. Official meetings (includes Synod Assembly, etc.) \$ _____
- O. Total of lines L, M, & N \$ _____ (3)

TOTAL CONGREGATIONAL CASH OUTLAY (1) + (2) + (3) \$ _____

IV. OTHER BENEFITS

L. Vacation _____ weeks, including _____ Sundays

M. Sick/Parental Leave _____ weeks

N. Continuing Education _____ weeks and sabbatical _____ weeks

NOTE:

*At least equal full family dental and insurance coverage should be provided even if the deacon utilizes plans other than the ELCA Portico Benefit Services Plan.

** Cost Value for this category can be found by using the Portico Benefit Services Benefits Costs Calculator at:

<https://employerlink.porticobenefits.org/Home/Resources/Calculators.aspx>

*** Furnished by ELCA Portico Benefit Services annually online at www.porticobenefits.org .

**Deepening Discipleship Table
South Carolina Synod Assembly
2020**

Dear Partners in the Gospel,

Our congregational staff at St. Stephen's is taking great delight in reading and discussing together Garrison Keillor's book entitled *"Life among the Lutherans"*. It is a wonderful walk through his hometown, "Lake Wobegon" in Minnesota, which in actuality is a collection of his talks on his radio show on public radio, *A Prairie Home Companion*.

As we reflect over our year of Discipleship in our Synod together, Keillor shares some apt thoughts that can make us both blush and smile. His words have the ability to both inspire and empower us to deepen our discipleship as we share the Gospel. He writes on page 3:

"The people who occupy the pews of Lake Wobegon Lutheran on Sunday are ordinary people, doing their best to be good and walk straight in a world that seems to reward the crooked and mock the righteous. They gather together and give alms to the poor; they sing, "Lift every voice and sing till earth and heaven ring," so that tears come to your eyes; and they pray to God, "Create in me a clean heart, O God, and renew a right spirit within me. Cast me not away from thy presence, and take not thy Holy Spirit from me. Restore unto me the joy of thy salvation...". And then they go home and put on their work clothes and tend their flower beds and groom their lawns. While they do their best to love each other, they also watch each other very closely. There is gossip, on occasion. There are cold-shoulder treatments and grudges and ferocious rivalries. Despite one's best efforts, envy of the achievements of someone else's children is a tough thing to deny. So back to church they go, seeking forgiveness and grace. Church is the place where, like Robert Frost said, when you need to go there, they have to take you in. You can come back every Sunday promptly; or come on Easter and Christmas if that's what you can manage. If you wander in and find a potluck supper going on and you forgot to bring a hot dish, it's okay- Lutherans always have extra. And there always is coffee. It may not be the best coffee, but it's good enough."

Church is where we seek forgiveness and grace to be empowered to go forth into the world proclaiming the love of our Crucified and Risen Jesus the Christ. We the members of the Deepening Discipleship Table, its Networks, and Task Forces are deeply grateful for the grace lavished upon us in the Lord Jesus Christ. In faith we respond with lives of discipleship. Our table seeks to encourage Discipleship as Jesus has called us not to be admirers but disciples.

Grace be with you,

Patrick W. Riddle

Rev. Dr. Patrick W. Riddle

Convener Deeping Discipleship Table

**Communication and Technology Table
South Carolina Synod Assembly
2020**

No Report

**Community Engagement Table
South Carolina Synod Assembly
2020**

No Report

LUTHERAN SERVICES CAROLINAS
South Carolina Synod Assembly
2020

“For this is the message you heard from the beginning: We should love one another” (1 John 3:11).

Dear Friends,

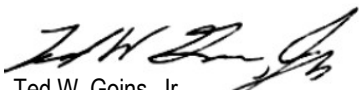
In 2019, Lutheran Services Carolinas child and family programs in South Carolina made a huge impact, thanks to the S.C. Lutheran Synod congregations and to funds raised by LSC’s *Love One Another* campaign. LSC’s Refugee and Immigrant Services program in Columbia began an exciting new program to help older refugees attain U.S. citizenship and become integrated into their communities. Another new South Carolina program, Strengthening Families, supported families by teaching them skills needed to be healthier, more cohesive family units. Several fairly new programs saw impressive growth, including Transitional Foster Care for Unaccompanied Children and Transitional Living for Young Adults, which is being featured in *Living Lutheran* magazine this spring.

In South Carolina in 2019, LSC:

- Served 53 unaccompanied children through its transitional foster care program, up from 33 in 2018;
- Participated in the Strengthening Families program, serving 29 parents/caregivers and 42 children;
- Helped 32 young adults make a successful transition from foster care to adulthood;
- Shielded 142 children through foster care;
- Assisted 207 families affected by hurricane-related disaster;
- Provided 96 individuals with intellectual and/or developmental disabilities with safe, supportive living situations;
- Welcomed 152 new refugees and served a total of 405;
- Helped four minors who are survivors of human trafficking.

With the help of 3,221 donors, 3,284 advocates, and more than 1,400 volunteers, 2,100 LSC staffers directly served more than 6,630 Carolinians and also touched the lives of tens of thousands of family members, friends, church members, neighbors, and others. Financially, 2019 was a challenging year for child and family services across the Carolinas with a net operating loss of (\$439,432) after contributions. Making some operational changes to improve the financial health of these important programs, LSC remains committed to its mission of walking together with all we serve, especially the most vulnerable.

Yours in Christ,



Ted W. Goins, Jr.
LSC President



Eric Hoyle
LSC Board Chair



LUTHERAN HOMES OF SOUTH CAROLINA, INC.

OUR MISSION:

Believing in the presence of God, the value of human life and the dignity of the individual, the mission of Lutheran Homes of South Carolina, as a ministry of the church, is to promote the well-being of older adults by providing residential, healthcare and hospice services.

- In 2019, Lutheran Homes of South Carolina provided employment for 1,240 TeamMates to fulfill our Mission caring for 2,731 residents and patients at our five continuing care retirement communities:
 - Franke at Seaside, Mt. Pleasant
 - RoseCrest, Inman
 - Heritage at Lowman, White Rock
 - Trinity on Laurens, Aiken
 - Rice Estate, Columbia
 - Lutheran Hospice
- The Heritage at Lowman and RoseCrest earned certification as a VOHRA Center of Excellence for Wound Management and received the VOHRA Centers of Excellence Wound Care Award for their superior wound management programs.
- RoseCrest and the Heritage at Lowman received Providigm's Advanced Quality Assurance & Performance Improvement Accreditation for excellence in improving quality of care and life for nursing home residents. Rice Estate received the program's basic accreditation.
- Lutheran Hospice supported 543 patients and over 1,629 family caregivers.
- BeWell Home Services caregivers provided in-home supportive services for 554 clients through its Midlands/Aiken, Lowcountry, and Upstate offices.
- BeWell@Home provided continuing care at home wellness programs for 67 members.
- During 2019, the Lutheran Homes of South Carolina Foundation:
 - received \$1,1613,341 in gifts from 1,694 donors to help subsidized the care of 41 residents, clients and hospice patients,
 - funded \$710,330 of capital improvements to enhance and expand services, and provided \$209,038 to support programs and services.

We remain most grateful for your partnership in ministry,

Donna Millar Potts, MD
 Dr. Donna Millar Potts
 Chair of the Board

Frank T. Shepke
 Frank T. Shepke
 President and CEO

**Lutheran Theological Southern Seminary
South Carolina Synod Assembly
2020**

Until this spring, the last time that we know of that the seminary experienced a disruption due to a public health scare was during a smallpox outbreak in 1913. That spring, final exams were canceled, and the students rejoiced! As I write this report, LTSS is finishing our spring semester with faculty and students connecting almost entirely through electronic means in order to limit the spread of Covid-19. One of our faculty members has encouraged us all to reflect on our present circumstances with the help of three questions. I use those questions here to organize my report.

1. What have we lost?

The empty campus has brought into focus how much of our thriving comes from simply to being together. We have lost conversations on campus, worship in the chapel, and daily interactions with coworkers.

When this academic year ends, we will also be losing the talents of three faculty members to retirement. They are the Rev. Dr. James Thomas, Associate Professor of Church and Ministry and Director of African American Ministries; the Rev. Dr. Mary Sue Dreier, Professor of Pastoral Care and Missional Leadership; and Ms. Sandy Leach, Associate Librarian and Associate Director of the Lineberger Library. We are grateful for their scholarship, their dedication to students, and their friendship. We will miss them.

2. What have we kept?

COVID-19 only makes it more obvious that the church needs leaders who are able to share the gospel in ever-changing contexts. Our alumni are a source of pride as we witness their combinations of creativity and faithfulness during this time. We have kept sight of our mission and are grateful for the work to which it commits us.

As a result of continued strong annual support and LTSS endowment support, we have been able to offer nearly 40 full tuition scholarships to ELCA candidates this year. This year saw the successful completion of the \$2 million “Open Doors” campaign in the North Carolina Synod. In addition, as I write this, we are over 90% of the way to meeting our New Life (annual) Fund goal of \$350,000 and expect to achieve that goal by May 31. Thank you for your continued support of the seminary and our students.

3. What have we gained?

We are discovering what it means to teach, form, and nurture when face-to-face time is limited. These experiments will make us more effective as we expand our online learning paths for students in the next year. In this work, we have gained tremendous help from the staff of the Center for Teaching and Learning of Lenoir-Rhyne University.

This year, we also gained a Lutheran Studies Professor. The Rev. Dr. Justin Nickel will join the faculty in August. Dr. Nickel is ordained in the ELCA and graduated with a Ph.D. in theology from Princeton Seminary in 2018. We will also be gaining a new librarian in the Lineberger Library, though the present limitations on travel have stalled that search and others at the University.

With about 60 degree-seeking students, LTSS has one of its smallest student bodies in many years. Happily, even with the complications of Covid-19, we are currently well ahead of last year in applications, acceptances, and deposits. Our new coordinator of seminary enrollment, the Rev. Jennifer Shimota, is a particular blessing gained in the last year.

* * *

I look forward to being with you at synod assemblies—whenever they happen! In the meantime, thank you for all the ways we are partners in the work of teaching, forming, and nurturing leaders for ministry.

Rev. Dr. Mary Hinkle Shore, Rector and Dean



**NovusWay Ministries
South Carolina Synod Assembly
2020**

Greetings from Camp!

During 2019, NovusWay Ministries and our four sites continued a season of change that began in 2018. This report highlights many of those. During 2019, the NovusWay board of trustees voted to accept an offer to purchase three acres of land on the Lutheridge site along airport road. For more than 15 years, NovusWay fundraising has been focused on capital campaigns for restricted building projects at all four sites. These restricted funds are not available for daily operations, including summer camp and year-round programming. Revenue from program registrations accounts for only 50% of the annual fund needed. The remaining 50% is funded through retreat rentals (25%) and generous gifts to the annual fund (25%) by individuals and congregations. More than seven years of deficits in the annual fund and deferred maintenance carry a cost that limits the ministry's ability to deliver on Lutheridge's promise and great tradition of creating space for intentional community through excellent programs for children and adults. The sale of this land:

- Opens up capital from the annual budget to be used to strengthen programs and expand our reach.
- Provides upgrades to the facilities at Lutheridge to enhance guest and camper experiences.
- Serves to pay down a large percentage of annual operating and capital debt, freeing up funds for program impact.
- Increases our endowment of which the annual distribution may be used for program operations in perpetuity.

Leadership made additional decisions to continue to strengthen the ministry's financial position and our ability to impact lives. The final pieces of a new leadership team were completed with the hiring of Deacon Chandler Carriker as Vice President for Program and Engagement in March of 2019 and Deacon Mitzie Schafer as Vice President for Development in August. We welcomed Gretchen Arnes as the new Program and Equine Director at Lutheranch. Deacon Sue Mendenhall was welcomed as a full-time Program Director for Luther Springs. Jen Bacher, recent graduate of Luther Seminary, was hired as the new Program Director for Lutherock. These mission critical staffing decisions opened the doors to improved marketing strategies, program capacity and a new emphasis on annual fund support, all of which were identified as areas for improvement.

New Things Happening

- A group of dedicated summer camp staff alumni have gathered to create an official Summer Camp Staff Alumni Network. The purpose and mission of this group is to keep summer staff alumni connected to the ministry and to each other. Learn more at novusway.org/summerstaffalumninetwork/

Registration Updates

- 2609 Summer Youth Campers in 2019 up nearly 10%
- 700 Summer Adult Campers up nearly 9%

This is in large part due to an increased emphasis on Camp Sundays. We are stronger when we partner with our congregations. NovusWay has set a goal of 400 Camp Sundays in congregations annually by 2025. If your congregation would like to participate in a Camp Sunday to encourage registration for summer camp and programs as well as financial support of the ministry visit, novusway.org/campsunday

- NovusWay gave more than \$116,000 in camper scholarships to nearly 400 children during the summer of 2019. We continue to strengthen relationships with community partners who support low income/at risk children in our communities.

Site Updates:

- Lutheridge: Pastor Tim and Pastor Mary Canniff-Kuhn retired after 25 years as Program Directors. A service was held on February 1, 2020 with nearly 500 people in attendance and more than 2000 watching live online.
- Lutherock: In July, after a significant amount of support from the community, the new Sky Park Zip Line was erected in the Saddle at Lutherock. Pastor Frank Wagner took the inaugural ride. In partnership with a major donor, 600 *Iaricobius nigrinus* beetles were recently released to eradicate the Hemlock Woolly Adelgid (HWA) threat to hemlock trees on Lutherock's 768 acre site, which contains a 518 acre conservation easement protected into perpetuity.
- Luther Springs: The iconic dock has been updated with environmentally friendly materials that will last for years to come.
- Lutheranch: Held it's first official summer camp program utilizing the property. A new Printz Athletic field was finished, a craft lodge was added and an archery range.

MINISTRY IMPACT:

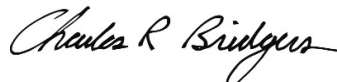
- NovusWay is proud of the high quality of our summer staff. We are also proud that 9 of our 2019 summer staff went on to serve the ELCA as Young Adults in Global Mission (YAGM).
- Our new website is full of ministry impact stories. To read more visit novusway.org/category/impact-stories and get inspired.

Our continued gratitude for all the campers, participants, congregations, donors and guests who visit our sites and support this ministry we all share.

Respectfully submitted,



Boyd W. Harris, IV
Executive Director-CEO



Charles R. Bridgers
President, Board of Trustees

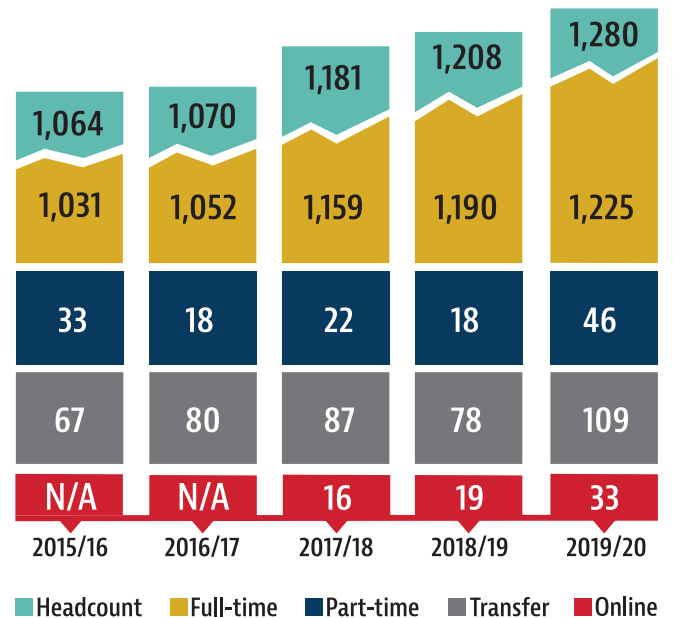
Newberry College has achieved many milestones in the past year, from additions and continuations, to accolades and innovations. Just as the Church is constantly reforming, so is the College. Every step along the way has been toward providing a more engaged, more inclusive and more affordable Lutheran liberal arts education. Thus, we are pleased to provide just a sampling of our year in review.

Record Enrollment and Student Persistence

In fall 2019, 1,280 students enrolled – 1,225 at full-time status – comprising the **largest student population** in the College’s 163-year history. Also this term, a record 109 students transferred into Newberry from other institutions, making this the fifth time in the last six years the College has broken multiple enrollment records

The enrollment milestone is attributed in large part to an unprecedented **7 percent rise in freshman-to-sophomore retention**. The College saw notable increases among Pell Grant recipients, African American males, and non-athletes. The initiative to improve student persistence has been led by Dr. Sandy Scherrens, associate dean for student success, in partnership with a small college consulting firm, Credo, and funded by a generous gift from the Kadilhen Foundation.

Enrollment & Retention



Leading in Social Mobility, Ethnic Diversity

In a new category to U.S. News & World Report rankings, Newberry took the **No. 1 spot for Social Mobility** among southern colleges. The list measures graduation rates of students who received federal Pell Grants, available to students coming from households with total annual incomes below \$50,000. Most of these funds benefit students with family incomes below \$20,000. At Newberry, graduation rates of students who received the grants are virtually identical to those of students who did not.

In an unranked list highlighting diversity, Newberry was also recognized for having **one of the most diverse student populations in the region**. An examination of enrollment data showed that the diversity of Newberry students was similar to that of the general population of South Carolina, seen as exceptional among southern institutions.

**US NEWS & WORLD REPORT
BEST COLLEGES 2019**



Synodical Gifts Support Lutheran Education

As South Carolina’s Lutheran college, we greatly appreciate the prayers and support of our church bodies, rostered leaders and individual Lutherans. As a tuition-driven institution, the generous financial support of our church family is instrumental in helping Newberry College provide a quality liberal arts education in the context of our Lutheran values.

During the 2019 fiscal year, the South Carolina Synod contributed \$35,492.32 to Newberry College. Additionally, 33 Lutheran congregations from our three supporting synod partners gave a total of \$53,634.09 in direct gifts to the College.



Called to the Common Good

Now in its fourth year, Called to the Common Good — Newberry's theological institute for high school youth — offers the chance to actively address questions about faith and society, all with a unique introduction to the college experience. The **eight-day summer program** allows high school students — grades 9-12 — to live in Newberry College's residence halls, learn from professors and undergraduate students, develop leadership skills and thoughtfully reflect on beliefs about God, self and community. The program is sponsored by the **Muller Center** at Newberry College, established in 2015 to help students connect academic learning and civic involvement.

When: July 5 - 12, 2020

Cost: \$300 enrollment fee covers lodging, materials, meals and programming. Limited scholarships available. Home congregations of accepted candidates are encouraged to provide financial assistance to help cover costs of attendance.

Apply now or nominate someone at newberry.edu/CommonGood



CALLED
TO THE COMMON GOOD

Newberry Confers First Respiratory Therapy Degrees

In May 2019, the College conferred degrees upon an inaugural class of nine graduates in the respiratory therapy online degree-completion program. The 12-month program, completed entirely online, is designed for licensed respiratory therapists seeking to earn their baccalaureate degrees and advance their careers. Newberry is one of the first colleges in South Carolina to offer a Bachelor of Science in Respiratory Therapy, and the first to confer such a degree.

The online program is one of four that Newberry offers — along with RN-to-BSN, psychology and criminal justice — and the College plans to soon add business administration and healthcare management to the online curriculum.



Front row (L to R): Erin Mosley, Mandy de Vries, Dr. Jerry Alewine, Janet Carter, Brittany Williams; Back row: Joseph Ariale Jr., Norma Pineda, Tammy Marshall. Not pictured: Kevin Berry, Elizabeth Richey.

College Singers, Chamber Orchestra Perform International Tour

In June 2019, the Newberry College Singers and the Newberry Chamber Orchestra conducted a 10-day performing and sightseeing tour of southwest Germany. The 21-member entourage resided in and around the town of Kaiserslautern, making day trips between concerts and rehearsals. The group performed two special-invitation collaboration concerts with German a capella chorus, and with friends from the local orchestra.

Sightseeing opportunities led the group to the medieval city of Heidelberg; Mainz, the home of Johannes Gutenberg; Worms, where reformer Martin Luther was excommunicated from the Roman Catholic Church; Strasbourg, France, on the German border; and Ramstein Air Force Base, to visit members of the U.S. Air Force Band of Europe.

The trip was financed in large part by contributions from local corporate and individual sponsors. The venture was the first time a Newberry College musical ensemble performed internationally in nearly 50 years.

SCALING THE SUMMIT

- CENTER FOR TEACHER EDUCATION (Major Renovation)
- NURSING BUILDING (New Construction)
- MELVIN AND DOLLIE YOUNTS ATHLETIC PERFORMANCE CENTER (Stadium Phase One)
- ATHLETIC FIELD HOUSE (Stadium Phase Two)



**South Carolina Lutheran Retreat Centers
South Carolina Synod Assembly
2020**

Remove the sandals from your feet, for the place where you stand is holy. Joshua 5:15

At the South Carolina Lutheran Retreat Centers' Board Retreat in 2019, the trustees had an earnest discussion about the dreams and visions that they had been considering for the past several years. We agreed that God is busy at work in our retreat centers, helping people grow in faith and relationship and having a glimpse into the Kingdom yet to come. Looking back over the nearly 50 years of ministry, beginning at Camp Kinard and expanding to Coastal Retreat, the board realized the magnitude of the cloud of witnesses who had come before and the opportunities for those who will be impacted by this ministry in the years to come. Through the work of the Holy Spirit, the board adopted a new mission statement: "Providing holy spaces for God to change lives."

A new mission statement and vision starting to take shape was a perfect way to begin 2019. This past year allowed us to complete the 2nd phase of the Building+RENEWING+Believing Capital Campaign. New flooring was installed at Camp Kinard and Coastal Retreat with repairs to the roofs being completed at Camp Kinard. We were able to add two key staff members with Rev. Christi Pursey as Chaplain to Camp Kinard and Spiritual Direction Coordinator and Rev. Mary M. Finklea as Community and Congregation Engagement Coordinator.

In the past year, this ministry was able to add some additional programming for adults, including a weekly book study, weekend retreats, and several week-long events. We were also delighted to finally have a labyrinth installed at Camp Kinard.

In 2019, we were blessed to serve over 6,500 people from over 200 different groups at these holy spaces. Guests at Camp Kinard and Coastal Retreat included congregations, professional groups, schools/universities, scouts, and camps for those with special needs. Over half of the groups we served were our own South Carolina Synod Lutherans! SCLRC is continually blessed to have an ecumenical outreach as we serve Roman Catholic, Episcopal, United Methodist, AME, Baptist, Presbyterian, Seventh Day Adventist, Buddhist, and Non-Denominational groups.

Sadly, we said goodbye to a few of our groups as their programs grew beyond our capacity. Additionally, we are consistently receiving more and more requests from groups which we are unable accommodate due to their requirements for lodging and meeting space.

With an eye towards the future and with a mission statement pointing the way, our Vision Team has been hard at work drafting plans for this ministry's future. They will soon be sharing our building plans at Camp Kinard which will include a new entry way, new lodging, and finally a new chapel! We hope these new additions to these holy spaces will help SCLRC reach even more people to be touched God.

We ended 2019 on a bittersweet note with the retirement of our long time director, Larry Hamrick. Larry served as Resident Director of Camp Kinard for five years and then as Resident Director of Coastal Retreat for eight years. His impact on South Carolina Lutheran Retreat Centers will always be remembered! We rejoice that Larry and Margie can enjoy retirement in the Piedmont of South Carolina and we hope to see them regularly at SCLRC events.

We invite you to visit our web page regularly and follow us on Facebook, Instagram and Twitter to keep up with these new ventures. But more than that, we invite you to Camp Kinard and Coastal Retreat to take off your sandals or shoes, feel the holy ground beneath your feet, and let God work in you!

The Rev David Coffman
Chair, Board of Trustees

Deacon Dallas J. Shealy
Executive Director

SC Women of the ELCA 2020 Annual Report

As South Carolina Women of the ELCA, we are a community of women called to discipleship in Jesus Christ. Through the power of the Holy Spirit, and as a response to God's love and grace, we act boldly on our faith as we engage in ministry and action. We strive to be God's light for those who live in darkness.

Last year our convention was held at St. Stephen's Lutheran Church in Lexington. The theme was "Grace in Community." Grace is the foundation of our Lutheran heritage, and it is in community that we seek to live out our mission and purpose. We joined the fight against human trafficking through our support of Lighthouse for Life, a non-profit organization which provides assistance to female minors who are victims of this multi-billion dollar industry. SC WELCA supported this organization by assembling 428 "Freedom Bags" that were distributed throughout our state, and we received monetary donations that totaled \$9,801.00. Additionally, during convention, we honored and remembered our military personnel. A total of 2,500 "thank you for your service" cards were delivered to our men and women in service to our country that are stationed here in South Carolina.

All nine of our conferences met this past fall, gathering in fellowship and community, learning and responding to local needs. There were over 75 congregational units represented, with 275 ladies in attendance. Women donated over \$2,500 which was distributed to Lutheran organizations such as Lutheran Disaster Response, Lutheran Retreat Centers, Lutheran Services Carolinas, and Novus Way Scholarships as well as to other organizations which support women and children.

In 2019-2020, SC WELCA supported churchwide WELCA through regular offerings of \$16,697.53. Joy Offerings sent and designated by congregational units totaled \$10,362.52 for ELCA Good Gifts. Our Honorary Life and Memorial Recognition program supports the SC WELCA Scholarship Fund for female students who attend The Lutheran Theological Southern Seminary of Lenoir-Rhyne University. Last year \$2,007.96 was sent to support this scholarship. From benevolence funds, we contributed \$2,500 to Lutheran Disaster Relief, \$500 to Katie's Fund, and \$500 to churchwide WELCA to be used where needed most.

This year our theme is "Just Love." For our local project, we will be supporting the SC Network of Children's Advocacy Centers, a non-profit organization committed to serving children who are victims of abuse, and their caregivers, through 17 centers across the state. "*Sometimes God has a Kid's Face.*" Sister Mary Rose McGeady. Congregational units will bring supplies and funds to our annual convention in June. Our global project will support Lutheran Disaster Response through monetary donations and funds we receive from a silent auction. Additionally at convention, SC WELCA will celebrate the 50th Anniversary of Women's Ordination in the Lutheran Church in the United States.

SC Women of the ELCA are very active at the congregational level. Ladies use their time and gifts in service to others in numerous ways, such as preparing and serving meals, teaching Sunday school, assisting with worship, mentoring in schools, and making quilts for Lutheran World Relief. We grow in faith through Bible study, retreats and conference meetings. Through God's grace, we will continue to use our gifts to make a difference in the church, the society, and the world. Thanks be to God!

"Let all you do be done in love." 1 Corinthians 16:14

Together in Christ,
Becky Koch, President, SC Women of the ELCA

Lutheran Men in Mission 2020 Annual Report

The theme for the year was based on Matthew 25:14-30: Being good Stewards of and using our gifts and talents according to God's Plan.

The years seem to pass by so much more quickly nowadays and this year was no exception. It has been such a rewarding year for me as I have had the opportunity to travel and meet so many new Brothers and Sisters in Christ. Coming from many varied and diverse walks of life one common factor has been the Love of Christ and the desire to see his Kingdom grow and prosper. I have been able to speak at many meetings, Conventions and other functions where I was always warmly greeted and made to feel welcome which is greatly appreciated.

My goal for the year was thoughtfully integrating current policies and procedures into the rapidly changing landscape of what our Mission looks like while staying true to our Mission Statement. While a good start to this has begun there is still a lot of work to be done. God willing, I intend to continue to work with the Executive Committee to see this process to completion. There is no doubt in my mind that this will be accomplished due to the expertise and willingness of the members of this committee.

There are many challenges still facing the SCLMM such as retention of members, attracting more and younger men to take on the work of the SCLMM and continuing to find ways to support Mission Congregations in whatever "new" shape they may appear. I can't thank the members of this Board enough for the time and effort they put forth in doing His work and the Prayerful way they do it. I will continue to be a servant of SCLMM as long as God sees fit. AMEN for Lutheran Men!

God's Peace,
Robert Epting

**Youth Ministry Cabinet & South Carolina Lutheran Church Youth (SCLCY)
South Carolina Synod Assembly
2020**

Youth ministry in the South Carolina Synod is governed by our commitment to *Ministry by, with, and for youth* and consists of two organizations that function as one ministry.

This is a year of transition for Youth Ministry in the SC Synod. Rev. Eric Wolf resigned as Assistant to the Bishop for Youth and Young Adult Ministry. Since Bishop Yoos is retiring at the end of his term, an interim position was created. Bill Newmyer is the Interim YM coordinator for the synod this year. The newly elected Bishop of the SC Synod will determine what structure is desired for Youth Ministry leadership in the synod going forward after 2019-2020.

The Youth Ministry Cabinet is made up of representatives (youth and adults) from throughout the synod and carries out the youth ministry activities for the synod.

SCLCY is an organization in the synod governed by its own constitution and led by the Executive Council. The officers for the 2019-2020 year are President Parker Welsh; Chaplain Anna Rush Shultz; two 11th and 12th Grade Representatives, Kenny Newmyer (SCLCY Vice President) & Ansley-Brooke Springer; two 9th and 10th Grade Representatives, Ava Shealy and Andrew Lindler; and two Middle School Representatives, Meaghan Springer and Ethan Miller.

The Executive Council and Cabinet are the reason why SCLCY is what it is. We come up with themes, we create new events, and we even help plan events. With the supervision of adults of course! On behalf of the South Carolina Lutheran Church Youth, we would like to thank the South Carolina Synod and all of you at this assembly for your support to help spread God's love!

Report of Events

This year for SCLCY has already been great, and we are just getting started! Our new year begins with an event called Hand in Hand, which is a service weekend during the fall. In 2019, Hand in Hand was held at Camp Kinard where we spend Saturday cleaning up the property and doing needed projects for the camp.

Our next events are our Winter Retreats, which are held at the beginning of the year. In January, we had our 9th and 10th Grade Winter Retreat. The weekend's theme was Establishing Our Foundations. We focused on where our Faith comes from and how to build upon it. Our next event was the 11th and 12th Grade Winter Retreat, which was in February. The theme for this retreat was Continuing Faith. We discussed our Baptismal promises confirmed at Confirmation and how they relate to life after high school. Our Middle School Retreat is in April and the theme is Creating Connections. Spring into Action, a service weekend that is held in March, will happen in March just north of Greenville and we'll be working at a local Girl Scout camp helping clean up and maintain their property. Finally, we'll close out the school year with our annual state Convention in May at Newberry College (the same weekend as our synod assembly!)

LCY Convention is our business event where we elect new officers and vote on any new business. This is our only event where 7th grade students to recently graduated students are welcome to attend. Every year we have a special guest, and this year we have invited Alatheia from East Tennessee. We have a weekend full of amazing material that helps us connect with God, make memories to remember forever, and tons of fun!

To wrap up the LCY calendar we have two Love Projects during the summer, Camp HUGG (2 weeks this summer) and Bridge Building Camp, which are week long camps. Camp HUGG is a day camp for special needs students. We spend time with them and have fun to make them feel loved, and they enjoy being with other high school students who care for them in a special way. The next camp is Bridge Building, where high school students hang out with older men and women and try to bridge the gap between generations. We really wish everyone could participate in these camps, because they are both life changing!

The events that have already occurred this year were amazing, and we are thrilled for what's in store for the events throughout the year! Thank you again for your support!

Finally, just a personal note to say thank you to everyone who has supported SCLCY and me throughout this year of transition. SCLCY and myself are super excited to begin working with the new bishop and continuing the awesome programs sponsored by the SC synod.

Prepared by the Interim Youth Ministry Coordinator, Bill Newmyer.



**Director of Communications
South Carolina Synod Assembly
2020**

I've recently completed my fifth year as Director of Communications for this synod. I am blessed to work with colleagues who are both deeply spiritual and highly skilled. The volume and quality of work that they accomplish are amazing. Thank you to the Bishop, Council, and members of South Carolina Synod who continue to support the development of a top-tier, modern communication system.

The South Carolina Lutheran has continued to grow in the number of contributors from congregations across the state through our Synod Communicators program. Currently, more than one-third (sixty-two) congregations have taken advantage of this partnership. These are wonderful people telling the stories of work happening "outside the walls" of their congregations. Our goal is to have one Synod Communicator from each congregation. I am grateful for the contributions by our Conference Reporters who share stories from congregations in their conference. If you haven't had a subscription to *The South Carolina Lutheran* for a while, please do consider renewing or subscribing.

This year the synod's website had to be updated. The infrastructure of the website was approaching four full years of data which was slowing and slowly breaking the site. Even though the transition had to be rushed and take place soon than expected, our website continues to grow in use. Updates to the website have made it easier to use, especially on mobile devices.

Social media has also been a place of growth for us. We've almost tripled our Facebook page likes since I started here. Thank you. Our Twitter account is showing consistent growth. We've slowly introduced our Instagram and Pinterest accounts. If you are on social media and not already following our accounts, please consider joining us as we share news and information there promptly.

This year has blessed me in some new ways. Working to strengthen our Synod Communicators program, I participated in the ELCA Mission Interpreter Coordinators Conference in Pittsburgh and learn more about how I could apply my communication skills to Congregational Vitality at a conference in Baltimore. I am looking forward to working more closely with The Rev. Rick Carter and the Congregational Vitality Team in the year ahead.

Our investment in equipment is helping us to create more videos than ever before. Projects we have worked on are supporting the *Abundancia Appeal*, helping to increase the understanding of the synod's compensation guidelines, and so much more. YouTube continues to be a valuable tool in our communications plan. We had over 250 people from around the state watch at least some part of the Synod Assembly. That is roughly half of those who were in the meeting space. That number should grow substantially with this year's Bishop's election.

We've also made it easier than ever to involve more members across the state to actively participate in meetings through the use of online meeting software call Zoom, a video conferencing system. In a recent month, the system was used for twenty meetings. We also continue to work through our technology replacement plan to ensure the staff has the tools they need to do their work and serve the synod.

If you are on *The South Carolina Lutheran eNews* list, thank you. If you find any of our publications helpful, please share them. Have you ever asked the question "what exactly is the synod doing?" If so, and you have yet to sign up for the eNews list, I would urge you to do so through our website or visiting <http://scsynod.us/scsynodenewssignup>.

Respectfully submitted,
Neal F. Fischer
Director of Communications



**Director for Evangelical Mission Report
South Carolina Synod Assembly
2020**

“The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ...”

Ephesians 4:11-12

Grace and peace to you in the name of our Lord and Savior Jesus the Christ!

The last few years, when preparing this report, I have taken the liberty of sharing what had been accomplished over the last fiscal year in the area of new mission starts and congregational vitality. However, I believe this year is the time and season to speak to the ministry opportunities that lie ahead for all congregations of the South Carolina Synod. Over the past four years your churchwide office and synod office have listened to you, as rostered and lay leadership, about the need to be better equipped for ministry in the 21st century.

In 2019 the first cohort was created through the Domestic Mission Unit of the Churchwide office to aid synods in developing Congregational Vitality strategies to strengthen our congregations in ministry. Realizing that ministry is contextual, the cohort, under the leadership of Dr. Dave Daubert and Richard Jorgensen, are supporting participating synods in creating vitality strategies that are unique to their area and most importantly faithful to our Lord Jesus through the lens of our Lutheran identity. From the training we have created a strong Congregational Vitality Network of rostered and lay leadership with a passion for seeing all congregations become fruitful and vital ministries of Word and Sacrament. In addition, MakeAWay.Church, a Holy Innovation Project, is now underway providing resources, i.e., learning communities, processes like Farming Church or Leadership for Faithful Innovation, book reviews, etc. The hope is to create a website where rostered and lay leaders can not only search but share their resources so that we as God’s church can be vibrant communities of Jesus that deepen relationships with God, one another and the world.

Our strategy does not exclude New Starts in ministry. The Synod continues to be a leader in New Starts throughout the ELCA. I believe we have become more focused on making certain that due diligence is exercised in funding and supporting starts. Greater emphasis has been placed on finding the right leaders and making certain that there are multiple partners to support the ministry thereby giving the best opportunity for success. To learn more about our current New Starts, visit scsynod.com.

Lastly, I wish to give thanks to the many persons and congregations who continue to support the valuable ministry of Congregational Vitality. Your Mission Support does make a difference!

Peace,

Reverend Richard T. Carter
Director for Evangelical Mission
South Carolina Lutheran Synod

**Director for Stewardship
South Carolina Synod Assembly
2020**

God calls us in Holy Baptism to be disciples. Everyone who goes to the font is called to discipleship. One of the ways we live out our discipleship is stewardship. Stewardship is about all the ways we live out belonging to God. "The goal of our Stewardship ministry is to help God's people grow in their relationship with Jesus through the use of the time, talents, and finances God has entrusted to them (*us*)."

(Ask, Thank, Tell by Charles R. Lane, page 11)

Stewardship Education for Congregations

South Carolina (SC) Synod stewardship strategies focus on stewardship education, annual response, year-round planning, mission interpretation, missional spending plan and encouraging individuals and families to participate in planned giving. Here are a few of the resources available:

Rediscover Macedonia theme materials for education, response and living the mission were launched as a website in July 2012, and are available to all congregations at no cost at www.elca.org/macedonia

Stewards of God's Love is a tool produced by the Evangelical Lutheran Church in America for doing year-round stewardship ministry in your congregation. Copies of this resource are available at <http://resources.elca.org> or online at www.ELCA.org/growingstewards.

Generosity365 provides the *Giving* magazine, a resource from the Ecumenical Stewardship Center, is available to every congregation online at www.stewardshipresources.org.

Embracing Stewardship: How to put stewardship at the heart of your congregation's life by Charles R. Lane and Grace Duddy Pomroy, published in 2016, can be ordered at embracingstewardship.com.

**Lutheran Theological Southern Seminary
Region 9 Council for Stewardship Education**

A Stewardship Symposium titled, *Messing with the Power of Mammon*, featured Bishop Craig Satterlee, North/West Lower Michigan Synod of the ELCA, at the Lutheran Theological Southern Seminary (LTSS) on January 31, 2020. The symposium focused on *Preaching and Stewardship; Proclaiming God's Invitation to Grow*. The symposium was sponsored by the Lutheran Theological Southern Seminary/Region 9 Evangelical Lutheran Church in America Council for Stewardship Education and the Speakers and Events Committee, the Rev. Dr. James Thomas, Chair. While the symposium is a public event, the symposium also gives seminary students an opportunity for personal growth and learnings in the practical applications of stewardship in congregations. There were 82 persons participating in the event including sixteen seminarians. There were fifteen congregations from the South Carolina Synod with rostered ministers or lay persons in attendance. Video links of Bishop Satterlee's presentation are available on the SC Synod Website.

A Senior Class Symposium was held at LTSS on March 6-7, 2020, offering seminarians first call orientation, an opportunity to learn about the benefits available from Portico Benefit Services and to hear about the Mission Investment Fund Stewardship Resources. There were thirteen seniors and spouses participating in the event.

A First Call Theological Education (FCTE) Stewardship Gathering (held every three-years) is scheduled to be held at Lutheridge, Arden, NC on February 8-10, 2021. The event will include include rostered ministers, bishops, and leaders from the six synods in Region 9 ELCA. The gathering will be an opportunity for personal growth and learnings in the practical applications of stewardship in congregations.

Networking Congregations for Growing Stewards

Ventures in Growing Stewards, is offered in clusters of four to six congregations. *Ventures in Growing Stewards* involves pastors and lay persons in a series of four workshops over a one-year period. It includes study of biblical and theological foundations, year-round stewardship, annual response and development of a missional spending plan (narrative budget).

Mission Interpretation

A synod video titled *Stories of God's Abundance* was developed in 2019. Using the scripture verse "I came that they may have life and have it abundantly" (John 10:10) the video focuses on stories from Lutheran Campus Ministry, Candidacy Committee, Latino Ministry, Companion Synod relationship with the Japan Evangelical Lutheran Church, Farming Church, Leadership for Faithful Innovation, Stewardship for All Seasons, and Gift Planning and the ELCA Foundation. A synod video along with a Congregation Council devotion was sent to every congregation inviting a conversation on Mission Support. Each congregation was asked to consider 10% of Regular Giving by Members or Increase of 10% over last year's Mission Support submitted. This is an annual plan to engage congregations in a Mission Support "ask" that is biblically based, attainable, relational, and based on being the church together.

Shepherd Callers

Shepherd Callers are a group of persons in the synod who make telephone calls to key congregational leaders to establish caring connections and to deepen relationships. The callers invite the lay chairs of congregations to use the synod video and devotions.

Expand Ways of Giving In Congregations: Moving toward Stewardship in the Digital Age

Walking together with congregations to move into stewardship in the digital age, an Electronic Giving Pilot Project is scheduled to begin in 2021 with ten congregations and [tithe.ly](#), a preferred vendor of the Evangelical Lutheran Church in America. The synod will pay the cost of the [Tithe.ly](#) fees and transactions for a one-year period.

A [Tithe.ly](#) representative will conduct a Congregation Workshop May 16, for voting members at the 2020 South Carolina Synod Assembly titled, *Powerful Digital Church Tools of 2020 for Modern Day Worship*:

The more effectively you can engage with your congregation, the bigger an impact your ministry is going to have. Join Andrew Dalamba from ELCA preferred vendor [Tithe.ly](#) to learn about the most powerful digital tools your congregation can leverage in 2020. Find out how other ELCA congregations are increasing their giving, improving their online presence, freeing up more time for admins, and boosting member engagement, without needing to be a tech expert.

New Consecration Sunday

New Consecration Sunday offers congregations an effective financial response method to build a culture of generosity. "This approach to financing the operational ministries of a congregation teaches stewardship from a spiritual perspective. Directed toward raising the level of stewardship rather than toward raising the church budget, *New Consecration Sunday* (NCS) focuses on the question, "What is God calling me to do?" rather than on the question, "What does the church need in order to pay its bills?", *New Consecration Sunday*, Program Book, by Herb Miller. Congregations participating in NCS in 2019-2020 included: Ebenezer, Columbia; Christus Victor, Columbia; St. John, Lexington; Faith Batesburg; and St. Philip, Myrtle Beach. The SC Synod provides financial support to congregations who use a Guest Leader and incorporate a catered Celebration Luncheon.

Planned Giving - ELCA Foundation

The Synod Council is in partnership with the Evangelical Lutheran Church in America (ELCA) Foundation to provide a Regional Gift Planner for the Carolinas, Stephanie Burke, to strengthen the financial health of our congregations and the synod.

Synod Communicators

Congregation Councils of the SC Synod are invited to appoint a Synod Communicator to share stories of God's mission in two directions. First, the communicator is asked to share the stories of God's mission in the South Carolina Synod and the Churchwide Organization in the congregation. Second, the communicator is asked to share stories of how the congregation is reaching out with the love of Christ in the community. Neal Fischer, Director of Communications, receives the stories submitted by communicators and publishes the stories in the *South Carolina Lutheran* or *Enews*.

Stewardship for All Seasons

The new look in the South Carolina Synod is *Stewardship is Stewardship for All Seasons* (SAS). A cluster of congregations in the Coastal and Amelia Conferences participated in a pilot project in partnership with the South Carolina Synod introducing *SAS: Guiding Congregations into Year-round Stewardship Development*. The congregations in covenant with the synod included: St. Matthew, Charleston; St. Luke, Summerville; Lutheran Church of the Redeemer, Charleston; St. Peter, Pawley's Island; All Saints, Mt. Pleasant and St. John, Beaufort. The Rev. Mike Ward, Partner, Grondlund Sayther Brunkow, is the leader. The synod provides a portion of the cost for the congregations covenanting to share 10% of their increase with the synod through Mission Support. SAS is a Growing in God's Mission Appeal Initiative.

Fruit of the Spirit Plates and Mission Support Visits

A Gratitude Luncheon hosted by Bishop Herman Yoos was held at the 2018 South Carolina (SC) Synod Assembly. Voting members from congregations in the top 10% of giving to Mission Support were in attendance. Members of the Synod Council are in the process of visiting fifty congregations to express thanks from the SC Synod for Mission Support. A "Fruit of the Spirit" plate will be given to each congregation. Believing that all the Fruit of the Spirit are important, each one is etched around the circumference of the plate: *love, joy, peace, patience, kindness, generosity, faithfulness, gentleness and self-control* (Galatians 5:22). On the back of the plate is the inscription: *With joy and thanksgiving for our partnership in the SC Synod and the ELCA*. The "Fruit of the Spirit" plates were crafted by Marquerite Palmer, Founder and Director of the Newberry Arts Center. The visits began in September 2018 and continue into 2020.

Lutherans Restoring Creation

A Lutherans Restoring Creation Retreat, *Communion with Creation*, was held on November 15-17, 2019 at the Coastal Retreat Center, Charleston. The *Caring for Creation Task Force* invited college and university students, Rostered Ministers, and lay persons. The task force was awarded \$1,000 from the SC Synod Mission Endowment Fund. The Rev. Kris Litman-Koon, Pastor, All Saints, Mt. Pleasant, serves as convener for the Task Force and as coordinator for the retreat.

Lifeline Fund

Through a “scaling” grant from the Lilly Endowment, Inc., awarded to the North Carolina Synod, synods in Region 9 are invited to participate in *Faith + Finance + Freedom* initiative. This is a part of the *National Initiative to Address Economic Challenges Facing Pastoral Leaders*. The SC Synod entered into this partnership in June 2019, appointed a distribution team and agreed to collaborate by raising matching funds. Grants to Rostered Ministers for education debt relief, and grants to congregations for stewardship education are now available. See the SC Synod Website for an application form.

Thank You

First, we give thanks for those with whom we share faith in Jesus Christ. Second, we give thanks to God for your 2019 Mission Support. Mission Support is the portion of your regular giving by members that your congregation shares with your synod and churchwide ministries. God is making a difference in the lives of people through your Mission Support dollars.

I am available to congregations to assist in equipping steward leaders in year-round stewardship, conducting an annual response, developing a missional spending plan or meet with pastors to share the best stewardship practices and principles.

For additional stewardship resources, go to the South Carolina Synod website, www.scsynod.com. Select *Deepening Discipleship Table* and choose *Stewardship*.

Rev. W. Osborne Herlong Jr., Director for Stewardship
South Carolina Synod of the Evangelical Lutheran Church in America ovherlong@aol.com

**ELCA Region 9 Manager for Candidacy and Leadership
Annual Report
2020**

As the ELCA's Region 9 Manager for Candidacy and Leadership, I travel throughout the Southeastern section of the ELCA, working with colleagues and candidates in the Virginia, North Carolina, South Carolina, Southeastern, Florida-Bahamas, and Caribbean Synods. I attend synods' Candidacy Committee meetings three times per year, where I offer best practices for candidacy interviews and committee work in addition to bringing updates about the state of candidacy in the ELCA. I also participate in the panels that mark the Entrance, Endorsement, and Approval stages of the Candidacy process, and I meet with students and teach candidacy workshops at Lutheran Theological Southern Seminary. Other areas in which I work include the Joint Ministries of Region 9 Council, the Region 9 Archives board, First Call Theological Education, Synod Assemblies, and discernment of vocation workshops. Wherever I go, I am looking for people who are listening for God's call and want help hearing that call and acting on it. Recently, I also have been named the ELCA Director for Ministries of Chaplaincy, Pastoral Counseling, and Clinical Education. In this position I facilitate the ELCA's Ecclesiastical Endorsement for chaplains who wish to become board certified.

One highlight of this year is that Lutheran Theological Southern Seminary, under the leadership of the Rev. Dr. Mary Hinkle Shore, hosted two Candidacy Summits, one in July 2019 and one in January 2020. (A third one is scheduled for Fall 2020.) The purpose of these summits is to foster closer relationships and healthy partnerships among all those involved in Candidacy: the seminary, synods, field education and internship congregations, and the Domestic Mission unit of the churchwide organization, through the Region 9 Candidacy and Leadership Manager. Among the results of the summits have been increased communication among these partners and more cooperation. We are working to integrate better the various dimensions of candidacy so that each part reinforces and enhances the work of the others. We are looking to see what works well in the candidacy process and what could work better so that candidates receive the formation and education they need and so that the process is as seamless as possible.

Another highlight is that most of the synods in Region 9 are seeing increases in the number of candidates preparing for Word and Sacrament or Word and Service ministry. The Church needs all these faithful, creative, joyful leaders—and more. All of us have a vital role to play in raising up candidates for ministry. You and I can encourage others to explore what God is calling them to do now. Identify people in your congregation who have leadership gifts, those who can teach or who testify to their faith or who help others or who shine with the light of God. Tell them how much you appreciate what they are doing in your congregation or in the world. Then ask them, "Have you ever thought about going to seminary?" Or say, "I think you'd make a great deacon." Help them connect with the synod and seminary. That's what people in my congregation and my workplace did for me—and you can do the same for others. In this way we help the church continue to spread the Gospel.

I continue to find joy in my vocation and in helping others prepare for the ministries to which God is calling them. Thank you for your partnership and support.

Ruth

The Rev. Dr. Ruth E. Hamilton
Candidacy and Leadership Manager for ELCA Region 9
Director for Ministries of Chaplaincy, Pastoral Care, and Clinical Education

James R. Crumley Jr. Archives South Carolina Synod Assembly 2020

Administration

Personnel

The Archives employs four part-time workers: Shannon Smith, director and archivist; Trudy Bouknight, office manager; Ellen Triplett, archivist aid; Ashley Ragland, junior archivist.

New and Ongoing Projects

“Lutheran Church Visitor”

The “Lutheran Church Visitor” has been digitized from microfilm. We are working with the University South Carolina’s (UofSC) “Historical Newspapers of South Carolina” project to index this material so that the newspaper can be placed online.¹

“Historic Lutheran Theological Southern Seminary Exhibit”

The Crumley Archives is in the process of scanning seminary records to UofSC for a forthcoming online exhibit dedicated to seminary’s history.

Cataloging Old and Rare Books

This project, documented in last year’s report, has been completed. An inventory of this collection can be found at <https://www.crumleyarchives.org/finding-aids> with the rest of our finding aids.

Development

Grants

In February 2019, the ELCA awarded us a grant of \$3,000 to support the “Historic Lutheran Theological Southern Seminary Exhibit”.

Annual Fundraiser/Banquet

This year’s banquet will be held on April 17th at Lenoir-Rhyne University, Hickory. Honorees include the Rev. Don and Brenta Poole, the NC Synod, and Lutheridge-Novus Way.

Networking, Outreach, and Scholarship

Other Archives

The Crumley Archives continues to visit and consult with church and academic archives throughout Region-9.

Patronage

We continue to receive weekly requests regarding church histories, records, genealogies, and Lutheran heritage. Most requests are made *via* our website, though phone calls are not unusual.

Memberships

The Crumley Archives belongs to two archival organizations in South Carolina: PALMCOP (Palmetto Archives, Libraries, Museums, Council on Preservation) and SCAA (South Carolina Archival Association). We’ve also maintained our membership with the Lutheran Historical Conference.

Web Presence

We have uploaded a complete inventory to our website, which documents every collection we have in the Archives. This tool allows patrons to check if we have a collection on-site. Online collections are being added to our website.

“Archival Survey”

We thank Ellen Triplett for her stellar job editing and redesigning the “Archival Survey”. Our next issue will circulate mid-April 2020.

Fundraising campaigns

December 2020 marked our third annual direct mailing campaign.

In Memoriam

In January 2020, our long time treasurer, Karen Sumner, passed unexpectedly. Karen will be remembered for her devotion to the mission of the Crumley Archives, her fastidious care of our financial records, and her advocacy of Lutheran history.

Respectfully submitted,

Shannon L. Smith

¹ <http://historicnewspapers.sc.edu/>

**Inclusiveness Network (INET)
South Carolina Synod Assembly
2020**

The mission of the Inclusiveness Network (INET) of the SC Synod is to actively invite and welcome all persons regardless of race or culture as God's children into the communion of sharing the grace and love of Jesus Christ in all congregations. Therefore, INET has continued the support of events regarding unity and diversity which have become a vital part of the Synod's outreach and reconciliation efforts.

Whereas in the past, INET has funded racial diversity workshops and movie showings, we are planning to implement other means of creating continued conversations and discussions on racial reconciliation. INET continues to serve as the task force for the *Selma* movie showings, which have and are still being conducted periodically throughout the state. In September 2019, INET sponsored a *Montgomery to Selma Pilgrimage*. This was an overnight bus trip of 52 persons of racial and gender diversity, both clergy and lay members from various faith traditions. It was an uplifting and worthwhile experience.

In 2019 INET contributed to a grant proposal requested by Christ the King Lutheran Church in Columbia. This grant would enable the congregation's partnership with neighboring congregations; to implement a community ministry of healing outreach events geared toward youth in a low-income neighborhood (i.e. picnics, Student Behavior Celebrations, End of Term Christmas Luncheon, musicals and other meals).

Contributions were made to Christ Mission Lutheran Church in Columbia, at its request for funds to support an after-school program provided by a newly formed 501c3, Sankofa Institute. Again, in a low-income neighborhood of Northpoint, this program would provide a safe place for youth to have a hot meal, homework assistance and tutoring.

In addition, INET contributed funds to a Latino Lutheran ministry, Nuestro Salvador in Greenville, toward its participation in a Pride March and Festival. INET has been supportive of the LGBTQ community in past events.

Toward the latter half of 2019, INET has added a newly formed group under its umbrella; the Indigenous Peoples Accompaniment Network (IPAN), as a means of establishing and maintaining a mutually respectful relationship between aboriginal and non-aboriginal peoples. This network was formed and is chaired by retired Lutheran pastor, Rev. Greg Moore, of Providence Lutheran Church in Lexington. This is a valid up and coming addition to INET, of which I have been in participation.

Over the past couple of years, INET has had no expenses for Synod Assembly events. Neither has there been a need for training expenses for INET members. Thus, in the future, our major goal will be the continuance of funding in the form of grants to congregations, in their efforts of crossing various barriers of diversity.

Humbly submitted by,
Jackie Utley, Chair
Inclusiveness Network (INET)

Founded in 1933, and beginning its work for unity and human justice in 1950, the South Carolina Christian Action Council Inc. is 13 Protestant and Catholic, Black and White, denominations, congregations, and individuals living with intentionality as a visible witness to the oneness for which our Lord Jesus Christ prayed. This is the summary report of 2019.

Unity actions included:

- SCCAC annual meeting: *“Justice: More than Just Talk.”* Preacher: Bishop Robert Guglielmone, Roman Catholic Diocese of Charleston. McClain Lecture: Dr. Amenti Sujai, Allen University. Host: St. Peter’s AME Church, Walterboro, SC.
- Supporting Interfaith Partners of South Carolina (IPSC).
- Participating in worship services and events of member denominations and congregations. Serving on panels, preaching as invited, leading small group sessions on advocacy and social issue topics as invited by individuals, congregations, and other organizations.

Pursuing Racial Justice included:

- Publishing on webpage resources for worship leaders for SCCAC Racial Justice Sunday, June 16, 2019. Resources included a Commentary on the selected scriptures written by the Rev. Dr. James Thomas, Faculty, Lutheran Theological Southern Seminary of Lenoir Rhyne; sermons by Presiding AME Elder, Rosalyn Coleman and former CBF Coordinator, the Rev. Dr. Marion Aldridge; and other items.
- A grant from Trinity Lutheran Church Foundation, Greenville, funded the following: 1) SCCAC Board read and discussed JUST MERCY by Bryan Stevenson. SCCAC Racial Justice Workgroup read discussed WHO LYNCHED WILLIE EARLE: PREACHING TO CONFRONT RACISM by Will Willimon. Discussions were hosted at St. John Neumann Catholic Church, Columbia; and Shoney’s in Summerville. Mt. Herman Lutheran Church, West Columbia, hosted a seminar “Clergy and Congregations Confronting Racism featuring Dr. Will Willimon, hosted by. Also, the development of worship and study resources for SCCAC Racial Justice Sunday, June 14, 2020
- Continued support for the call for a full State investigation of the Orangeburg Massacre.

Public Policy Advocacy included:

- Reducing Gun Violence. Advocacy for closing the Charleston loophole by requiring completed background checks, banning assault-type weapons and high capacity ammunition magazines, and encouraging education on gun safety.
- A grant from the Center for Responsible Lending funded work on a national level for more strict rules and legislation regulating Pay Day and also predatory lending in South Carolina.
- Full and equitable funding of Public Education. Including increasing teacher pay.
- Additional issues: Death Penalty, Medicaid Work Requirement, Raising Minimum Wage, Johnson Amendment, Refugees and Asylum Seekers, Immigration, and more.

Member Bodies. African Methodist Episcopal, Alliance of Baptist, Baptist Educational and Missionary Baptist Convention SC, Christian Church (Disciples of Christ), Christian Methodist Episcopal, Cooperative Baptist Fellowship, Episcopal Church, Evangelical Lutheran Church in America, Presbyterian Church (U.S.A.), Religious Society of Friends, Roman Catholic Church, United Church of Christ, United Methodist Church.

Administration. In addition to prayer support, hundreds of volunteer hours, and facility usage for Board and workgroup meetings, financial support for this year’s ministries was provided by Member Bodies (66%), Individuals (21%), Congregations (1%), Grantors (6%), and SCCAC events (5%). We are deeply grateful for the opportunity to serve our members and our state through your generous support.

Staff Trudy Bouknight, Administrative Assistant (September 2014), sccouncil@sccouncil.net
Rev. Brenda Lynn Kneece, Executive Minister (December 1999), bkneece@sccouncil.net.

So You Can Embrace Every Day

We are a church that takes care of each other. Portico Benefit Services is proud to continue a 200+ year Lutheran legacy of caring for those who serve, from pastors and their families to staff at social ministry organizations. As the ELCA's benefit ministry, seeing the diverse needs of our national church community drives us to innovate: to control health care costs and increase total well-being, to help plan members retire with confidence, to advocate on behalf of church organizations, and to serve more people well.

At Portico, we're inspired daily by those who commit to a life of service, and we're grateful to walk alongside our plan members — providing benefits designed to help you embrace every day.



The Rev. Jeff Thiemann
President & CEO

Church Benefits Making a Difference

65%

Members Preparing for the Future*

by making their own pretax retirement contributions during 2019 in addition to the contributions from their sponsoring organization.

10,648

Pounds Lost*

by ELCA-Primary health plan members since 2018, when we added a chronic condition management program by Omada® to help reduce the risk of type 2 diabetes and heart disease.

1,728

New Members Welcomed

to Portico's benefit plans in 2019 when we added three ELCA social ministry organizations.

3

Pro-Church Bills

enacted into federal law in 2019 thanks to Portico working alongside other denominations to advocate for legislation favorable to church benefit plans.

605

Members Made the Leap

into retirement in 2019. Over 80% of ELCA retirees report feeling financially prepared for this next chapter of their lives. Well done!

65%

Members Being Proactive

with their health by using ELCA-Primary preventive services in 2019.

70%

Members With Diabetes See Improvement

in their ability to manage their condition due to participation in our Livongo® Diabetes Management program.

1,297

Additional Students

attending schools in low-income Midwestern communities thanks in part to a social purpose fund investment.

96%

Users Satisfied*

or very satisfied with their experience on Portico's member and employer websites.

The Reverend Ronald G. Smith, Sr., age 77, died on July 6, 2019.

He was preceded in death by his parents Estle and Ivory Smith; and his wife Helen Duncan Smith. He is survived by his sons Glenn, Mark, Stephen, and Eric Smith along with his sister Linda Profitt. Reverend Smith has eight surviving grandchildren: Skylar, Dallas, Ashton, Zacharey, Victoria, Alex, Derek, and Summer.

Reverend Smith was born on June 29, 1942. A Tennessee native, he graduated from Lenoir-Rhyne University (Hickory, North Carolina) and went on to earn a Masters of Divinity at Lutheran Theological Southern Seminary (Columbia, South Carolina).

Reverend Ronald Smith dedicated his life and ministry to his family and the places he served as pastor: St. Andrews Lutheran Church (Plains, Georgia), Christ Lutheran Church (Cullman, Alabama), Gloria Dei Lutheran Church (Knoxville, Tennessee), Christ The King Lutheran Church (Dalton, Georgia), Holy Trinity Lutheran Church (Springfield, Georgia), Memorial Lutheran Church (Nashville, Tennessee), and Bethany Lutheran Church (Newberry, South Carolina).

A funeral was held in July, 2019 at Holy Trinity Lutheran Church.



The Reverend Dr. Eldridge Armand Shealy, age 91, died on September 5, 2019.

He was preceded in death by his parents Rev. Dr. and Mrs. J. A. Shealy, his wife Julia Ganell Shealy, and his brother Marvin Shealy. He is survived by his son Dr. Keith Douglas Shealy and daughter Diane Shealy Senn. Also surviving are grandchildren Preston and Mims Shealy, Bryan Senn, Lindsay Canniff-Kuhn, and great-grandchildren Witten and Landry. He is also survived by his brother Otho Shealy and sisters Miriam Logan and Rebecca Watson.

Reverend Shealy was born on June 8, 1928 in Virginia. He graduated from Newberry College (Newberry, South Carolina) and went on to get a Masters of Divinity at Lutheran Theological Southern Seminary (Columbia, South Carolina). He received a Doctorate of Divinity from Newberry College (Newberry, South Carolina).

Reverend Shealy served his community throughout his life through involvement in many leadership roles, including student body president at seminary, chair person of the construction of Lutheran Retreat Center at the Isle of Palms, conference dean, and Executive Council member of the South Carolina Synod of the ELCA.

Reverend Shealy served as pastor of St. Timothy's Lutheran Church (Camden, South Carolina), Holy Trinity Lutheran Church (North Augusta, South Carolina), Orangeburg Lutheran Church (Orangeburg, South Carolina), St. John's Lutheran Church (Charleston, South Carolina), and Mt. Horeb Lutheran Church (Chapin, South Carolina).

In his retirement years, he served as interim pastor of Mt. Hebron Lutheran Church (Leesville, South Carolina), Bethel Lutheran Church (White Rock, South Carolina), Mt. Calvary Lutheran Church (Johnston, South Carolina), Mt. Pilgrim Lutheran Church (Prosperity, South Carolina), and Augsburg Lutheran Church (Union, South Carolina)

A funeral was held on September 8, 2019 at Bethel Lutheran Church, White Rock, South Carolina.



The Reverend Carl Ritchie, age 87, died on October 23, 2019.

He was preceded in death by his parents Hubert E. Ritchie and Eloise McKenzie Ritchie, his son Luther Hubert Ritchie, and his two sisters and a brother.

Reverend Ritchie is survived by his wife of 64 years Mary Frances Brown Ritchie. Also surviving are his three daughters Mary Woods, Deborah Fox, and Martha Mountain. His legacy includes six grandchildren, Erin, Josh, Bryan, Shaun, Matthew, and Chelsea, a step-grandchild, Diana, and five great-grandchildren, Sean, Andrew, JB, Payton, and JR.

Reverend Ritchie was born in North Carolina on March 28, 1932. He attended Lenoir Rhyne University (Hickory, North Carolina) and the Lutheran Theological Southern Seminary (Columbia, South Carolina).

Reverend Ritchie served as pastor of Mount Calvary Lutheran Church (Claremont North Carolina), Lutheran Church of Our Father (Greensboro, North Carolina), St. John's Lutheran Church (Jacksonville, Florida), Christ the King Lutheran Church (Temple Terrace, Florida), First Lutheran Church (Lexington, North Carolina), St. Michael Lutheran Church (High Point, North Carolina), and he served as interim pastor and mission developer at A Mighty Fortress Lutheran Church (Summerville, South Carolina).

Reverend Ritchie was a diligent, witty, and faithful disciple of Christ.

A funeral was held on October 28, 2019 at St. Luke's Lutheran Church, Summerville, South Carolina



Diane Marie Aull, age 60, died on October 28, 2019
Daughter of the Reverend Dr. James and Mrs. Ginny Aull

Diane was preceded in death by her brother James and her sister Virginia Ruth. In addition to her parents, Diane is survived by her husband Paul Barton and son Daniel.

Diane was born in Columbia, South Carolina on July 10, 1959. She was a cum laude graduate from Newberry College (Newberry, South Carolina). Diane most recently worked as a Web Master for Acroprint Time Recorder Company in Raleigh, North Carolina.

A funeral was held on November 20, 2019 at the New Life Chapel at the Heritage at Lowman, White Rock, South Carolina.



**James Powers Blalock III, age 57, died on November 16, 2019.
Son of The Reverend James and Mrs. Ida Blalock.**

James was born on February 7, 1962 in Jamestown, Tennessee.

He is survived by his wife Connie, his daughters Jaime and Alicia, his brothers Robert, Timothy, and Christopher, and his parents.



The Reverend Jerry Lane Trantham, age 63, died on January 16, 2020.

He was preceded in death by his wife, Diane. He is survived by his parents Lane and Betty Trantham, his sons Jared and Joel Trantham, his granddaughter Violet Diane Trantham, and brothers Charles and Tommy Trantham. He is also survived by his fiancée Jeanette Hornsby along with many nieces and nephews.

Reverend Trantham was born July 10, 1956. In his younger years he was a Baptist pastor in Payneville, Kentucky. He served as vicar of Reformation Lutheran Church. Between leading congregations, he served as a forensic chemist and expert witness with the South Carolina State Law Enforcement Division (SLED). He served as pastor of Colony Lutheran Church (Newberry, South Carolina). Reverend Trantham was a unique individual who lived a life shaped by science and faith in God.

A memorial service was held on February 1, 2020 at Colony Lutheran Church in Newberry, South Carolina.



The Reverend Dr. Dennis Lee Setzer Jr., age 75, died on February 4, 2020.

He was preceded in death by his parents Dennis Lee Setzer, Sr. and Mabel Robinson Setzer. He was also preceded in death by his brother Curtis Setzer. Reverend Setzer is survived by his wife Jean Miller Setzer, and four sons, Dennis III, Kirk, Trevor, and John Setzer. He is also survived by his sisters Kaye Bach and Freida Cooper. His legacy includes thirteen grandchildren and one great grandchild.

Reverend Setzer was born on August 23, 1944 in Lincolnton, North Carolina. Reverend Setzer earned the rank of Eagle Scout and was a member of Civitan.

Reverend Setzer served as pastor at St. Paul Lutheran Church (Burlington, North Carolina), Grace Lutheran Church (Bessemer City, North Carolina), Zion Lutheran Church (Hickory, North Carolina), Cross of Christ Lutheran Church (Concord, North Carolina), The Church of the Resurrection-Lutheran (Rocky Mount, North Carolina) and St. Philip Lutheran Church (Myrtle Beach, South Carolina).

A memorial service was held on February 8, 2020 at St. Paul's Lutheran Church in Hardin, North Carolina



Mary Worth Burton Robertson, age 79, of Columbia, died February 12, 2020.

She was preceded in death by her parents Mildred Hardin Burton and George Robert Burton Jr. and her husband Austin F. Robertson, Jr.

Ms. Robertson is survived by her children James Burton Chesnutt, Elizabeth Marshall Chesnutt, and Catherine Rogers Chesnutt. Also survived by her granddaughter Katharine Logan Chesnutt and her brother George Robert Burton III and his family.

Ms. Robertson was born in Talladega, Alabama on May 18, 1940. She received her Bachelors of Science in Chemistry from the University of Alabama and Masters of Science degree in Statistics from the University of Georgia. For 27 years she worked faithfully at Midlands Technical College as an instructor and then as an administrator.

A memorial service was held on February 19th, 2020 at Good Shepherd Lutheran Church, Columbia, South Carolina.



The Reverend John L. Satterwhite, age 95, died on March 9, 2020.

He was preceded in death by his parents John and Thelma Stterwhite, his brother Reginald and his sister Barbara. He is survived by his wife Willette, sons David and Mark, and daughter Laura Hodge. Reverend Satterwhite is also survived by four grandchildren, Camden, Foster, Elizabeth, and Ann.

Reverend Satterwhite was born on June 10th, 1924 in Virginia. He went on to study at the University of South Carolina (Columbia, South Carolina), Newberry College (Newberry, South Carolina), and Lutheran Theological Southern Seminary (Columbia, South Carolina). He served in the European Theater in World War II and at the Nuremburg trials in Germany following the war.

Reverend Satterwhite served as pastor of St. John's Lutheran Church (Beaufort, South Carolina), St. Johannes Lutheran Church (Charleston, South Carolina), St. Matthew's Lutheran Church (Columbus, Georgia), and Our Saviour Lutheran Church (West Columbia, South Carolina). Reverend Satterwhite had a love of gardening, a love of ministry, and a servant's heart for God's people.

A memorial service was held on March 14, 2020 at Bethel Lutheran Church White Rock, South Carolina.



Robert William Isenhower, Jr., 71, died on March 12, 2020
Husband of The Reverend Lisa Wells Isenhower

Robert is survived by his wife of 39 years the Reverend Lisa Wells Isenhower and his sons Dr. Robert Isenhower, III and Reverend Andrew Isenhower. He is also survived by his sister Carolyn I. Quackenboss, Aunt Doris Kaylor, Uncle Fred Isenhower, and numerous cousins. His legacy includes his grandchildren James and Amelia Isenhower.

Born in Conover, North Carolina on October 31, 1948, he was the son of the late Robert William Isenhower, Sr. and Maxine Kaylor Isenhower.

Robert graduated from the University of North Carolina-Chapel Hill with a Master's Degree in Guidance and Counseling. He spent most of his career in adult education, first at Catawba Valley Community College in Hickory, North Carolina and then at Spartanburg Community College, South Carolina. He began his career as a Student Activities Coordinator, but filled many roles during his years there. This included his role as the Associate Dean of Academic Affairs, Director of Transitional Studies, and Vice President of Planning and Development. After a brief time teaching math at Paul M. Dorman High School, he became Director of Institutional Effectiveness and Institutional Research at Spartanburg Methodist College.

Robert was a devoted member of Faith Evangelical Lutheran Church (Batesburg-Leesville, South Carolina) where he sang in the choir and taught and attended Sunday School. He was also active in the South Carolina Synod history project. Robert loved and cared for his family and had a great mind for trivia.

A funeral was held on Monday, March 16, 2020 at Faith Evangelical Lutheran Church, Batesburg-Leesville, South Carolina.



The Reverend Harold Gilbert Skinner, age 92, died on May 8, 2020.

He was preceded in death by his parents Edgar and Lillian Skinner, his sister Ellen Rogers, and two brothers, Edgar D. Skinner and Clarence G. Skinner.

He is survived by his wife of 66 years, Nancy Foil Skinner, his daughter, Elizabeth Skinner, and two sons: David and Mark Skinner. Also survived by a nephew and three nieces.

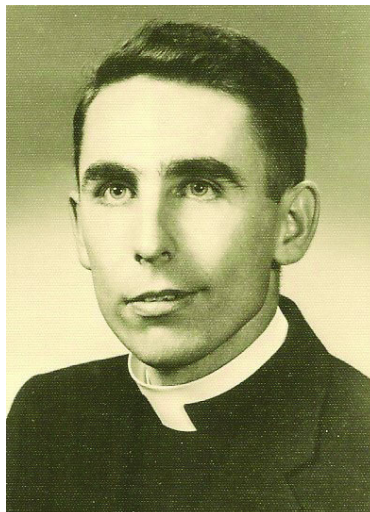
He was born on December 20, 1927. He earned his Eagle Scout award and his pilot's license before graduating as valedictorian of Rocky Mount High School in 1946. After serving in the U.S. Army Air Force, he attended and graduated from Lenoir-Rhyne College (Hickory, North Carolina).

Reverend Skinner received his Masters of Divinity degree from Chicago Lutheran Theological Seminary and was ordained as a Lutheran pastor in 1956 by the North Carolina Synod. He served his Internship in Albuquerque, New Mexico and then served as a Mission Developer in Cheyenne, Wyoming at Christ Lutheran Church. He was pastor of Trinity Lutheran Church in Cañon City, Colorado and was the first manager of Rainbow Trail Lutheran Camp in Hillside, Colorado.

Reverend Skinner served as pastor of St. Michael Lutheran Church (Greenville, South Carolina), Wittenberg Lutheran Church and Director of Karl W. Kinard Conference Center (Leesville, South Carolina), and St. John's Lutheran Church (Cherryville, North Carolina). He served two terms on the South Carolina Synod Executive Committee and two terms on the North Carolina Synod Council. He was a delegate to two National Church Conventions and served as District Dean in the South Carolina Synod and Conference Dean in the North Carolina Synod.

He retired in Hickory, North Carolina near Lenoir-Rhyne College. Reverend Skinner and his wife Nancy were national co-chairs of Lenoir-Rhyne University's Alumni Association and also showed their beloved alma mater support in attending countless football and basketball games, music concerts and plays.

A celebration of life will take place at a future date.



The Reverend George W. Fisher, age 88, died on May 11th, 2020.

He was preceded in death by his parents George and Meta Thralow Fisher and his brother Stanley Fisher.

Reverend Fisher is survived by his wife Mary Fisher and their children Martha, Rebecca, Peter, and Jonathan Fisher. He is also survived by his four grandchildren, Steven, David, Jacob, and Luke.

Reverend Fisher was born on April 3rd, 1932 in Minnesota. He graduated from high school in Morris, Minnesota and from Augsburg College (Minneapolis, Minnesota) where he earned his Masters of Divinity.

Reverend Fisher served parishes in the Midwest, Texas, Tennessee, and Georgia, and was called to special services to teach at Minnehaha Academy in Minneapolis, Minnesota. After he retired in South Carolina, he served as stated supply at St. Peter's Lutheran Church and interim at Faith Lutheran Church in Batesburg, South Carolina. He also continued to supply at other Lutheran churches in the South Carolina Synod. Reverend Fisher was a member of Pilgrim Lutheran Church (Lexington, South Carolina).



The Reverend George Marion Rushe, age 87, died on May 12, 2020.

He is survived by his wife of 66 years Daphne Shepherd Rushe, three sons Randall, Russell, and Todd Rushe; and seven grandchildren, Alexander, Laura, George Marion II, Laurence, Aubrey, Eric, and Shelby. He is also survived by his sister Joy Rushe Mann.

Reverend Rushe was born on September 20, 1932, the son of Jesse George and Marian Williams Rushe. He attended high school at Sumter's Edmunds High School and Brookland-Cayce High School. At the age of 16 he entered the University of South Carolina on a partial basketball scholarship. He transferred to Newberry College where he lettered in basketball, served as student body president.

Following graduation he attended the Lutheran Theological Southern Seminary. He served as pastor of St. Andrew's Lutheran Church (Columbia, South Carolina) and then he was commissioned in the United States Air Force Reserve as a Chaplain. While in the Air Force he earned his Master of Sacred Theology degree from the Lutheran Theological Southern Seminary, graduated from the Air Command and Staff College, the Air War College, and the Industrial College of the Armed Forces. He also received the Master of Arts degree in Human Relations from the University of Oklahoma.

Reverend Rushe retired from the Air Force and served as pastor of Nativity Lutheran Church (Shreveport, Louisiana) which merged with Trinity Lutheran Church (Shreveport, Louisiana). He also served as an Adjunct Professor of English at the Georgia Military College campus at Barksdale Air Force Base, Louisiana.

Reverend Rushe retired from the active ministry at and moved to Chapin, South Carolina where he served as interim pastor at nine Lutheran congregations in the South Carolina Synod.

A memorial service will be held at St. Peter Lutheran Church in Chapin, South Carolina.

