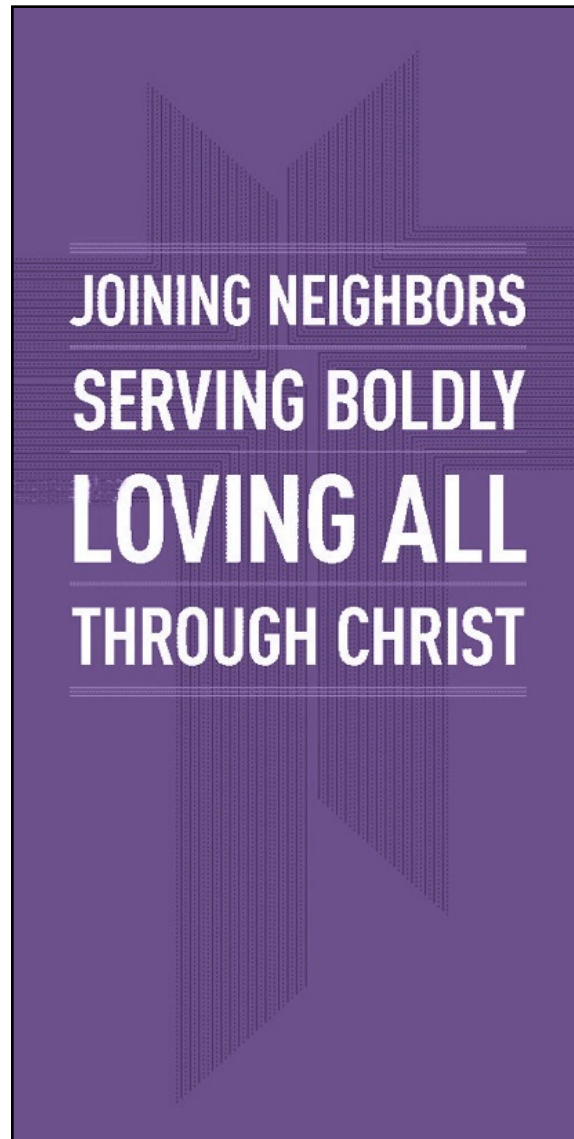


**BULLETIN OF REPORTS**

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

**196<sup>th</sup> Annual Meeting  
of the  
Lutheran Church in South Carolina**

**June 26, 2021**





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BULLETIN OF REPORTS CHAPTER ONE - 1  
Report of Committee on Agenda and Program  
(Proposed Online Assembly Agenda)  
2021 SOUTH CAROLINA SYNOD – ELCA ASSEMBLY  
June 26, 2021

2021 SOUTH CAROLINA  
SYNOD ASSEMBLY



“LORD,... GRANT TO YOUR SERVANTS TO  
SPEAK YOUR WORD WITH ALL BOLDNESS”

ACTS 4:29

June 26, 2021  
9 AM-4 PM

Do you remember exactly where you were when the reality of COVID-19 impacting every aspect of your life sunk in? The day you were sent to work from home, the day you were laid off, the day you made the decision that worship needed to be online? Distinct moments like these impacted our lives and turned our every day from the fairly predictable into the utterly inconceivable.

One aspect of all of our lives that has changed, whether briefly or even to this day, is worship. We gather as community safely, distanced, and yet still lovingly centered in Christ. Many of our congregations and church leaders have had to add line items to the budget for Zoom accounts, watch YouTube videos on how to create a YouTube channel. And figure out what it means to lead worship creatively while looking into a camera lens rather than the eyes of our church family. We have had to lead and participate in worship with cameras and screens in place of smiles and hugs.

These challenges have also brought with them gifts and have ushered faith communities into the uncharted territories of the virtual world. These gifts will not go away once we are back to a new normal. These gifts, if we are smart, will continue to evolve. They will influence how we minister to those in our flock and outside our church walls.

Due to the realities of this season, we will be having our Synod Assembly online this year on Saturday, June 26th. For many, this may seem like one more meeting sitting in front of a screen, but we are excited to be connected as a Synod all the while staying safely distanced.

Synod Assembly will be Saturday, June 26th. This will be the Thirty-Fourth Assembly of the South Carolina Synod – ELCA and the 196<sup>th</sup> meeting of the Lutheran Church in South Carolina! We anticipate our gathering lasting from 9am until 4pm. It is important that all participants attend orientation on Friday, June 25th. While we're using the same system as last year, Lumi, there have been some changes in our procedures. Guests are welcome to watch the Assembly proceedings through a webcast on our SC Synod website.

Along with the general business of the synod, we will also get to hear from our keynote speaker Ryan Panzer, author of *Grace and Gigabytes*, as he dives into being the church in a tech-shaped culture while focusing on

worship, faith formation, and stewardship. We will also be worshipping together, participating in Bible Study together, and hearing from ministries from across the synod.

Early Bird pricing (\$30) will last until April 19th when regular registration will open (\$50). A detailed email will be sent to each registered voting member to share the secure link and information needed to participate. Voting members will need to be registered no later than May 20, 2021 to received your credentials to attend the Assembly and vote.

We are eager to gather together, to share, listen, and learn from and with one another. And To Boldly Go...To Proclaim as the SC Synod!

## Saturday, June 26, 2021

### Session 1 – 9:00 AM-10:35 AM

#### Order for Opening of Assembly and Worship

#### Organization of Assembly

#### Reference and Counsel Introduction of Special Guests

#### Report of Synod Council (Part 1) Procedural Matters Affecting this Assembly

#### \*Nominating Committee Report

*\* 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](mailto:Jenny@scsynod.com) immediately following the Nominating Committee Report. Jenny will need to receive this completed form by no later than 10:15 AM.*

#### Introduction of New Leaders of the SC Synod

#### Report: ELCA Representative Lori Fedyk

#### Ministry Spotlights

#### Break – 10:35 AM-10:45 AM

### Session 2 – 10:45 AM-12:00 PM

#### Report of Registration

#### General Elections: Ballot 1 (Majority needed to elect)

#### Ministry Spotlights

#### Report of Synod Council (Part 2) Proposed Budget and Treasurer's Report

#### Keynote Presentation (Part 1)

#### Reference and Counsel 1

#### Report of Synod Council (Part 3) Recommendations on Compensation Guidelines and Constitutional Matters

#### Ministry Spotlights

#### Report of Registration

#### General Elections: Ballot 2 (as needed, majority needed to elect)

#### Ministry Spotlights

#### Lunch Break – 12:00 PM-12:30 PM

**Session 3 – 12:30 PM-2:00 PM**

**Bible Conversations 1**  
**Report: Bishop Aebischer**  
**Keynote Presentation (Part 2)**  
**Congregational Vitality Network Presentation**  
**Reference and Counsel 2 (as needed)**  
**Ministry Spotlights**  
**Bible Conversations 2**  
**Report: Secretary**  
**Report: Vice President**  
**Ministry Spotlights**

**Break – 1:55 PM-2:00 PM**

**Session 4 – 2:00 PM-2:55 PM**

**Bible Conversations 3**  
**Report of Registration**  
**General Elections: Ballot 3 (as needed, majority needed to elect)**  
**Report SC Synod Missions** including Synod Mission video  
**Report of Synod Council (Part 4) Vote: Compensation Guidelines and Budget**  
**Celebration of SC Pastors 50th Anniversary of Ordination Ministry Spotlights**

**Break – As time allows**

**Session 5 – 2:55 PM-4:00 PM**

**Reference and Counsel 3 (as needed)**  
**Unfinished Business**  
**Reference and Counsel (Final Resolution)**  
**Installation of Synod Council**  
**Closing Worship/Closing of Assembly**

PLEASE NOTE:

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

Each voting member will be registered by their preferred, individual email address and will have their own credential number for voting and will need to agree in thei





## ***BIOGRAPHICAL INFORMATION***

### ***2021 South Carolina Synod Assembly Elections***

### **2021 South Carolina Synod Assembly Nominating Committee**

#### **2020-2021 Terms**

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

#### **2021-2022 Terms**

Deacon Shelley Allen  
Rev. Eric Fink  
Rev. Lisa Isenhowe  
Deacon Katie Justice  
Mrs. Norma Mackey  
Mr. Bob Williams

**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. **Rostered Minister (Eastern Area which includes Amelia, Coastal and Epiphany Conferences)**
2. **Rostered Minister (At Large)**
3. **Lay Woman (At Large)**
4. **Lay Woman (Northern Area which includes the Foothills, Heartland and Upstate Conferences)**
5. **Lay Man (At Large)**
6. **Lay Man (Central Area which includes the Midlands, Saxe Gotha & Western Conferences)**
7. **Youth (grade 8-11)**

**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. – Rostered Minister**

**VOTING MEMBERS TO THE 2022 CHURCHWIDE ASSEMBLY (CWA), August 8-12, 2022  
Greater Columbus Convention Center, Columbus, Ohio**

Allocation of 10 voting members using the formula, six of them must be lay- three women and three men. Vice president counts as a lay woman. Bishop counts as rostered minister.

A minimum of one of the 10 must be a person of color or person whose primary language is other than English. A minimum of one the 10 must be a youth (who will not have reached the age of 18 by the time of the 2022 CWA) or young adult (a voting member of a congregation who is between the ages of 18 and 30 at the time of the 2022 CWA).

Therefore:

- 1. Lay Man – Elect 3**
- 2. Lay Woman – Elect 2**
- 3. Rostered Ministers (Pastors and Deacons) – Elect 3**

In addition to the 10 persons allotted by the formula, one additional person of color or person whose language is other than English.

In addition to the 10 persons allotted by the formula, one additional youth or young adult would be elected, for a total of 12 members.

- 1. Youth/Young Adult – Elect 1**
- 2. Person of Color/Language other than English – Elect 1**

#### **ELCA CHURCH COUNCIL**

Names of two rostered ministers who is are persons of color or language other than English for ratification, which would then go to the ELCA as nominees from SC Synod. One of these two would be elected by the CWA for ELCA Council.

- 1. ELCA Church Council – Rostered Minister, Person of Color / Language Other Than English**

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**SC Synod Nominating Process**

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 Woman - Northern Area**  
**Term Ending 2024 (Elect 1)**  
**Becky Koch**  
**Risse Snelgrove**

**Full Name: Rebecca J. Koch**

Resides in: Greenwood, SC

Congregation: Immanuel Lutheran Church                      Congregation City: Greenwood

Email Address: beckykoch01@gmail.com

Employment/Profession: Admin Asst, Dean, College of Education, Lander University, retired

Age Range: Over 60

**Service in synod, ELCA, interchurch agencies, etc.**

SC Women of the ELCA Board - 2013-present, Vice President 2015-16, President 2016-present

Foothills Conference Coordinator, SC WELCA – 2009-2013

**Service in local congregation**

WELCA Congregational Unit and Circle – 1996-present; served as President, Secretary and Treasurer

Chancel Choir – 1996-2010

Handbell Choir – 1996-2020

Fellowship Committee – 2017-present

Soup Kitchen Volunteer – 2015-present

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

Pilot Club of Greenwood – 1998-2018; served as President, Secretary and Treasurer (community service organization)

Harborside Neighborhood Association – Social Committee Coordinator 2018-2019

**Full Name: Risse Snelgrove**

Resides in: Six Mile, SC

Congregation: St Johns Lutheran Church                      Congregation City: Walhalla

Email Address: snelgroverisse@gmail.com

Employment/Profession: Retired after 40 years of medical administration

Age Range: Over 60

**Service in synod, ELCA, interchurch agencies, etc.**

Board Member SC Synodical Women's Organization of the Women of the ELCA - 2019-present.

Member of the SC Synod of the ELCA Leadership For Faithful Innovation Journey - 2019-present

President of the Virginia Synodical Women's Organization of the Women of the ELCA - 2012-2016

Virginia Synod No Child Hungry Taskforce - 2012-2016

SC Women's Organization Liaison to the Virginia Synod Council - 2012-2016

**Service in local congregation**

Choir and Handbell Member, St. Johns Lutheran Church, Walhalla, SC - 2019-present

Confirmation instructor, Bethel Lutheran Church, Winchester, Virginia - 2012-2015

Sunday School Teacher 9-12 grades, Bethel Lutheran Church, Winchester, Virginia - 2011-2015

Youth Advisor 7-12 grades, Bethel Lutheran Church, Winchester, Virginia - 2011-2015

Global Mission Committee Chair, Bethel Lutheran Church, Winchester, Virginia - 2011-2013

Sunday School Teacher 7-8 grades, Lord of Life Lutheran, The Woodlands, Texas - 2001-2005

Youth Advisor, Lord of Life Lutheran, The Woodlands, Texas - 2001-2005

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

Volunteer Ripple of One, Seneca, SC - 2018-present

Chair, Hands Of Faith Fair Trade Store Committee, Lord of Life Lutheran - 2014-2016

Board of Directors, American Academy of Professional Coders, Salt Lake City, Utah - 2010-2013

President, Leesburg Virginia Local Chapter of the American Academy of Professional Coders, Leesburg Virginia - 2008-2010.

**Synod Council – Rostered Minister – At Large**  
**Term Ending 2024 (Elect 1)**  
**Rev. Bobby Morris**  
**Rev. Erin Morris**

Full Name: **Bobby Morgan Morris**

Resides in: Prosperity, SC

Congregation: Mt. Pilgrim Lutheran Church

Congregation City: Prosperity

Email Address: bobbymorris@outlook.com

Employment/Profession: Pastor, Seminary Professor, Israel Tour Guide

Age Range: 30-45

**Service in synod, ELCA, interchurch agencies, etc.**

South Carolina Recovery Residence Development Committee - 2018-present

Mid-Carolina Ministerial Association - 2014-present; Vice President - 2018-present

School-Time Release Third-Nine-Weeks 8th Grade Bible Class program, hosted at Mt. Tabor Lutheran Church in Little

Mountain Teacher - 2017-2020; Director - 2019-2020

Heartland Conference Council - 2013-2015

**Service in local congregation**

Pastor, Mt. Pilgrim Lutheran Church - May 2014-present

Sunday School Teacher, Congregation Council Secretary, President; Call Committee Chairperson (2 X); Synod

Assembly Delegate (3 X) while a member of St. Luke's Lutheran Church - 1993-2001

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

Board Member, Pilgrims of Ibillin - January 2019-present

Pastoral Advisory Committee to Clinical Pastoral Education program, Self Regional Hospital, Greenwood -  
September 2014-present

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: 46-60

**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**

Serving St. John's Lutheran - July 2019-present

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

School Improvement Committee, Pine Street Elementary – August 2019-present

**Synod Council – Lay Man – Central Area**  
**Term Ending 2024 (Elect 1)**  
**Tex Davis**  
**Steve Summer**

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

Resides in: West Columbia, SC

Congregation: Mt Tabor

Congregation City: West Columbia

Email Address: gamecockpoppa@gmail.com

Employment/Profession: Attorney, State of South Carolina - Judicial Branch

Age Range: 46-60

**Service in synod, ELCA, interchurch agencies, etc.**

SC Synod Nominating Committee - 2019-2021, Chair 2020

**Service in local congregation**

Served on Mt. Tabor Church Council - 2014-17, President 2017

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

Prepare monthly breakfast for congregation to support Youth projects - 2013-present

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

South Carolina Bar Association - 1998-present

Greater West Columbia/Cayce Chamber of Commerce community bowling league - 2017-present

Lexington School District #2 Superintendents' Parent Advisory Council - 2018-2020

Basketball Referee, South Carolina High School League - 2020-present

Full Name: **Stephen (Steve) E. Summer**

Resides in: Irmo, SC

Congregation: Redeemer Lutheran Church

Congregation City: Columbia

Email Address: sesummer@gmail.com

Employment/Profession: Retired, Supervisor, Environmental Services, SCANA Services, Inc.; currently Senior

Consultant, Tetra Tech, Inc. (part time)

Age Range: Over 60

**Service in synod, ELCA, interchurch agencies, etc.**

Currently serving on synod Consultation Committee, term ending 2022

**Service in local congregation**

Redeemer, Columbia, Congregational Council - 2021-2023

Redeemer, Columbia, Preschool Oversight Committee (current), chair

Redeemer, Columbia, Adult Choir (current)

Redeemer, Columbia, Congregational Council, President - 2013-2015

Redeemer, Columbia, Congregational Council, Vice-President, President - 1998-1999

Redeemer, Columbia, Congregational Council, Vice-President - 1990-1991

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

N/A

**Synod Council – Lay Woman – At Large**  
**Term Ending 2024 (Elect 1)**  
**Teresa Boykin**  
**Virginia Herlong**

**Full Name: Teresa M Boykin**

Resides in: Columbia, SC

Congregation: Incarnation Lutheran Church                      Congregation City: Columbia

Email Address: boykintm@gmail.com

Employment/Profession: Director for Incarnation Lutheran CDC

Age Range: Over 60

**Service in synod, ELCA, interchurch agencies, etc.**

Shandon Cluster of Churches, Helping Hands Project – 2014

Lutherock Volunteer – 2019-present

ELEA Member – 2005-present

**Service in local congregation**

Council Chair – 2017

Circle Chair – 2015

Multitude of committee work – 20+ years

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

Transitions Shelter Volunteer – 2017-2020

Palmetto Animal Assisted Life Services (PAALS) – 2019

Boy Scout Troop 8 Volunteer – 2006-2010

**Full Name: Virginia Herlong**

Resides in: Chapin, SC

Congregation: Bethany Lutheran Church                      Congregation City: Lexington

Email Address: vherlong@sc.rr.com

Employment/Profession: Retired – 2003

Music Therapist (20 years), Project Developer and Data Management Analyst at SC DHHS (20 years)

Age Range: Over 60

**Service in synod, ELCA, interchurch agencies, etc.**

SC WELCA Treasurer - 2009-2013, Vice President - 2013-2014, President - 2014-2016

Treasurer for Joint Ministries of Region 9 - 2018-present

Treasurer for Retired Lutheran Pastors - 2018-present

Treasurer for Region 9 JR Crumley Archives - 2019-present

**Service in local congregation**

Choir Director, Mt. Tabor Lutheran Church, Little Mountain, SC - 2017-2019

Adult Choir Director, Living Springs Lutheran Church, Columbia, SC - 2019-present

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

Planner and Registrar for two reunion groups - 1999-present

Registrar for annual LTSS/Region 9 Stewardship Symposium - 2014-present

Piano Teacher - 1965-present



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**Synod Council – Lay Man – At Large**  
**Term Ending 2024 (Elect 1)**  
**Ben Bernstein**  
**John Kohler**

Full Name: **Benjamin Bernstein**

Resides In: Spartanburg, SC

Congregation: St John's

Congregation City: Spartanburg

Email Address: gamecockpoppa@gmail.com

Employment/Profession: Student

Age Range: Under 30

**Service in Synod, ELCA, interchurch agencies, etc.**

President SCLCY - 2015-2017

Emcee of 2018 ELCA Youth Gathering

Mass Gathering Team – ELCA Youth Gathering - 2018-2022

**Service in Local Congregation:**

Assisting Minister, Lay Person - 2018-2021

Digital Sacristan/Online Live Worship Facilitator - 2020-2021

Youth Group President - 2016-2017

**Service in Community:**

Housing and Residential Life, USC Upstate - 2019-2020

Spartanburg Interfaith Hospitality Network Speaker - 2014

Lenoir-Rhyne football - 2017

Full Name: **John Kohler**

Resides In: Pawleys Island, SC

Congregation: St Peters Lutheran Church

Congregation City: Pawleys Island

Email Address: john.kohler@sc.rr.com

Employment/Profession: Retired Business Analyst

Age Range: Over 60

**Service in synod, ELCA, interchurch agencies, etc.**

SC Synod Candidacy Committee - 2015 - 2020

SC Synod Candidacy Grant Committee - 2018 – present

**Service in local congregation**

Church Council - 2013–present (Council President 2015-2019, Treasurer 2019–present)

Worship Assistant (Assisting Minister, Cantor) - 2013–present

Prior to retirement similar positions were held at my previous congregations in PA

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

Concord Chamber Singers, Bethlehem, PA - 1989–2009 (served as president 6 years)

Executive Director Nazareth Area Food Bank - 2006-2011

**Synod Council – Rostered Minister – Eastern Area**  
**Term Ending 2024 (Elect 1)**  
**Deacon Katie Justice**  
**Rev. Eric Little**

Full Name: **Katie Justice**

Resides in: Beaufort, SC

Congregation: St John's Lutheran Church

Congregation City: Beaufort

Email Address: [katie@stjohnsbeaufort.org](mailto:katie@stjohnsbeaufort.org)

Employment/Profession: Deacon, St John's

Age Range: 30-45

**Service in synod, ELCA, interchurch agencies, etc.**

Volunteer at Lutheran Services of the Carolinas Refugee Resettlement Program - 2016-2017

**Service in local congregation**

N/A

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

N/A

Full Name: **Eric S Little**

Resides in: Cameron, SC

Congregation: Resurrection/St. Matthews Lutheran Church

Congregation City: Cameron

Email Address: [eslittle@bellsouth.net](mailto:eslittle@bellsouth.net)

Employment/Profession: Pastor, Resurrection/St. Matthew's Parish

Age Range: 46-60

**Service in synod, ELCA, interchurch agencies, etc.**

Dean, Amelia Conference - 2017-present

Member, First Call Theological Education Committee - 2016-2018

**Service in local congregation**

Pastor, Our Shepherd Lutheran Church, Hartsville, SC - 2011-2014

Pastor, Resurrection/St. Matthew's Parish, Cameron, SC - 2015-present

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

Board member, Calhoun County Cares - 2015-present

Calhoun County Disabilities and Special Needs Board - 2017-present

**Synod Council – Youth**  
**Term Ending 2024 (Elect 1)**  
**Gracie Bellah**  
**Lilly Reid**

**Full Name: Lola Grace “Gracie” Bellah**

Resides in: Murrells Inlet, SC

Congregation: Shepherd of the Sea Lutheran Church

Congregation City: Garden City

Email Address: lgbellah@coastal.edu

Employment/Profession: Student

Age Range: Under 30

**Service in synod, ELCA, interchurch agencies, etc.**

N/A

**Service in local congregation**

ORAMA Visioning Team – August 2019-February 2020

Whosoever Praise Band – February 2018-present

Youth Representative to Council/Youth Committee – 2021-present

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

Scholars Academy Politics Club Secretary and Founding Member – October 2020-present

Scholars Academy Music Club Historian – October 2020-present

Girl Scout Troop 50 Seniors Co-President – September 2020-present

**Full Name: Lillian Elizabeth Reid**

Resides in: Moore, SC

Congregation: Joy Lutheran Church

Congregation City: Moore

Email Address: lillyreid1212@gmail.com

Employment/Profession: Student

Age Range: Under 30

**Service in synod, ELCA, interchurch agencies, etc.**

Secretary for the Carpenters Table nonprofit agency - 2020-present

Help in SPIN (nonprofit) to help house homeless – 2019-present

**Service in local congregation**

Secretary and Youth Representative – 2020-present

Sing and play piano in church praise band – 2020-present

Serve on the hospitality committee – 2020-present

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

Beta Club - 2018-present

Varsity member of the cross country and track teams at Dorman High School - 2018-present

**Mission Endowment Fund – Grant Committee – Lay Man**  
**Term Ending 2024 (Elect 1)**  
**Danny Koon**  
**Dean Slade**

Full Name: **Daniel H. Koon**

Resides in: Columbia, SC

Congregation: Bethlehem Lutheran Church                      Congregation City: Irmo

Email Address: dhkoon100@yahoo.com

Employment/Profession: Deputy Commissioner, SC Human Affairs Commission

Age Range: Over 60

**Service in synod, ELCA, interchurch agencies, etc.**

SC Lutheran Conference and Retreat Centers Board Member - 2000-2007

Lutheran Habitat Build for the Midlands Conference – 1999-2003

Dutch Fork Cluster of Churches Congregational Representative – 2015-2020

**Service in local congregation**

Church Council – served various terms in the 1980's, 90s and 2000's

Evangelism and Social Ministry Committees - 2019-present

Adult Sunday School Teacher - 1980s-2020

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

Newberry College Board of Alumni Managers - 1998-present

Board of Trustees for Friends of the Lexington County Museum - 201-present

Columbia Luncheon Club – 2012-present

Full Name: **Dean E Slade**

Resides in: Columbia, SC

Congregation: Christ Mission                      Congregation City: Columbia

Email Address: deanslade0@gmail.com

Employment/Profession: Retired Health Administrator

Age Range: Over 60

**Service in synod, ELCA, interchurch agencies, etc.**

Recovery Ministry SAWC Exploration Appointed Leader Developer

ELCA Domestic Mission Unit Task Force

Selma Events in SC Synod

**Service in local congregation**

Co-leader for Celebrate Recovery

Church Council Member

Social Ministry – One Community

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

Member of Advisory Council for Serve and Connect

Board Member of Eau Claire Cooperative Health

Eau Claire North Columbia Rotary Club

Member of SHAPE Community Outreach Workgroup

**Mission Endowment Fund – Grant Committee – Lay Woman**  
**Term Ending 2024 (Elect 1)**  
**Margaret Caughman**  
**Patricia Stanley**

Full Name: **Margaret Worley Caughman**

Resides in: Leesville, SC

Congregation: Wittenberg Lutheran Church

Congregation City: Leesville

Email Address: MAC1091@outlook.com

Employment/Profession: Retired Quality Engineer from Michelin Tire

Age Range: Over 60

**Service in synod, ELCA, interchurch agencies, etc.**

Wittenberg lay person attending SC Synod Assembly - 2017 & 2018

**Service in local congregation**

Church Council - 2016-2018

Leader of Christian Education - 2016-2018

Choir member since 1998

Praise band since 2006

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

Newsletter Editor of Quilters of South Carolina (600+ members) - July 2020-present

Treasurer of the South Carolina Goldwing Road Riders Association - July 2013-July 2016

President of Devine Quilters - 2009-2010; Membership chair 2011, Vice President in charge of programs 2006-2008

Full Name: **Patricia (Pat) B Stanley**

Resides in: Myrtle Beach, SC

Congregation: Shepherd of the Sea Lutheran Church

Congregation City: Garden City

Email Address: pstanley1@sc.rr.com

Employment/Profession: Mortgage Loan Office, South State Bank

Age Range: Over 60

**Service in synod, ELCA, interchurch agencies, etc.**

N/A

**Service in local congregation**

Church Council – multi tenures, President 2016-2018

Vicar Committee for last two vicars – mid 1990s

Altar Guild - present

Usher - present

Greeter - present

Bell Choir – present

Growth Committee – present

Mutual Ministry Chair – 2016-2018

Church seasonal decorating committee - present

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

Myrtle Beach Rotary Club – present; President 2006-2007

Served on Boards – CASA, Myrtle Beach Chamber of Commerce, Kids Voting (Past President), America Business

Women's Association (Past President)

**South Carolina Lutheran Retreat Centers (SCLRC) – Rostered Minister**

**Term Ending 2024 (Elect 1)**

**Rev. Stephen Mims**

**Rev. Rebecca Wicker**

**Full Name: Stephen Mims**

Resides in: Lexington, SC

Congregation: Pisgah Lutheran Church

Congregation City: Lexington

Email Address: pastor@PisgahLutheran.org

Employment/Profession: Senior Pastor Pisgah Lutheran Church

Age Range: 46-60

**Service in synod, ELCA, interchurch agencies, etc.**

SCLRC Board of Trustees - 2011-2017, 2018-present; Board Chair 2012-2017

Lutheran Theological Southern Seminary Board - 2018-present

Lenoir-Rhyne University Alumni Board - 2016-2020

**Service in local congregation**

Pastor - 2016-present

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

Village Square Theater, actor/volunteer - 2020

Mentor, Rocky Creek Elementary School - 2018-2020

International Coaching Federation - 2018-present

**Full Name: Rebecca G. Wicker**

Resides in: Charleston, SC

Congregation: St Matthew's Lutheran Church

Congregation City: Charleston

Email Address: outreach@smlccharleston.org

Employment/Profession: Pastor

Age Range: 30-45

**Service in synod, ELCA, interchurch agencies, etc.**

Young Adults in Global Mission Volunteer – 2012-2013

Lutheridge Counselor/Senior Staff – 2011-2018

SC Synod Global Mission Team, YAGM Rep. - 2017, 2019 – 2020

**Service in local congregation**

Associate Pastor for Outreach & Evangelism - January 2019-present

St. Michael Lutheran Church, Blacksburg, VA/Christ Lutheran Church, Radford, VA Vicar - January 2018-May 2018

Supply preacher in SC Synod - May 2017–January 2018

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

Mayors' Commission on Homelessness and Affordable Housing, Integrated Services Committee – January 2019–present

West Ashley Youth Soccer coach - 2020-2021

The Navigation Center/Military Community Connection Advisory Board – 2019–2020

**ELCA Churchwide Assembly – Lay Man**

**Term Ending 2022 (Elect 3)**

**Robert Epting  
John Kohler  
Steven Reed  
Sergio Lorenzo  
Terry Swygert  
Jim Zieche**

**Full Name: Robert E Epting**

Resides in: Batesburg, SC

Congregation: Wittenberg Lutheran Church

Congregation City: Leesville

Email Address: Robert.epting@applegreenstores.com

Employment/Profession: Fuel Operations VP

Age Range: Over 60

**Service in synod, ELCA, interchurch agencies, etc.**

Synod Council - 2020-present

Executive Committee SCLMM - 2014-present: Western Conference President 2014-2015; Secretary SCLMM 2016; Promotional Secretary SCLMM 2017; Vice President SCLMM 2018; President SCLMM 2019; Past President SCLMM 2020.

President SCLMM Western Conference - 2014-2015

**Service in local congregation**

Congregational Council-Pisgah Lutheran Church - early 1980s

Congregational Council Wittenberg Lutheran Church - late 1980s,1990s, early 2000s.

Sunday school teacher - late 1990s-present

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

Lexington District 3 School Board - 1996-2004

Youth softball coach Batesburg-Leesville Civitans - 1996-1998

Batesburg-Leesville Rotary Club - 1992-1996

**Full Name: John Kohler**

Resides in: Pawleys Island, SC

Congregation: St Peter's Lutheran Church

Congregation City: Pawleys Island

Email Address: john.kohler@sc.rr.com

Employment/Profession: Retired Business Analyst

Age Range: Over 60

**Service in synod, ELCA, interchurch agencies, etc.**

SC Synod Candidacy Committee - 2015-2020

SC Synod Candidacy Grant Committee - 2018-present

**Service in local congregation**

Church Council - 2013–present (Council President 2015-2019, Treasurer 2019–present)

Worship Assistant (Assisting Minister, Cantor) - 2013–present

Prior to retirement similar positions were held at my previous congregations in PA

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

Concord Chamber Singers, Bethlehem, PA - 1989–2009 (served as president 6 years)

Executive Director Nazareth Area Food Bank - 2006-2011

**Full Name: Steven Reed**

Resides in: Myrtle Beach, SC

Congregation: Shepherd of the Sea Lutheran Church

Congregation City: Garden City

Email Address: screed3103@aol.com

Employment/Profession: Parish Administrator, Shepherd of the Sea

Age Range: Over 60

**Service in synod, ELCA, interchurch agencies, etc.**

LCY Steering Committee - 1990s, helping with many of the winter retreats, LCY conventions, Bridge Building Camp, and other activities.

Led a group of 5 youth who participated in the Youth Servant Corp at the National Youth Gathering in 1994 in Atlanta

Elections Committee at Synod Assembly - 2016

Attended many Synod Assembly meetings

Participated in the Tanzania Mission Trips - 2014, 2016, 2018

SC Synod Nominating Committee – present

**Service in local congregation**

Served on Church Council and as President at Christus Victor Lutheran Church in Columbia, Chair of the Youth Committee and as Youth Group leader, Lay Reader, Choir member, Lutheran Men in Mission, Attended SC Via de Christo.

Served as Council member at Shepherd of the Sea from 2009 to 2011. Recording Secretary from 2011 to 2012.

Treasurer from 2013 to present. Serve on Finance Committee, Constitution Committee, Christian Education and Youth.

Assisting Minister, Lay Reader, and Altar Guild member - present

Served as interim church secretary for one year - 2017

Steering committee for the Grand Strand Campus Ministry Committee

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

Member of the South Carolina Education Association and the NEA serving on the SCEA Board of Directors - 1980s

President of the Orangeburg County Education Association.

Member of the South Carolina Federal Program Administrators Association and the Orangeburg Area Federal Program Coordinators Group - 1980s

Member of the South Carolina Association of School Librarians – 2000-2016. I was Treasurer and member of the Board of Directors of the Association for 12 of those years. In 2016 I was the Local Arrangements Chair for their Annual Conference held in Myrtle Beach.

**Full Name: Sergio A Mandujano Lorenzo**

Resides in: Beaufort, SC

Congregation:

Congregation City: Beaufort

Email Address: sergioadam0319@gmail.com

Employment/Profession:

Age Range: Under 30

**Service in synod, ELCA, interchurch agencies, etc.**

N/A

**Service in local congregation**

N/A

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

N/A



**Full Name: Terry Swygert**

Resides in: West Columbia, SC

Congregation: Mt Hermon Lutheran Church

Congregation City: West Columbia

Email Address: tahillside@att.net

Employment/Profession: South Carolina Department of Transportation/Research Engineer

Age Range: 46-60

**Service in synod, ELCA, interchurch agencies, etc.**

Synod delegate - multiple years between 1992-2020

Lutheridge - Care Leader - 4 summers between 2013 and 2018

Inasmuch project - multiple years with Mt. Hermon

**Service in local congregation**

Church Council, (including several terms as Congregational President) - multiple times from 1992-2020

Youth and Young Adult Leader, Sunday School Teacher, Bible Study Leader - 1990-present

Led Farming Church Initiative - 2017-2019

Serve in food pantry ministry - 2019-present

Health & Safety Task Force - 2019-present

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

Coached youth sports including basketball, baseball & tennis - 1996-2010

Tutored/Served in Nehemiah Project After School Program (now Scooter Scott Project) - 2012-2017

**Full Name: James H. Zieche**

Resides in: Columbia, SC

Congregation: Living Springs Lutheran Church

Congregation City: Columbia

Email Address: jzieche@aol.com

Employment/Profession: Retired

Age Range: Over 60

**Service in synod, ELCA, interchurch agencies, etc.**

Synod Delegate – 2017

**Service in local congregation**

Worship and Music Team Leader - 2015-present

Facilities team member - 2014-present

Justice Ministry Team Leader - 2016-present

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

Member on MORE Justice Affordable Housing Steering Team - 2018-present

Member on City of Columbia Affordable Housing Task Force - 2020-present

**ELCA Churchwide Assembly – Lay Woman**

**Term Ending 2022 (Elect 2)**

**Helen Doerpinghaus**

**Sherry Fowler**

**Taylor Hash**

**Susan Troutman**

**Full Name: Helen Doerpinghaus**

Resides in: Columbia, SC

Congregation: Living Springs Lutheran Church                      Congregation City: Columbia

Email Address: helend@sc.rr.com

Employment/Profession: Retired (Professor and Deputy Provost Emerita, University of SC)

Age Range: Over 60

**Service in synod, ELCA, interchurch agencies, etc.**

ELCA Portico Board of Directors - 2018–2022

ELCA National Task Force for the Social Statement on Health and Health Care - 1999-2003

SC Synod Outreach Ministry Team (c. 1988-1992); University of South Carolina Campus Ministry Board of Directors - c. 1988-1992

**Service in local congregation**

Justice Ministry Committee, Chair and Team Leader - 2017-present

Sunday School teacher, Youth -2012-2014 and Adult Bible Class - 2019-present

Prior service (Incarnation Lutheran Church - 1988-2011): Church Council; Incarnation Foundation Board chair; Children and Adult Sunday School teacher; fellowship host

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

MORE Justice Board of Directors - 2017-present

American Risk & Insurance Association; President, Board of Directors - 1996-2001

Sistercare Children's Volunteer, Speakers Bureau - c. 1987-2002

**Full Name: Sherry H Fowler**

Resides in: Charleston, SC

Congregation: Martin Luther Evangelical Lutheran Church                      Congregation City: Charleston

Email Address: sherry@fowlersc.com

Employment/Profession: Director of Congregational Ministries

Age Range: Over 60

**Service in synod, ELCA, interchurch agencies, etc.**

SC Synod Council – 2019-2021

SC WELCA Board – 2013-2016

Presenter for WELCA Gathering - 2014

**Service in local congregation**

Youth Leader to Atlanta Youth Gathering – 2004

SC Synod Reporter for Coastal Conference – 2016-present

Martin Luther Church - Vision Team, Stewardship Team, Learning Team, Risk Assessment Team

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

Lutheran Homes of South Carolina (Franke Home Advisory Board)

Respite Care Charleston, Board Member and Secretary

SC Via de Cristo – 1995-present

**Full Name: Taylor Marie Hash**

Resides in: Cayce, SC

Congregation: Mt Tabor Lutheran Church

Congregation City: West Columbia

Email Address: trexhash@gmail.com

Employment/Profession: Student

Age Range: Under 30

**Service in synod, ELCA, interchurch agencies, etc.**

ELCA Youth Gathering in July 2018

**Service in local congregation**

Mt. Tabor Youth Group - 2014-2020

Acolyte once a month - 2016-2019

Youth Choir - 2016-2017

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

Halloween Carnival for Community at Mt. Tabor - 2015-2020

Easter Egg Hunt for Community at Mt. Tabor - 2015-2020

Cleaning Yards and Delivering Food to local shut ins - 2013-2016

**Full Name: Susan Marie Powell Troutman**

Resides in: Greenville, SC

Congregation: Trinity Lutheran Church

Congregation City: Greenville

Email Address: trexhash@gmail.com

Employment/Profession: Director of Development Lutheran Homes of SC Foundation

Age Range: 46-60

**Service in synod, ELCA, interchurch agencies, etc.**

Mission Investment Fund Board of Trustees - 2013-present; Chair 2017-2019

Association of Lutheran Development Executives Board of Trustees - 2020-present

Lutheran Outdoor Ministries Board of Trustees - 2012-2013; 2018-2019 Treasurer

**Service in local congregation**

Worship Committee - 2019-2020 Chair

Singing – Children’s choir volunteer; Youth Choir volunteer; Cantor for early service; Soloist for virtual service - 2014-present

Lay Communion Assistant; Communion preparation; Sanctuary prep team - 2017-2019

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

Volunteer financial consulting to Lutheran Outdoor Ministry camps and conference centers - 2016-present

Volunteer in Greenville County Schools - 2016-2019

Community Outreach participation in local food and clothing drives; Interfaith Hospitality Network volunteer - 2010-present

**ELCA Churchwide Assembly – Rostered Minister**

**Term Ending 2022 (Elect 3)**

**Deacon Shelley Allen**

**Rev. Lisa Isenhower**

**Deacon Katie Justice**

**Rev. Jorge Leone**

**Rev. Kris Litman-Koon**

**Rev. Jackie Utley**

**Full Name: Shelley Marie Allen**

Resides in: Fountain Inn, SC

Congregation: Joy Lutheran Church

Congregation City: Moore

Email Address: smw7800@yahoo.com

Employment/Profession: Deacon – Director of Family Life

Age Range: 30-45

**Service in synod, ELCA, interchurch agencies, etc.**

South Carolina Candidacy Committee, Chair - 2015-present

ELCA Committee on Discipline - 2018-present

Bishop's Advisory Task Force - 2020-present

**Service in local congregation**

Rostered Leader – Deacon

Director of Family Life (faith formation)

Liturgical Leader

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

Volunteer, The Carpenter's Table (local food bank) - 2017-present

Region 9 Ministers of Word & Sacrament - 2018-present

Parent volunteer in a local soccer organization - 2019-present

**Full Name: Lisa Wells Isenhower**

Resides in: Batesburg-Leesville, SC

Congregation: Faith Evangelical Lutheran Church

Congregation City: Batesburg-Leesville

Email Address: Isenhower.Lisa@gmail.com

Employment/Profession: Pastor

Age Range: 46-60

**Service in synod, ELCA, interchurch agencies, etc.**

Chaplain for A New Road bereavement retreat - 2014, 2016-2019

Western Conference Dean - 2018-present

Growing in God's Mission Community Engagement Grant Committee - 2014 to present

ELCA World Hunger co-leader in SC Synod - 2016-present

First Call Theological Education Committee Chair - 2019-present

Conduct of Elections committee - 2014-2016

Nominating Committee - 2017-2018 and 2020-2021

**Service in local congregation**

Pastor of Faith Evangelical Lutheran Church - 2015-present

Active member of St. John Lutheran Church, Spartanburg - 1988-2010. Service included VBS teacher, choir member, contemporary worship team leader

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

Member and current chair of Batesburg-Leesville Ministerial Alliance - 2015-present

Active member of Batesburg-Leesville Chamber of Commerce - 2015-present

Mentor at Batesburg-Leesville Primary school - 2017-2020

**Full Name: Katie Justice**

Resides in: Beaufort, SC

Congregation: St John's Lutheran Church

Congregation City: Beaufort

Email Address: katie@stjohnsbeaufort.org

Employment/Profession: Deacon, St John's

Age Range: 30-45

**Service in synod, ELCA, interchurch agencies, etc.**

Volunteer at Lutheran Services of the Carolinas Refugee Resettlement Program - 2016-2017

**Service in local congregation**

N/A

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

N/A

**Full Name: Jorge Leone**

Resides in: West Columbia, SC

Congregation: Cristo Rey- Sagrada Familia

Congregation City: West Columbia–Columbia

Email Address: lacleart@yahoo.com.ar

Employment/Profession: Pastor

Age Range: Over 60

**Service in synod, ELCA, interchurch agencies, etc.**

Synod Council: several terms

**Service in local congregation**

Cristo Rey Deacon - 2009-2013

Sagrada Familia synodically authorized Pastor - 2013-2017

Cristo Rey/Sagrada Familia and preaching points Pastor – 2017–present

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

SC Hispanic Outreach. Latino non for profit association Executive director - 2009-present

**Full Name: Kristopher Litman-Koon**

Resides in: Mt Pleasant, SC

Congregation: All Saints Lutheran Church

Congregation City: Mt Pleasant

Email Address: pastor.klk@gmail.com

Employment/Profession: Pastor/Minister of Word and Sacrament

Age Range: 30-45

**Service in synod, ELCA, interchurch agencies, etc.**

SC Synod Creation Care Task Force, Chair – 2018-present

SC Synod Communications and Technology Table – 2016-present

SC Synod Assembly, Social Media Team – 2013-present

SC Synod First Call Theological Education Task Force, Chair – 2016-2019

SC Synod Stewardship Coaching Task Force – 2014-2017

USC Lutheran Campus Ministry Board – 2014-2017

SC Synod Youth Ministry Cabinet – 2011-2013

**Service in local congregation**

All Saints Lutheran Church, Mt Pleasant, SC Lead Pastor - 2017-present

Good Shepherd Lutheran Church, Columbia, SC Associate Pastor - 2012-2017

Trinity Lutheran Church, Greenville, SC Pastoral Associate - 2011-2012

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

Lutherans Restoring Creation - 2010-present

Lowcountry Faith Community Leadership Council - 2018-present

South Carolina Native Plant Society - 2014-present / Midlands Chapter President - 2016-2017

Charleston Running Club - 2019-present

Columbia Running Club - 2014-2017

**Full Name: Jacqueline Utley**

Resides in: Columbia, SC

Congregation: Ascension Lutheran Church

Congregation City: Columbia

Email Address: Jackie.utley@gmail.com

Employment/Profession: Pastor

Age Range: Over 60

**Service in synod, ELCA, interchurch agencies, etc.**

Inclusiveness Network – member since 2012, chairperson since 2016

Candidacy Committee - 2016-2022

Pastoral Advisor SCLMM - 2016-2018

**Service in local congregation**

Pastor - 2013-present

Choir and Handbell Choir -2017-present

Assisting Minister to Pastor - 2011-2013

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

Rotary Club of Eau Claire/N. Columbia - 2015-present, President 2018-2019

South Carolina Christian Action Council at Large Member - 2015-2018, 2018-2021

Interfaith Partners of SC member – 2014-present, Advisory Board 2021-present

MORE Justice member – 2017-present, Executive Board 2020-present

**ELCA Churchwide Assembly – Youth/Young Adult**  
**Term Ending 2022 (Elect 1)**  
**Jackson Reid**  
**Mattison Scott**

Full Name: **Jackson Samuel Reid**

Resides in: Moore, SC

Congregation: Joy Lutheran Church                      Congregation City: Spartanburg

Email Address: jacksonreid1221@gmail.com

Employment/Profession: Student at the College of Charleston

Age Range: Under 30

**Service in synod, ELCA, interchurch agencies, etc.**

Youth Representative Board of Directors at The Carpenter’s Table Community Outreach Center -2017-2019

**Service in local congregation**

Youth Representative on Council - 2017-2019

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

Member of College of Charleston Men’s Cross Country - 2020-present

Nominated member of the National Society of Leadership Success chapter at College of Charleston

Full Name: **Mattison Scott**

Congregation: Lutheran Church of our Saviour                      Congregation City: Greenville

No biographical information given

**ELCA Churchwide Assembly – Person of Color / Language Other Than English**

**Term Ending 2022 (Elect 1)**

**Rev. Leroy Cannon**

**Erin Johnson**

Full Name: **Leroy Cannon**

Resides in: Columbia, SC

Congregation: Christ Mission                      Congregation City: Columbia

Email Address: revlcann@bellsouth.net

Employment/Profession: Pastor

Age Range: Over 60

**Service in synod, ELCA, interchurch agencies, etc.**

Candidacy Committee - 2018-2020

Bishop's Selection Committee - 2019-2020

Inclusive Network - 2014-2020

African descent Representative/Reconciliation - 2016-2020

**Service in local congregation**

Mission Developer - 2014-2016

Pastor at Christ Mission - 2016-2020

Developed Morning Glo Café (seniors) at Christ Mission, the Recovery Church, and the Ames Villa Project (The Coffee Café and the Village Church) at Ames Villa Apartment - 2015-2020

35 years as Pastor in the A.M.E. Church

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

Omega Psi Phi Fraternity - 1966-2020

NAACP - 1966-2020

Rotary Club - 2015-2020

W. A. Perry Middle School Task Force - 2000-2020

C. A. Johnson Title One Board - 2002-2020

Full Name: **Erin Johnson**

Congregation: St Andrew's Lutheran Church

Congregation City: Columbia

No biographical information given



**ELCA Church Council – Rostered Minister - Person of Color / Language Other Than English**

**(Elect 1)**

**Rev. Leroy Cannon**

**Rev. Jorge Leone**

**Full Name: Leroy Cannon**

Resides in: Columbia, SC

Congregation: Christ Mission                      Congregation City: Columbia

Email Address: revlcann@bellsouth.net

Employment/Profession: Pastor

Age Range: Over 60

**Service in synod, ELCA, interchurch agencies, etc.**

Candidacy Committee - 2018-2020

Bishop's Selection Committee - 2019-2020

Inclusive Network - 2014-2020

African descent Representative/Reconciliation - 2016-2020

**Service in local congregation**

Mission Developer - 2014-2016

Pastor at Christ Mission - 2016-2020

Developed Morning Glo Café (seniors) at Christ Mission, the Recovery Church, and the Ames Villa Project (The Coffee Café and the Village Church) at Ames Villa Apartment - 2015-2020

35 years as Pastor in the A.M.E. Church

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

Omega Psi Phi Fraternity - 1966-2020

NAACP - 1966-2020

Rotary Club - 2015-2020

W. A. Perry Middle School Task Force - 2000-2020

C. A. Johnson Title One Board - 2002-2020

**Full Name: Jorge Leone**

Resides in: West Columbia, SC

Congregation: Cristo Rey- Sagrada Familia                      Congregation City: West Columbia-Columbia

Email Address: lacleart@yahoo.com.ar

Employment/Profession: Pastor

Age Range: Over 60

**Service in synod, ELCA, interchurch agencies, etc.**

Synod Council: several terms

**Service in local congregation**

Cristo Rey Deacon - 2009-2013

Sagrada Familia synodically authorized Pastor - 2013-2017

Cristo Rey/Sagrada Familia and preaching points Pastor – 2017–present

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

SC Hispanic Outreach. Latino non for profit association Executive director - 2009-present

W. A. Perry Middle School Task Force - 2000-2020

C. A. Johnson Title One Board - 2002-2020

**NovusWay Ministries – Board Elected/Synod Assembly Ratified**

***Nominees will be announced at Synod Assembly***

**Report of the Bishop****2021**

The 2021 Assembly theme, **“To Boldly Go...To Proclaim,”** offers us a significant opportunity to dive into the many new ways to think about and process our calling to be Christ’s church in the world today. The act of “going” in 2020, and even in 2021, is bold, in and of itself, but to “Boldly Go... to Proclaim”, has been an act of trust, deep faith and incredible innovation during a time when we are faced with a world-wide Pandemic. We realize that this was the year when just about everything as we knew it stopped going, (unless it was truly an emergency), and that our acts of “going,” gathering and proclaiming, all required innovative use of technology platforms like Zoom and video livestream to gather for worship, meetings and even just to visit with friends and family. So, the acts of going, in and of themselves, have been truly bold! It is simply incredible what our Pastors, Deacons and Congregations have learned and implemented in ministry over the past year so that God’s beloved children everywhere would have access to the Word and opportunities to worship! I continue to marvel at all the creativity; to give thanks for the tenacity and faithfulness of our leaders; and to wonder at the best ways to carry forward all the good that we have learned and done in making important shifts in ministry over the past year.

In the first half of 2020 the ministry of the South Carolina Synod Staff centered around offering care and support for our Rostered Leaders and Congregations in the midst of ever changing dynamics related to the management of ministry during the Covid-19 Pandemic. The Executive Staff was inspired to offer daily devotions and weekly online worship through June with the tremendous help of our Director for Communications, Neal Fischer, who produced and posted all our devotions and worship services. We were particularly excited by the number of people we were able to reach with these offerings using technology, and over the course of the past year we have learned that this excitement was also the feeling lots of our leaders had as they experienced similar attention to what they were offering online. In addition to care, devotions and worship, our energies were spent creating the annual Assembly which would include the election of Bishop along with the other business and work of the South Carolina Synod, and to do this in the safest way possible for everyone. It was an amazing learning and historic experience to host our first online Assembly on July 25, 2020. We appreciated all the positive feedback we received and we continue to evaluate options for online and in-person assemblies for our future events.

From September 1, 2020 through the end of February 2021 we used this technology, the Zoom Platform in particular, to host Congregational Partnership Visits with Pastors, Deacons and Council Presidents. Again, with the help of Neal Fischer, Director of Communications, as new bishop, along with Pastor Rick Carter, Assistant to the Bishop, and later Pastor Emily Edenfield, Assistant to the Bishop, we were able to host 127 of these rich conversations in just a few months. We continue to marvel at that opportunity and all that we were able to learn about the ministry in each community. We are using what we have heard and learned to give direction to this first 18 months of a new administration.

These first six months have also included assessment and updates to the First Call Process, Interim Ministry, Boundary Training, Call Process, Global and Domestic Missions. We have been blessed in our Synod by strong partnerships in Campus Ministry at 11 different site across the state, with the Latino/Latina Community in the Upstate and in the Midlands, including building the worship space for Cristo Rey Lutheran Church which we hope to be completed and dedicated soon. We also enjoy strong partnerships with our six institutions of the church that have expression here in South Carolina, and with SC Lutheran Men in Mission, SC Women of the ELCA and SC Lutheran Church Youth.

We are all blessed by the faithful dedication of our Staff members with talents for hospitality, organization and leadership that they each bring to their work. The ministry of this Office is only possible because of the team work that happens every day. As you might imagine, these first months have also included a number of changes in our Synod Staff and the need to spend some time in team building.

Bishop Herman Yoos retired August 31, 2020 after faithfully serving the South Carolina Synod. We are all grateful for his passion for the gospel, for prayer and for the many gifts he has shared with this church. I am grateful for the partnership he and I shared for the past 12 years and for all that I learned from him in this office. We pray he and Cindy have a wonderful time with their grandchildren and that each day of retirement is a blessing for them both.

Tiffany Pieters joined our staff in January 2018 and worked as Administrative Assistant part time for Region 9 and part time for the South Carolina Synod. In early January 2021 Tiffany resigned her position to begin work at the Baptist church in Newberry County. We miss her smile and her warm hospitality, but wish her all the best in her new position.

Bill Newmeyer has served Part time as Youth Ministry Coordinator for the past two years, and an active Youth Ministry Advisor for the past 22 years. We are grateful to Bill for stepping up into this leadership role after Pastor Eric Wolf resigned his position in 2019, and for all the creative ways Bill has continued to make Synod LCY happen using online tools as well as following safety protocols for recent meetings in person. Bill will continue serving through June 2021 as Coordinator.

I could not be more blessed by the partnerships shared with Jenny Spearen, Executive Administrator; Charlene Fink, Synod Accountant; Neal Fischer, Director of Communications; Wendy Davidson, Assembly Manager/ Administrative Assistant; Deacon Sarah Bowers, Creative Assistant; Pastor Ozzie Herlong, Synod Secretary and Director of Stewardship; Pastor Emily Edenfield, Assistant to the Bishop for Outreach and Pastor Rick Carter, Assistant to the Bishop for Leadership. We look forward to completing our staff in partnership with the ELCA when we call of the next Director of Evangelical Mission.

The South Carolina Synod Staff works together each day with the intention of collaborating with you and with one another in ministry and mission to make Christ known in the communities where we live and serve. We feel a deep sense of our calling to raise up, resource and support our Pastors, Deacons and Congregations. Because we walk together as the South Carolina Synod - ELCA, the work we do in Jesus' name is a stronger and a more vibrant witness to God's love for all God's beloved children. We believe that it is bold, and the highest calling to share the Good News that Jesus Loves You, each and every one of you! And we are delighted to walk together with each of you and "To Boldly Go... to Proclaim" this Word to all the world!

Together in Christ,

*Bishop Ginny Aebischer*  
May 2021

### **Annual Assembly**

June 2020 – Conduct of Elections Committee Meeting  
July 9, 2020 Reference & Counsel Committee Meeting  
July 24, 2020 Orientation to Assembly  
July 25, 2020 – Online using LUMI Platform  
November 10, 2020 – Nominating Committee (Zoom)

### **Calls Accepted**

April 1, 2020 – Deacon Katie Justice, St. John's, Beaufort  
June 1, 2020 – Rev. Joshua Knutson, St. Michael, Moncks Corner & Christ Community, North Charleston  
July 1, 2020 - Rev. Emily Willhide, Incarnation, Columbia  
July 26, 2020 – Rev. Mark Smith, Mt. Calvary, Johnston  
August 30, 2020 – Rev. Michele Fischer, Colony, Newberry  
September 1, 2020 – Rev. Virginia S. Aebischer, Bishop, SC Synod  
September 23, 2020 – Rev. Terry Hundley, Macedonia, Prosperity  
October 11, 2020 – Rev. Mike Watson, St. John, Pomaria  
November 16, 2020 – Rev. Jesse Canniff-Kuhn, University of South Carolina & Lutheran Theological Southern Seminary, Columbia  
November 29, 2020 – Rev. Rusty Kehl, St. Luke, Florence  
December 1, 2020 – Rev. June Wilkins, Christ, Hilton Head  
January 24, 2021 – Carl Taylor, Living Springs, Columbia  
February 8, 2021 – Rev. Rebecca Lord Phillips, Christ the King, Greenville  
March 7, 2021 – Rev. Peter Morey, St. James, Summit  
March 21, 2021 – Rev. Emily Mooneyhan, Mt. Pleasant Lutheran and Saluda Presbyterian, Saluda  
April 11, 2021 – Rev. Andrea Bates & Rev. Kyle Bates, St. Michael, Greenville  
May 2, 2021 – Rev. Megan Lineberger, Bethel, White Rock  
May 16, 2021 – Christopher Shealy, Mt. Hebron, Leesville

### **Candidacy**

February 28 - March 1, 2020 Internship Site Visit, Boone, NC; Assistant to the Bishop Aebischer  
April 14-15, 2020 Internship Site Visit, Virginia (Zoom); Assistant to the Bishop Aebischer  
April 16-17 Internship Site Visit, Greenboro, NC (Zoom); Assistant to the Bishop Aebischer  
July 28 – 29, 2020 Candidacy Committee Meeting (Zoom); Bishop-Elect Aebischer, Jenny Spearen  
October 7, 2020 Candidacy Committee Meeting (Zoom); Assistant to the Bishop Carter & Jenny Spearen  
December 8, 2020 Candidacy Committee Meeting (Zoom) Assistant to the Bishop Carter & Jenny Spearen  
January 25, 2021 Candidacy Committee Meeting (Zoom) Assistant to the Bishop Carter & Jenny Spearen  
April 27-28, 2021 Candidacy Committee Meeting (Zoom) Assistant to the Bishop Carter & Jenny Spearen

### **Communications**

May, July, September, November 2020 Publication of *The South Carolina Lutheran Magazine*, Neal Fischer, Director of Communications  
January, April 2021 Publication of *the South Carolina Lutheran Magazine*, Neal Fischer, Director of Communications  
Facilitated Zoom Meetings, Neal Fischer, Director of Communications  
May 2020 – 13  
June 2020 –9  
July 2020 – 6  
August 2020 –32  
September 2020 –60  
October 2020 –28  
November 2020 –46  
December 2020 –22  
January 2021 –15  
February 2021 –34

March 2021 –31

April 2021 –18

Produced Online Worship Services, Neal Fischer, Director of Communications

May 2020 – 10

June 2020 –5

July 2020 – 9

September 2020 –4

October 2020 –4

December 2020 - 7

January 2021 –5

February 2021 –4

March 2021 –4

April 2021 –5

Produced Prayer Devotion Gatherings, Neal Fischer, Director of Communications

May 2020 – 20

April 2021 Holy Week – 3; Easter – 3

Easter Season Scripture and Song Devotions – 12

June 27, 2020 – Technical Production for SC LCY Convention, Neal Fischer, Director of Communications

July 20 – 25, 2020 – Rehearsals and Technical Productions for Assembly, Neal Fischer, Director of Communications

Hosted Online ELCA Synod Communicators Meetings, Neal Fischer, Director of Communications

July, October 2020

October 4, 2020 – Productions for Installation of SC Bishop and Assistant to the Bishop

### **Community Outreach**

March 13, 2021 Justice Training Event (Zoom), Bishop Aebischer

April 26, 2021 Nehemiah Action Meeting, Columbia (Zoom)

### **Conference of Bishops**

Thursdays – COB Conversations/Enrichments & Continuing Education (Zoom)

September 28-30, 2020 Bishop Formation Event (Zoom)

October 1-2, 2020 Fall Conference Meeting (Zoom)

December 2-4, 2020 Bishop Formation Event Part 2 (Zoom)

January 16, 2021 Meeting (Zoom)

March 2, 2021 Roster Committee Meeting (Zoom)

March 3-5, 2021 Spring Conference Meeting (Zoom)

### **Conference of Deans/Conference Meetings**

#### **Bishop Aebischer, Assistant to the Bishop Carter, Assistant to the Bishop Edenfield**

March 19, 2020 – Meeting of Deans (Zoom)

April 28, 2020 – Midlands Conference Meeting (Zoom)

April 29, 2020 – Coastal Conference Meeting (Zoom)

April 30, 2020 – Foothill Conference Meeting (Zoom)

May 5, 2020 – Saxe Gotha Conference Meeting (Zoom)

May 6, 2020 Amelia and Epiphany Conference Meeting (Zoom)

May 7, 2020 – Heartland Conference Meeting (Zoom)

May 11, 2020 – Western and Upstate Conference Meeting (Zoom)

January 16, 2021 – Heartland Conference Meeting (Zoom)

January 26, 2021 – Coastal Conference Election meeting (Zoom)

February 16, 2021 – Heartland Conference Meeting (Zoom)

May 20, 2021 – Meeting of Deans (Zoom)

**Congregational Partnership Visits (with Pastors/Deacons/Council Presidents)**

127 congregational leadership teams visited between September 1, 2020 – March 15, 2021 (Zoom); **Bishop Aebischer, Assistant to the Bishop Carter, Assistant to the Bishop Emily Edenfield.**

**Council Meetings & Congregational Events**

June 17, 2020 – Christ, Hilton Head, Congregational Event (Zoom); Bishop Yoos & Assistant to the Bishop Aebischer  
 August 9, 2020 – St. Michael, Greenville, Council Meeting; Bishop – Elect Aebischer  
 February 7, 2021 St. Paul, Mt. Pleasant Council Meeting (Zoom); Bishop Aebischer  
 February 8, 2021 King of Glory, North Myrtle Beach Council Meeting (Zoom); Bishop Aebischer  
 March 8, 2020 St. Luke, Columbia Congregational Event Assistant to the Bishop Aebischer  
 March 21, 2021 – St. James, Graniteville, Congregational Event (Zoom); Bishop Aebischer & Assistant to the Bishop Carter  
 March 24 & 28, 2021 – Union, Leesville, Meetings about the ELCA, Bishop Aebischer & Assistant to the Bishop Emily Edenfield  
 April 11, 2021 – Immanuel, Greenwood, Council Meeting; Bishop Aebischer  
 April 25, 2021 – St. Paul, Gilbert, Council Meeting; Bishop Aebischer  
 May 16, 2021 – Good Shepherd, Walterboro, Council Meeting; Bishop Aebischer  
 May 16, 2021 – Redeemer, Columbia, Council Meeting; Bishop Aebischer

**Deaths**

April 2020 – Mr. John Mark Swicegood, son of the Rev. D. Luther Swicegood.  
 April 6, 2020 – Mrs. Mary Schaeffer, wife of the Rev. William B. Schaeffer.  
 May 8, 2020 – Rev. Harold Gilbert Skinner.  
 May 11, 2020 – Rev. George W. Fisher.  
 September 22, 2020 – Mrs. Faye Roof, wife of Rev. Hilton Roof.  
 September 22, 2020 – Mrs. Ruth Bockelman, wife of Rev. Paul Bockelman  
 October 10, 2020 – Mrs. Gloria Shealy, wife of Rev. George Shealy  
 February 10, 2021 – Mrs. Augusta Ellsworth, wife of Rev. Raymond Ellsworth  
 March 28, 2021 – Mrs. Cary Cruse, wife of Rev. Guy Cruse  
 April 29, 2021 – Rev. Tim Bryson

**Ecumenical**

August 19, 2020 – Fellowship of SC Bishops (Zoom)  
 November 25, 2020 – Fellowship of SC Bishops (Zoom)  
 February 24, 2021 – Fellowship of SC Bishops (Zoom)  
 March 8, 2021 – Fellowship of SC Bishops (Zoom)

**Finance**

July 29, 2020 – Finance Committee Meeting; Charlene Fink, Pastor Ozzie Herlong, Assistant to the Bishop Aebischer  
 September 2, 2020 – Mission Endowment Grant Committee Meeting (Zoom); Charlene Fink, Bishop Aebischer  
 September 8, 2020 – Budget Meeting (Zoom); Charlene Fink, Synod Accountant; Pastor Ozzie Herlong, Director for Stewardship; Bishop Aebischer  
 January 11, 2021 – Finance Consultation (Zoom), Charlene Fink, Bishop Aebischer, Raymond Hendrix, Assistant to the Bishop Carter  
 January 12, 2021 – Finance Committee Budget Preparations Meeting, (Zoom)  
 Charlene Fink, Synod Accountant; Raymond Hendrix, Treasurer; Gordon McCay, Committee Chair; Bishop Aebischer, Pastor Ozzie Herlong & Committee  
 January 14, 2021 – Cristo Rey Building Project Meeting (Zoom); Charlene Fink, Bishop Aebischer, Assistant to the Bishop Carter  
 February 2, 2021 – Finance Consultation (Zoom); Charlene Fink, Bishop Aebischer, Raymond Hendrix, Assistant to the Bishop Carter  
 February 24, 2021 – Cristo Rey Building Project Meeting (Zoom); Charlene Fink, Bishop Aebischer, Assistant to the Bishop Carter  
 March 23, 2021 —Participated in Mental Health Collaborative (Zoom), Assistant to the Bishop Emily Edenfield

March 30, 2021 —Met with Rev. Regina Moore, SCCAC (Zoom), Assistant to the Bishop Emily Edenfield

### **Global Network**

May 15, 2020 - Tanzania Partnership (Zoom)

August 25, 2020 – IELCO Partners Meeting (Zoom)

November 20- 21, 2020 – Asian Companion Partner Consultation (Zoom)

January 27, 2021 – Visit with Pastor Asano (JELC) with Ebenezer, Columbia (Zoom)

February 5, 2021 – IELCO Partners Meeting (Zoom)

March 9, 2021 – Tanzania Companion Meeting (Zoom)

April 16, 2021 – IELCO Partners Meeting (Zoom)

### **Inclusiveness Network**

March – June 2020 “Just Mercy,” Bryan Stevenson, Inclusiveness Network Sponsored Book Study (Zoom)

Bishop Yoos & Pastor Leroy Cannon

January 27, 2021 – Upstate Latino/Latina Meeting (Zoom)

February – May 2021 – “Caste” by Isabel Wilkerson Book Study; Assistant to the Bishop Emily Edenfield and Pastor Jackie Utley, Inclusiveness Network Chair

February 18—Filmed interviews with Jackie Utley and Leroy Cannon (Skype), Assistant to the Bishop Emily Edenfield

March 11, 2021 —Participated in Inclusiveness Network Meeting (Zoom), Assistant to the Bishop Emily Edenfield

March 13, 2021 —Participated in Southeastern Synod Diversity Training (Zoom), Bishop Aebischer, Assistant to the Bishop Edenfield

April 22, 2021 —Participated in Inclusiveness Network (Zoom), Assistant to the Bishop Emily Edenfield

April 28, 2021 —Visited El Mesias/Latinx Task Force (In person), Assistant to the Bishop Emily Edenfield

### **Installations**

January 3, 2021 – Pastor Emily Willhide, Incarnation, Columbia. Bishop Aebischer presided over Installation

February 27, 2021 – Pastor Carl Taylor, Living Springs, Columbia, Pastor Andrew Isenhower, Midlands Conference Dean

April 25, 2021 – Pastor June Wilkins, Christ, Hilton Head. Pastor Eric Little, Amelia Conference Dean

May 16, 2021 – Pastor Mike Watson, St. John, Pomaria. Pastor Michael Price, Heartland Conference Dean

May 23, 2021 – Pastor Michele Fischer, Colony, Newberry. Pastor Michael Price, Heartland Conference Dean

May 26, 2021 - Pastor Peter Morey, St. James, Summit. Pastor Lisa Isenhower, Western Conference Dean

### **Institutional & Auxiliary Partnerships**

November 13-14, 2020 Novus Way Board Meeting, Bishop Aebischer participated on behalf of Region 9 Bishops (Zoom)

November 19, 2020 Lutheran Homes Board Visit (Skype)

October 15, 2020 SCLRC Board Visit (Zoom)

January 7, 2021 SCLRC Board Visit (Zoom)

January 10, 2021 SC Lutheran Men in Mission Board (Zoom)

February 16, 2021 Lutheran Services Carolinas Team Meeting Devotions (Zoom)

February 20, 2021 SC Lutheran Men in Mission Convention (Zoom)

March 11, 2021 SC Lutheran Men in Mission Board (Zoom)

May 4, 2021 Lutheran Services Carolinas meeting with Governor McMaster

May 6, 2021 Lutheran Theological Southern Seminary Graduation

May 20, 2021 Lutheran Homes Board Meeting (Skype)

### **Interim Pastors & Stated Supply Pastors**

Interim Pastors meet at least once a month by Zoom for Support and Continuing Education

Linda Anderson – St. James, Graniteville

Mary Anderson – Wittenberg, Leesville

Craig Boelke – Good Shepherd, Walterboro

Glenn Boland – St. Luke, Columbia

Bruce Booher – Our Savior, Greenville



Gary Brandenburg – Immanuel, Greenwood  
 Rich Donoghue – St. Johannes, Charleston  
 Steve Counts – Nazareth, Lexington  
 Marion Clark – Macedonia, Prosperity  
 Karen Hawkins – Emmanuel, West Columbia  
 Chris Heavner – St. Michael, Greenville  
 Jane Mitcham – Christus Victor, Columbia  
 Christine Parham – Orangeburg, Orangeburg  
 Christi Pursey – St. Paul, Mt. Pleasant  
 Earl Schafer – St. Paul, Gilbert  
 Denise Seymour – St. Luke, Florence  
 Bill Trexler – St. Luke, Florence  
 Art Turfa – Faith, West Columbia  
 Jim Vigen – St. Nicholas & Trinity, Fairfax  
 John Wertz – Bethel, White Rock  
 Wayne Young – King of Glory, North Myrtle Beach

**Stated Supply Pastors**

Jan Boyd – Enon, Leesville  
 Reggie Cruse – St. Peter, Batesburg  
 Mary Finklea – Our Shepherd, Hartsville  
 Christopher Girardeau – St. John, Clinton  
 Art Hallman – Bethlehem, Pomaria  
 Ozzie Herlong – Bethany, Lexington  
 Gary Lyerly – Good Shepherd, Swansea  
 Greg Martin – Trinity, Georgetown  
 Bob McCollum – Bethany, Newberry  
 Maria Miller – Augsburg, Union  
 Carroll Robinson – Holy Trinity, Pelion  
 Floyd Sides – Bachman Chapel, Prosperity  
 Rus Stilwell – St. Andrews, Blythewood  
 Paul Williams – St. Timothy, Whitmire

**Leadership Events**

July 6, 2020 – Mission Consultation, Director of Evangelical Mission, Rick Carter  
 July 7, 2020- Leadership for Faithful Innovation, Director of Evangelical Mission, Rick Carter  
 July 10, 2020 – Consultation for Reformation Lancaster, Director of Evangelical Mission, Rick Carter  
 July 12, 2020 – Nuestro Salvador Mission Board, Director of Evangelical Mission, Rick Carter  
 July 14, 2020 – Grant Reviews and Leadership for Faithful Innovations Coaching, Director of Evangelical Mission, Rick Carter  
 July 16, 2020 – Leadership for Faithful Innovation, Director of Evangelical Mission, Rick Carter  
 July 27, 2020 – Consultation with Parroquia El Mesias, Director of Evangelical Mission, Rick Carter  
 August 3, 2020 – LTSS/ Region 9 Council & Leadership for Faithful Innovations, Director of Evangelical Mission, Rick Carter  
 August 2, 2020 – Nuestro Salvador Mission Board, Director of Evangelical Mission, Rick Carter  
 August 8-10, 2020 - Growing Young, train the trainer, Director of Evangelical Mission, Rick Carter  
 August 12 Life of Faith Project, August 8-10, 2020- Growing Young, train the trainer, Director of Evangelical Mission, Rick Carter  
 August 12, 2020 – Consultation with Dr. Wilkenson, August 8-10, 2020, Bishop Yoos, Bishop Elect Aebischer, Director of Evangelical Mission, Rick Carter  
 August 25, 2020 – Consultation with Cristo Rey, Director of Evangelical Mission, Rick Carter  
 August 27, 2020 – Consultation with Alejandro Mejia, Bishop Yoos, Bishop Elect Aebisher, Director of Evangelical Mission, Rick Carter  
 August 28, 2020 – Consultation with Parroquia El Mesias, Director of Evangelical Mission, Rick Carter  
 August 30, 2020- Nuestro Salvador Mission Board, Director of Evangelical Mission, Rick Carter  
 September 2, 2020 – Conversations with Bishop Aebischer, Director of Evangelical Mission, Rick Carter

September 3, 2020 – Building Site: Cristo Rey Walk Through, Director of Evangelical Mission, Rick Carter, Bishop Aebischer  
 September 9, 2020 – Leadership for Faithful Innovation Meeting, Director of Evangelical Mission, Rick Carter  
 Weekly Meetings with ELCA Directors of Evangelical Mission, Director of Evangelical Mission, Rick Carter  
 September 15, 2020- Synod Council meeting, Director of Evangelical Mission, Rick Carter  
 September 15-30, 2020 – Interviews with Rostered Leaders, Retreat Meetings with Bishop Aebischer, Candidacy, Retreat with SC Rostered Leaders, Leadership for Faithful Innovation, Meetings with Mission Congregations, Meetings with Interim Task Force, Consultations and LTSS/ Stewardship Council meetings, Assistant to the Bishop Carter  
 October 19-21, 2020 Convocation at Lutheridge; Bishop Aebischer  
 December 6, 2020 - Inquirer's Day (Zoom), Assistant to the Bishop Carter, Pastor Jason Antley Coordinator  
 February 3—Meeting with First Call Candidates (Zoom), Bishop Aebischer, Assistants to the Bishop Carter & Edenfield  
 February 23—Participated in Mental Health Collaborative (Zoom), Assistant to the Bishop Emily Edenfield  
 February 23—Attended Sex offender workshop (Zoom), Assistant to the Bishop Edenfield  
 February 24—Filmed interview with Carl Taylor (Skype), Assistant to the Bishop Edenfield  
 March 9, 2021 —Participated in Child Abuse and Mandated Reporter Training (Zoom) Assistant to the Bishop Edenfield  
 April 13, 2021 —Participated in Campus Ministry Task Force (Zoom), Assistant to the Bishop Emily Edenfield  
 April 15, 2021 —Attended workshop on Portico benefits with Cathy Schibler (Zoom), Assistant to the Bishop Emily Edenfield  
 April 19, 2021 Boundary Training (Zoom), Bishop Aebischer, Assistant to the Bishop Edenfield  
 April 21, 2021 Retiree Gathering (Zoom), Bishop Aebischer, Assistants to the Bishop Carter & Edenfield  
 April 27, 2021 —Participated in Mental Health Collaborative (Zoom), Emily Edenfield, Assistant to the Bishop Emily Edenfield

**Ordinations**

June 14, 2020 – Service of Ordination for Ashlen Kate Justice held at St. John's, Beaufort. Bishop Yoos presided. Deacon Justice accepted a call to St. John, Beaufort.  
 June 20, 2020 – Service of Ordination for Joshua Knutson held at Pisgah, Lexington. Bishop Yoos presided. Pastor Knutson accepted a call as Mission Developer to Christ Community, North Charleston and also serves as Pastor of St. Michael, Moncks Corner.  
 February 27, 2021 – Service of Ordination for Carl Taylor held at St. Paul, Columbia. Bishop Aebischer presided. Pastor Taylor accepted a call as Associate Pastor of Living Springs, Columbia.

**Resignations**

May 31, 2020 – Deacon Ashlyn Cox, Grace, Gilbert  
 August 31, 2020 – Tim Kneuss, Fairfax Parish, Fairfax  
 November 22, 2020 – Mike Watson, Nazareth, Lexington  
 December 31, 2020 – Sarah Bowers, Thornwell Children's Home  
 February 22, 2021 – John Stirewalt, St. John, Lexington

**Region 9**

August 10, 2020 – Region 9 Bishops Meeting (Zoom)  
 October 1, 2020 – Region 9 Bishops Assignment Meeting (Zoom)  
 November 5, 2020 – Region 9 Council Meeting (Zoom)  
 November 11, 2020 – Region 9 Consultation (Zoom)  
 December 10, 2020 – Region 9 Bishops Extended Meeting (Zoom)  
 February 2, 2021 – Region 9 Consultation (Zoom)  
 May 12, 2021 – Region 9 Bishops Meeting (Zoom)  
 May 17, 2021 – Region 9 Council Meeting (Zoom)

**Retirement**

July 1, 2020 – Fred Suhr  
 August 14, 2020 – Reggie Cruse  
 September 1, 2020 – Herman Yoos

November 1, 2020 – Pam Cook  
 January 1, 2021 – Ernie Worman  
 February 14, 2021 – Vickie Powell

**Synod Council**

March 30, 2020 Meeting (Zoom)  
 April 18, 2020 Meeting (Zoom)  
 May 18, 2020 Meeting (Zoom)  
 June 25, 2020 Meeting (Zoom)  
 August 15, 2020 Retreat (Zoom)  
 September 1, 2020 Executive Meeting (Zoom)  
 September 14, 2021 Meeting (Zoom)  
 November 4, 2020 Executive Meeting (Zoom)  
 November 16, 2020 Meeting (Zoom)  
 January 7, 2021 Called Meeting of Council (Zoom)  
 February 8, 2021 Executive Meeting (Zoom)  
 February 22, 2021 Meeting (Zoom)  
 March 3, 2021 Executive Meeting (Zoom)  
 March 22, 2021 Executive Meeting (Zoom)  
 March 26, 2021 Executive Meeting (Zoom)  
 April 12, 2021 Meeting (Zoom)

**Stewardship**

June, August, September, October, November 2020 – Beginning a Culture of Generosity Meetings, Pastor Ozzie Herlong, Director for Stewardship  
 June & September 2020, January 2021 – Stewardship Network Meetings, Pastor Ozzie Herlong, Director for Stewardship  
 June, October, November, December 2020, January, Stewardship Symposium Planning Team Meetings, Pastor Ozzie Herlong, Director for Stewardship  
 June, August, September, November, December 2020, January, March, 2021 - LTSS/Region 9 Council for Stewardship Education, Pastor Ozzie Herlong, Director for Stewardship  
 June, July 2020 - First Call Theological Education Stewardship Gathering Planning Team - Pastor Ozzie Herlong, Director for Stewardship  
 June, July, August, September, 2020, April 2021- Mission Support Video Production, Pastor Ozzie Herlong, Director for Stewardship  
 July, August, October, December 2020, February, March, April 2021 - SC Lifeline Fund Distribution Team, Pastor Ozzie Herlong, Director for Stewardship, Bishop & Team  
 August, September, October, December 2020, January, March, April 2021 - Stewardship for all Seasons with various Congregations, Pastor Ozzie Herlong, Director for Stewardship  
 October 28, 2020 – Lilly Foundation Endowment Grant Meeting, Pastor Ozzie Herlong, Director for Stewardship  
 November 5, 2020 – Shepherd Callers Meeting, Pastor Ozzie Herlong, Director for Stewardship, Bishop Aebischer, devotions (Zoom)  
 December 9, 2020 – ELCA Foundation Meeting, November 5, 2020 – Shepherd Callers Meeting, Pastor Ozzie Herlong, Director for Stewardship, Bishop Aebischer, devotions (Zoom)  
 December 1, 2020 – LTSS Senior Symposium Planning Team, November 5, 2020 – Shepherd Callers Meeting, Pastor Ozzie Herlong, Director for Stewardship, Bishop Aebischer, devotions (Zoom)  
 January 29, 2021 – Stewardship Symposium, Mike Ward, Presenter, Pastor Ozzie Herlong, Director for Stewardship  
 April 7, 2021 – Joint Ministries of Region 9 - Pastor Ozzie Herlong, Director for Stewardship  
 May 4, 2021 – Tithely Electronic Giving Project Meeting, Pastor Ozzie Herlong, Director for Stewardship

**Transfers**

June 1, 2020 – Raymond Mohrmann to North Carolina Synod  
 September 13, 2020– Tim Kneuss to North Carolina Synod  
 February 5, 2021 – Ernie Worman to Indiana/Kentucky Synod

March 2, 2021 - Ron Hartman, transfer to Rocky Mountain Synod

March 16, 2021 – John Stirewalt to Southeastern Synod

April 29, 2021 – Mark Cerniglia to Southeastern Synod

### **Transfers Received**

May 26, 2020 – Mary Peters, transfer from the Southeastern Synod

July 1, 2020 – Martine Lopez-Vega, transfer from Caribbean Synod

January 1, 2021 - Jesse Caniff- Kuhn from North Carolina Synod

December 15, 2020 – Linda Larson, transfer from the Southeastern Synod

January 1, 2021 - Kathleen Miko, transfer from Virginia Synod

February 8, 2021 - June Wilkins, transfer from Southern Ohio Synod

March 2, 2021 - Matthew Lash, transfer from Northwestern Ohio (retired)

June 1, 2021 – Andrea Bates, transfer from North Carolina Synod

June 1, 2021 – Kyle Bates, transfer from North Carolina Synod

### **Worship Celebrations and Special Events**

March – June 2020, Monday through Friday Daily Devotions online, Led by Bishop Yoos, Assistant to the Bishop Aebischer, Director of Evangelical Mission Rick Carter. Produced by Neal Fischer

March – June 2020 Sunday Worship Services online, Led by Bishop Yoos, Assistant to the Bishop Aebischer, Director of Evangelical Mission Rick Carter. Produced by Neal Fischer

May 17, 2020 – Worship Service, Mt. Tabor, West Columbia. Bishop Yoos preached.

June 19, 2020 – Juneteenth Service held at Reformation, Columbia, Pastor Tim Bupp and Inclusiveness Network Leaders

June 21, 2020 – Worship Service, St. John, Irmo. Bishop Yoos preached.

June 28, 2020 – Worship Service, Bethlehem, Pomaria. Bishop Yoos preached.

July 12, 2020 – Worship Service, St. Michael, Greenville. Bishop Yoos preached.

July 25, 2020 – SC Synod Assembly, via ZOOM. Bishop Yoos presided.

August 2, 2020 – Worship Service, Colony, Newberry. Bishop Yoos preached.

August 22, 2020 – Wedding, Joshua Aebischer & Adelaide Hoffman, Whisnant Chapel, Lutheridge. Bishop-Elect Aebischer presided.

August 23, 2020 – Mt. Hebron, Leesville. Bishop Yoos preached.

October 4, 2020 SC Synod Installation of Bishop Aebischer and Assistant to the Bishop Carter. Presiding Bishop Eaton Preached.

October 25, 2020 Heartland Conference Reformation Worship Service at Mt. Tabor, Little Mountain, Bishop Aebischer Preached.

November 8, 2020 St. David, West Columbia, 175<sup>th</sup> Anniversary, Bishop Aebischer Preached and Assisted with Holy Communion.

November 15, 2020 Christ Hilton Head, Bishop Aebischer Preached (Zoom)

February 14, 2021 Incarnation Columbia 100<sup>th</sup> Anniversary, Bishop Aebischer Preached

May 16, 2021 Good Shepherd Walterboro Worship. Bishop Aebischer

### **Youth**

February 1, 2021 –Met with Bill Newmyer, Emily Edenfield, Assistant to the Bishop

February 9, 2021 —LCY Executive Committee (Zoom), Assistant to the Bishop Emily Edenfield

February 22, 2021 —Participated in LCY Executive (Zoom), Assistant to the Bishop Emily Edenfield

February 25, 2021 —LCY Executive meeting (Zoom), Assistant to the Bishop Emily Edenfield

February 27, 2021 —LCY Cabinet Meeting (Zoom), Assistant to the Bishop Emily Edenfield,

March 16, 2021 —Filmed Interview with Deacon Darlene Weight (Skype), Assistant to the Bishop Emily Edenfield

March 16, 2021 —LCY Executive Committee (Zoom), Assistant to the Bishop Emily Edenfield

March 18, 2021 —LCY Executive Committee (Zoom), Assistant to the Bishop Emily Edenfield

March 20, 2021 —11<sup>th</sup> and 12<sup>th</sup> grade SCLCY retreat (Zoom), , Assistant to the Bishop Emily Edenfield

April 22, 2021 —Participated in SCLCY Executive Committee (Zoom), Assistant to the Bishop Emily Edenfield

April 24, 2021 —Participated in LCY Cabinet Meeting (In person), Assistant to the Bishop Emily Edenfield

**Vice President  
Deacon Lexanne Graves  
2021**

# #FaithFoundationForward



*“For by the grace given to me I say to everyone among you not to think of yourself more highly than you ought to think, but to think with sober judgment, each according to the measure of **faith** that God has assigned. For as in one body we have many members, and not all the members have the same **function**, so we, who are many, are one body in Christ, and individually we are members one of another.” (Romans 12:3-5 NRSV)*

Even in the midst of a global pandemic, God continues to speak through your 22 elected Synod Council members and its four officers throughout the year. We gathered in August 2020 online for about six hours under the theme above, “Faith.Foundation.Forward”. Since it was an incredibly unique year and electing a new bishop during our online Synod Assembly, we knew we needed to invest time into the foundation of who we are as children of God serving on this Synod Council and move forward in faith, led by the Holy Spirit. We focused on the bible passage above and visualized each person as a jenga piece with varied spiritual gifts. Instead of taking out jenga pieces, we added in spiritual gifts of newly elected members that were needed; sort of like a “reverse jenga” experience.

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 148 congregations. We are truly blessed to be a blessing!

- + Gave financial freedom to Rostered Ministers through our SC Lifeline Distribution Fund who have been saddled with large educational and seminary debts;
- + Granted COVID-19 financial relief grants to congregations in need during this global pandemic;
- + Unanimously welcomed in two new Assistants to the Bishop with gifts that will positively impact the future of our Synod;
- + Engaged in fruitful conversations on racial reconciliation each time we gather as a synod council;
- + Welcomed in a new Executive Minister of the Christian Action Council who alongside our Synod Council Liaison meets on our behalf in the state legislature on matters concerning racism, poverty, food scarcity, public education deficits, etc;
- + Maintained the Rosters of both Ministers of Word and Service (Deacons) and Ministers of Word and Sacrament (Pastors) who are active, retired, interim and on leave from call;
- + Realized the fruits of the Spirit through additions to our Synod Organizational Chart with the Worship and Prayer Task Force, Military Ministry Task Force, Latino Task Force, Leadership Innovation Task Force, Indigenous Peoples Accompaniment Network, and Synod Assembly Communication Network;
- + Enhanced Compensation Guidelines for rostered ministers, especially those in part-time and interim ministry positions, designed to promote healthy conversations about defined compensation; and
- + Discerned ways to share God’s Amazing story of what the Holy Spirit is doing within our congregations through more online publications so that all disciples might glean from the work of this entire Body of Christ.

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.

Thank you for our partnership together!



**Report of the Secretary  
2021**

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 through the Covid-19 crisis. Being thankful for one another and for our relationship as church together is important right now.

Bishop Virginia Aebischer; Rev. Richard Carter and Rev. Emily Edenfield, Assistants to the Bishop; Deacon Lexanne Graves, Vice-President; and Raymond Hendrix, Treasurer give us able and faithful leadership as the South Carolina Synod moves forward in God's mission. This office is assisted by a dedicated support staff that carries out many details: Neal Fischer, Charlene Fink, Wendy Davidson, Deacon Sarah Bowers, and Jenny Spearen. Mrs. Tiffany K. Pieters, former Administrative Assistant, has ably prepared the *Bulletin of Reports* and the *Directory and Minutes of the South Carolina Synod 2020*. I extend my sincere appreciation and thanks to these persons for all their good work. The duties of this office include the recording of the minutes of the Synod Council meetings and the Synod Assemblies. 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 in 25-year increments); and photographs of church buildings. Preserving historic records is about preserving stories of God's people. Go to <https://www.crumleyarchives.com/> 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, 2019. The baptized membership reported was 41,155 at the end of 2019 (*the latest year that statistics were available at the time this report was written*). The average size of a congregation in this synod is 278 baptized members. Regular giving by members in congregations increased by \$945,189 from \$33,526,751 to \$34,471,940. Average giving per confirmed member increased in 2019 by \$123.35 from \$1,120.91 to \$1,244.26. The average Sunday worship attendance per congregation was 95 persons (34% of baptized members). Source: *Summary of Congregational Statistics* are available on the synod website. Go to <https://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 2020 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, 2021

Referred to as 2020-21

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 our congregations for the year 2020-21 as compared to 2019-20:

|                          | <u>2020-21</u> | <u>2019-20</u> |
|--------------------------|----------------|----------------|
| Mission Support Budgeted | \$2,400,000    | \$2,300,000    |
| Mission Support Received | \$2,315,512    | \$2,469,679    |

As you can see, the Synod received \$154,000 less than the prior year. We believe that this decrease was a result from the COVID-19 virus that has affected the entire country/world. We are praying for a better year in 2021. Thanks to all of you for your contributions. They are greatly appreciated. In addition to mission support, the Synod received \$414,284 in 2020-21 for other funds (ministries) such as World Hunger, World Relief, Domestic and International Disaster Relief, Missionary Support, etc.

Mission support from the 150 congregations is presented in the schedule on the following pages.

**Expenditures**

Below is a summary of expenditures for the year 2020-21 as compared to 2019-20:

|                                | <u>2020-21</u>     | <u>2019-20</u>     |
|--------------------------------|--------------------|--------------------|
| Mission Benevolence            | \$ 998,341         | \$1,048,729        |
| Institutions                   | \$ 186,800         | \$ 194,800         |
| Deepening Discipleship Table   | \$ 240,199         | \$ 273,775         |
| Community Engagement Table     | \$ 109,909         | \$ 109,660         |
| Communication/Technology Table | \$ 69,407          | \$ 144,768         |
| Operating Expenses             | <u>\$ 677,881</u>  | <u>\$ 719,864</u>  |
| Total Expenditures             | <u>\$2,282,537</u> | <u>\$2,491,596</u> |

The ELCA support for 2020-21 was 43.25% of unrestricted mission support. For a comparison of expenditures with the budget, see the following financial statements. The change in expenses from 2019-20 to 2020-21 are due to changes in the budget and the effects of COVID-19.

**Budget**

The budget approved by the Synod Assembly for 2021-22 is \$2,601,745 with support for the ELCA at 43.25%. The budget approved by the Synod Council to be recommended to the 2021 Synod Assembly for 2022-23 is \$2,616,500 with support for the ELCA at 43.25%.

To fund these budgets, the Synod is asking each congregation to give a minimum of 10% of their offering annually. 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**

Investment income for the operating fund for the year ending January 31, 2021, was \$105,947 as compared to the \$145,127 for the year ending January 31, 2020.

**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

The Resurrection Church Property was sold November 30, 2020. The Callahan Lake Property has been divided into four lots. One lot sold December 18, 2020, and a second lot has since sold February 5, 2021.

**"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 ELGA 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 &amp; Other Funds

February 1, 2020 through January 31, 2021

|    | <b>Organization</b>                     | <b>Mission Support</b> | <b>SC Synod Support</b> | <b>Other Funds</b> | <b>Total</b> |
|----|---|------------------------|-------------------------|--------------------|--------------|
| 1  | All Saints 07396, Mt. Pleasant          | \$54,999.63            | \$0.00                  | \$3,277.00         | \$58,276.63  |
| 2  | Ascension 05596, Columbia               | \$0.00                 | \$0.00                  | \$0.00             | \$0.00       |
| 3  | Atonement 05658, Laurens                | \$0.00                 | \$0.00                  | \$0.00             | \$0.00       |
| 4  | Augsburg 05648, Union                   | \$1,300.00             | \$0.00                  | \$150.00           | \$1,450.00   |
| 5  | Bachman Chapel 05640, Prosperity        | \$9,000.00             | \$0.00                  | \$577.00           | \$9,577.00   |
| 6  | Beth Eden 05628, Newberry               | \$250.00               | \$0.00                  | \$0.00             | \$250.00     |
| 7  | Bethany 05627, Newberry                 | \$8,004.00             | \$0.00                  | \$225.00           | \$8,229.00   |
| 8  | Bethany 05721, Lexington                | \$3,850.00             | \$0.00                  | \$1,365.00         | \$5,215.00   |
| 9  | Bethel 05620, White Rock                | \$13,000.00            | \$0.00                  | \$0.00             | \$13,000.00  |
| 10 | Bethlehem 05608, Imo                    | \$17,870.04            | \$0.00                  | \$315.00           | \$18,185.04  |
| 11 | Bethlehem 05637, Pomaria                | \$10,000.00            | \$0.00                  | \$514.00           | \$10,514.00  |
| 12 | Bethlehem 05703, Leesville              | \$10,000.00            | \$0.00                  | \$0.00             | \$10,000.00  |
| 13 | Cedar Grove 05705, Leesville            | \$6,250.00             | \$18,750.00             | \$1,509.51         | \$26,509.51  |
| 14 | Christ 07329, Hilton Head               | \$2,000.00             | \$0.00                  | \$4,270.15         | \$6,270.15   |
| 15 | Christ Community 31261, N Charleston    | \$3,300.00             | \$0.00                  | \$13,336.00        | \$16,636.00  |
| 16 | Christ Mission 31117, Columbia          | \$400.00               | \$0.00                  | \$0.00             | \$400.00     |
| 17 | Christ the King 05621, Columbia         | \$2,600.00             | \$0.00                  | \$1,520.00         | \$4,120.00   |
| 18 | Christ the King 16415, Greenville       | \$1,210.00             | \$0.00                  | \$150.00           | \$1,360.00   |
| 19 | Christus Victor 07571, Columbia         | \$27,093.30            | \$0.00                  | \$16,100.00        | \$43,193.30  |
| 20 | Colony 05630, Newberry                  | \$7,123.43             | \$0.00                  | \$205.00           | \$7,328.43   |
| 21 | Corinth 05724, Saluda                   | \$0.00                 | \$7,100.00              | \$16,535.00        | \$23,635.00  |
| 22 | Cristo Rey 30851, West Columbia         | \$333.23               | \$0.00                  | \$0.00             | \$333.23     |
| 23 | Cross and Crown 07503, Florence         | \$13,356.00            | \$0.00                  | \$5,710.00         | \$19,066.00  |
| 24 | Crossroads 30706, Fort Mill             | \$11,300.00            | \$0.00                  | \$0.00             | \$11,300.00  |
| 25 | Ebenezer 05598, Columbia                | \$30,250.00            | \$0.00                  | \$825.00           | \$31,075.00  |
| 26 | Ehrhardt Memorial 05677, Ehrhardt       | \$2,800.00             | \$0.00                  | \$550.00           | \$3,350.00   |
| 27 | Emmanuel 05614, West Columbia           | \$28,862.75            | \$0.00                  | \$0.00             | \$28,862.75  |
| 28 | Enon 05704, Leesville                   | \$0.00                 | \$0.00                  | \$0.00             | \$0.00       |
| 29 | Epiphany 30081, Rock Hill               | \$4,345.00             | \$0.00                  | \$2,083.21         | \$6,428.21   |
| 30 | Faith 05615, West Columbia              | \$14,850.00            | \$0.00                  | \$1,425.00         | \$16,275.00  |
| 31 | Faith 05631, Newberry                   | \$0.00                 | \$0.00                  | \$0.00             | \$0.00       |
| 32 | Faith 05683, Johns Island               | \$5,654.28             | \$0.00                  | \$494.00           | \$6,148.28   |
| 33 | Faith 05696, Batesburg-Leesville        | \$2,420.00             | \$0.00                  | \$3,000.00         | \$5,420.00   |
| 34 | Faith Lutheran Chapel 30683, Pickens    | \$3,025.00             | \$0.00                  | \$1,429.33         | \$4,454.33   |
| 35 | Good Hope 05727, Ward                   | \$0.00                 | \$0.00                  | \$0.00             | \$0.00       |
| 36 | Good Shepherd 05600, Columbia           | \$40,443.91            | \$0.00                  | \$2,657.00         | \$43,100.91  |
| 37 | Good Shepherd 05612, Swansea            | \$3,194.00             | \$0.00                  | \$0.00             | \$3,194.00   |
| 38 | Good Shepherd 05692, Walterboro         | \$10,560.00            | \$0.00                  | \$1,998.00         | \$12,558.00  |
| 39 | Grace 05611, Rock Hill                  | \$47,943.07            | \$0.00                  | \$12,229.72        | \$60,172.79  |
| 40 | Grace 05643, Prosperity                 | \$12,227.94            | \$0.00                  | \$1,731.65         | \$13,959.59  |
| 41 | Grace 05698, Gilbert                    | \$12,999.96            | \$0.00                  | \$2,790.00         | \$15,789.96  |
| 42 | Holy Communion 05659, Spartanburg       | \$1,920.00             | \$0.00                  | \$5,124.00         | \$7,044.00   |
| 43 | Holy Spirit 30725, Charleston           | \$9,100.00             | \$0.00                  | \$1,000.00         | \$10,100.00  |
| 44 | Holy Trinity 05651, Anderson            | \$18,443.15            | \$0.00                  | \$3,137.94         | \$21,581.09  |
| 45 | Holy Trinity 05722, Pelion              | \$600.00               | \$0.00                  | \$1,585.25         | \$2,185.25   |
| 46 | Hope 30080, Vance                       | \$3,000.00             | \$0.00                  | \$300.00           | \$3,300.00   |
| 47 | Immanuel 05657, Greenwood               | \$39,465.04            | \$0.00                  | \$2,718.25         | \$42,183.29  |
| 48 | Incarnation 05601, Columbia             | \$10,250.04            | \$0.00                  | \$170.00           | \$10,420.04  |
| 49 | Joy 30418, Moore                        | \$46,449.96            | \$0.00                  | \$2,400.00         | \$48,849.96  |
| 50 | King of Glory 07449, North Myrtle Beach | \$13,488.63            | \$0.00                  | \$50.00            | \$13,538.63  |
| 51 | Living Springs 07829, Columbia          | \$47,644.01            | \$0.00                  | \$17,544.27        | \$65,188.28  |

**South Carolina Synod, ELCA**

Mission Support, SC Synod Support &amp; Other Funds

February 1, 2020 through January 31, 2021

|     | <b>Organization</b>                          | <b>Mission Support</b> | <b>SC Synod Support</b> | <b>Other Funds</b> | <b>Total</b> |
|-----|--|------------------------|-------------------------|--------------------|--------------|
| 52  | Lord of Life 30351, Bluffton                 | \$22,500.00            | \$2,010.30              | \$794.66           | \$25,304.96  |
| 53  | Lutheran Church by the Lake 30369, McCormick | \$21,214.86            | \$250.00                | \$5,315.00         | \$26,779.86  |
| 54  | Macedonia 05644, Prosperity                  | \$0.00                 | \$15,000.00             | \$16,365.00        | \$31,365.00  |
| 55  | Martin Luther 05668, Charleston              | \$11,500.00            | \$0.00                  | \$247.93           | \$11,747.93  |
| 56  | Messiah 05663, Mauldin                       | \$24,000.00            | \$0.00                  | \$9,410.00         | \$33,410.00  |
| 57  | Messiah 05687, Hanahan                       | \$11,041.73            | \$0.00                  | \$4,219.17         | \$15,260.90  |
| 58  | Mt. Calvary 05701, Johnston                  | \$9,750.00             | \$0.00                  | \$812.50           | \$10,562.50  |
| 59  | Mt. Hebron 05706, Leesville                  | \$12,000.00            | \$0.00                  | \$3,322.00         | \$15,322.00  |
| 60  | Mt. Hermon 05616, West Columbia              | \$13,200.00            | \$0.00                  | \$2,465.00         | \$15,665.00  |
| 61  | Mt. Hermon 05636, Peak                       | \$9,360.00             | \$0.00                  | \$960.00           | \$10,320.00  |
| 62  | Mt. Horeb 05589, Chapin                      | \$55,999.99            | \$0.00                  | \$6,900.00         | \$62,899.99  |
| 63  | Mt. Olivet 05645, Prosperity                 | \$0.00                 | \$0.00                  | \$0.00             | \$0.00       |
| 64  | Mt. Olivet 05650, Chapin                     | \$10,000.00            | \$0.00                  | \$765.00           | \$10,765.00  |
| 65  | Mt. Pilgrim 05625, Prosperity                | \$2,760.00             | \$0.00                  | \$538.00           | \$3,298.00   |
| 66  | Mt. Pleasant 05678, Ehrhardt                 | \$6,000.00             | \$0.00                  | \$0.00             | \$6,000.00   |
| 67  | Mt. Pleasant 05729, Saluda                   | \$0.00                 | \$0.00                  | \$0.00             | \$0.00       |
| 68  | Mt. Tabor 05617, West Columbia               | \$56,444.12            | \$0.00                  | \$4,555.39         | \$60,999.51  |
| 69  | Mt. Tabor 05626, Little Mountain             | \$23,937.84            | \$0.00                  | \$4,296.00         | \$28,233.84  |
| 70  | Nazareth 05710, Lexington                    | \$796.00               | \$0.00                  | \$0.00             | \$796.00     |
| 71  | Nuestro Salvador 31098, Greenville           | \$0.00                 | \$0.00                  | \$0.00             | \$0.00       |
| 72  | Orangeburg 05688, Orangeburg                 | \$5,280.00             | \$0.00                  | \$500.00           | \$5,780.00   |
| 73  | Our Saviour 05618, West Columbia             | \$15,000.00            | \$0.00                  | \$2,000.00         | \$17,000.00  |
| 74  | Our Saviour 05654, Greenville                | \$27,451.00            | \$0.00                  | \$7,115.00         | \$34,566.00  |
| 75  | Our Shepherd 07234, Hartsville               | \$0.00                 | \$2,400.00              | \$0.00             | \$2,400.00   |
| 76  | Parroquia el Mesias 31362, Mauldin           | \$0.00                 | \$0.00                  | \$0.00             | \$0.00       |
| 77  | Pilgrim 05712, Lexington                     | \$12,000.00            | \$0.00                  | \$225.00           | \$12,225.00  |
| 78  | Pine Grove 05684, Lone Star                  | \$5,200.00             | \$0.00                  | \$515.00           | \$5,715.00   |
| 79  | Pisgah 05713, Lexington                      | \$29,700.00            | \$0.00                  | \$16,212.92        | \$45,912.92  |
| 80  | Pomaria 05638, Pomaria                       | \$7,000.00             | \$0.00                  | \$1,200.00         | \$8,200.00   |
| 81  | Providence 05711, Lexington                  | \$16,216.71            | \$0.00                  | \$0.00             | \$16,216.71  |
| 82  | Redeemer 05623, Columbia                     | \$47,723.00            | \$0.00                  | \$3,302.50         | \$51,025.50  |
| 83  | Redeemer 05633, Newberry                     | \$8,369.37             | \$0.00                  | \$2,645.00         | \$11,014.37  |
| 84  | Redeemer 05669, Charleston                   | \$52,583.45            | \$0.00                  | \$996.00           | \$53,579.45  |
| 85  | Redeemer 05730, Greer                        | \$7,260.00             | \$0.00                  | \$0.00             | \$7,260.00   |
| 86  | Reformation 05602, Columbia                  | \$13,536.00            | \$0.00                  | \$0.00             | \$13,536.00  |
| 87  | Reformation 05610, Lancaster                 | \$13,300.00            | \$0.00                  | \$1,141.36         | \$14,441.36  |
| 88  | Resurrection 05665, Cameron                  | \$22,730.63            | \$0.00                  | \$4,586.50         | \$27,317.13  |
| 89  | Sagrada Familia 31073, Columbia              | \$691.60               | \$0.00                  | \$0.00             | \$691.60     |
| 90  | Sandy Run 05613, Swansea                     | \$7,865.00             | \$0.00                  | \$2,475.00         | \$10,340.00  |
| 91  | Shepherd of the Sea 07420, Garden City       | \$33,527.13            | \$0.00                  | \$1,058.16         | \$34,585.29  |
| 92  | Silverstreet 05647, Silverstreet             | \$2,390.00             | \$0.00                  | \$145.00           | \$2,535.00   |
| 93  | Springs of Grace 30443, Inman                | \$1,000.00             | \$0.00                  | \$1,295.00         | \$2,295.00   |
| 94  | St. Andrew 05585, Blythewood                 | \$300.00               | \$0.00                  | \$0.00             | \$300.00     |
| 95  | St. Andrew's 05604, Columbia                 | \$52,258.00            | \$0.00                  | \$9,891.00         | \$62,149.00  |
| 96  | St. Barnabas 05671, Charleston               | \$0.00                 | \$0.00                  | \$0.00             | \$0.00       |
| 97  | St. David 05619, West Columbia               | \$49,048.91            | \$0.00                  | \$7,110.05         | \$56,158.96  |
| 98  | St. James 05590, Sumter                      | \$152.00               | \$7,176.25              | \$4,270.00         | \$11,598.25  |
| 99  | St. James 05629, Newberry                    | \$1,620.00             | \$0.00                  | \$650.00           | \$2,270.00   |
| 100 | St. James 05700, Graniteville                | \$18,958.29            | \$0.00                  | \$3,841.71         | \$22,800.00  |
| 101 | St. James 05708, Summit                      | \$10,000.00            | \$0.00                  | \$525.00           | \$10,525.00  |
| 102 | St. James 05715, Lexington                   | \$20,000.00            | \$0.00                  | \$1,422.00         | \$21,422.00  |

## South Carolina Synod, ELCA

Mission Support, SC Synod Support & Other Funds

February 1, 2020 through January 31, 2021

|     | Organization                         | Mission Support       | SC Synod Support   | Other Funds         | Total                 |
|-----|--------------------------------------|-----------------------|--------------------|---------------------|-----------------------|
| 103 | St. Johannes 05672, Charleston       | \$6,000.00            | \$0.00             | \$0.00              | \$6,000.00            |
| 104 | St. John 05609, Imo                  | \$9,000.00            | \$0.00             | \$505.88            | \$9,505.88            |
| 105 | St. John 05642, Pomaria              | \$5,000.00            | \$0.00             | \$62.00             | \$5,062.00            |
| 106 | St. John 05653, Clinton              | \$300.00              | \$0.00             | \$0.00              | \$300.00              |
| 107 | St. John 05661, Spartanburg          | \$59,400.00           | \$0.00             | \$16,724.00         | \$76,124.00           |
| 108 | St. John 05662, Walhalla             | \$26,000.00           | \$0.00             | \$1,780.00          | \$27,780.00           |
| 109 | St. John 05702, Johnston             | \$2,498.67            | \$0.00             | \$0.00              | \$2,498.67            |
| 110 | St. John 05714, Lexington            | \$1,500.00            | \$0.00             | \$0.00              | \$1,500.00            |
| 111 | St. John's 05664, Beaufort           | \$44,870.00           | \$0.00             | \$861.53            | \$45,731.53           |
| 112 | St. John's 05673, Charleston         | \$8,625.00            | \$0.00             | \$11,624.75         | \$20,249.75           |
| 113 | St. Luke 05605, Columbia             | \$5,000.00            | \$0.00             | \$1,000.00          | \$6,000.00            |
| 114 | St. Luke 05622, Florence             | \$24,850.00           | \$0.00             | \$6,209.08          | \$31,059.08           |
| 115 | St. Luke 05646, Prosperity           | \$23,538.96           | \$4,707.96         | \$4,436.00          | \$32,682.92           |
| 116 | St. Luke 05691, Summerville          | \$31,875.00           | \$0.00             | \$1,708.00          | \$33,583.00           |
| 117 | St. Mark 05725, Batesburg-Leesville  | \$0.00                | \$0.00             | \$8,421.00          | \$8,421.00            |
| 118 | St. Mark's 05690, Isle of Palms      | \$9,490.00            | \$0.00             | \$300.00            | \$9,790.00            |
| 119 | St. Matthew 05639, Pomaria           | \$8,900.00            | \$0.00             | \$273.00            | \$9,173.00            |
| 120 | St. Matthew 05666, Cameron           | \$2,004.00            | \$0.00             | \$0.00              | \$2,004.00            |
| 121 | St. Matthew 05716, Lexington         | \$5,000.00            | \$0.00             | \$451.50            | \$5,451.50            |
| 122 | St. Matthew's 05674, Charleston      | \$63,152.00           | \$0.00             | \$2,680.00          | \$65,832.00           |
| 123 | St. Matthias 07330, Easley           | \$6,600.00            | \$0.00             | \$100.00            | \$6,700.00            |
| 124 | St. Michael 05606, Columbia          | \$9,600.00            | \$0.00             | \$140.00            | \$9,740.00            |
| 125 | St. Michael 05655, Greenville        | \$25,416.63           | \$0.00             | \$325.00            | \$25,741.63           |
| 126 | St. Michael 05694, Moncks Corner     | \$2,620.00            | \$0.00             | \$13,336.00         | \$15,956.00           |
| 127 | St. Nicholas 05680, Fairfax          | \$0.00                | \$1,500.00         | \$0.00              | \$1,500.00            |
| 128 | St. Paul 05641, Pomaria              | \$15,400.00           | \$0.00             | \$3,920.60          | \$19,320.60           |
| 129 | St. Paul 05695, Aiken                | \$55,823.14           | \$0.00             | \$4,830.00          | \$60,653.14           |
| 130 | St. Paul 05699, Gilbert              | \$2,165.00            | \$0.00             | \$2,905.00          | \$5,070.00            |
| 131 | St. Paul's 05607, Columbia           | \$40,000.00           | \$0.00             | \$9,520.00          | \$49,520.00           |
| 132 | St. Paul's 05685, Mt Pleasant        | \$4,955.00            | \$200.00           | \$4,141.00          | \$9,296.00            |
| 133 | St. Peter 05697, Batesburg-Leesville | \$2,000.00            | \$0.00             | \$1,300.00          | \$3,300.00            |
| 134 | St. Peter's 07693, Pawleys Island    | \$0.00                | \$0.00             | \$500.00            | \$500.00              |
| 135 | St. Philip 05634, Newberry           | \$0.00                | \$11,490.96        | \$700.00            | \$12,190.96           |
| 136 | St. Philip 05686, Myrtle Beach       | \$5,687.00            | \$0.00             | \$1,166.55          | \$6,853.55            |
| 137 | St. Stephen's 05718, Lexington       | \$67,250.04           | \$0.00             | \$5,318.72          | \$72,568.76           |
| 138 | St. Thomas 05593, Chapin             | \$20,000.00           | \$0.00             | \$250.00            | \$20,250.00           |
| 139 | St. Timothy 05587, Camden            | \$9,823.00            | \$0.00             | \$0.00              | \$9,823.00            |
| 140 | St. Timothy 05649, Whitmire          | \$2,145.00            | \$0.00             | \$0.00              | \$2,145.00            |
| 141 | Summer Memorial 05635, Newberry      | \$12,650.00           | \$0.00             | \$5,440.00          | \$18,090.00           |
| 142 | Transfiguration 05588, Cayce         | \$28,147.38           | \$0.00             | \$1,908.00          | \$30,055.38           |
| 143 | Trinity 05656, Greenville            | \$95,250.00           | \$0.00             | \$26,569.64         | \$121,819.64          |
| 144 | Trinity 05679, Elloree               | \$986.00              | \$0.00             | \$0.00              | \$986.00              |
| 145 | Trinity 05681, Fairfax               | \$0.00                | \$500.00           | \$4,882.00          | \$5,382.00            |
| 146 | Trinity 05682, Georgetown            | \$2,200.00            | \$0.00             | \$0.00              | \$2,200.00            |
| 147 | Union 05707, Leesville               | \$0.00                | \$2,700.00         | \$2,700.00          | \$5,400.00            |
| 148 | University 05652, Clemson            | \$46,530.00           | \$0.00             | \$1,100.00          | \$47,630.00           |
| 149 | Wittenberg 05709, Leesville          | \$27,257.86           | \$0.00             | \$770.43            | \$28,028.29           |
| 150 | Zion 05719, Lexington                | \$37,574.50           | \$0.00             | \$335.00            | \$37,909.50           |
|     | <b>Grand Total:</b>                  | <b>\$2,241,926.18</b> | <b>\$73,785.47</b> | <b>\$414,283.81</b> | <b>\$2,729,995.46</b> |

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**

March 15, 2021

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, 2021. These statements are being distributed for your information.

For the January 31, 2021 financials, Property and Equipment is included in the operating fund (undesignated) just like last year.

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.

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, 2021**

| <b>Assets</b>                                      | <b>Totals</b>              |
|--|----------------------------|
| Cash and Cash Equivalents                          | \$ 1,451,375               |
| Investments  | 2,551,647                  |
| Property Available For Sale                        | 611,798                    |
| Land, Building & Equipment, Net of<br>Depreciation | 1,822,913                  |
| Building Under Construction                        | <u>681,142</u>             |
| <b>Total Assets</b>                                | <b><u>\$ 7,118,874</u></b> |
| <br><b>Liabilities and Net Assets</b><br><br>      |                            |
| <b>Liabilities</b>                                 |                            |
| Accounts Payable                                   | \$ 209,068                 |
| Deferred Revenue                                   | 10                         |
| Notes Payable, Secured by Property                 | 273,387                    |
| Loan Payable, Unsecured US PPP                     | <u>118,000</u>             |
| <b>Total Liabilities</b>                           | <b><u>\$ 600,465</u></b>   |
| <br><b>Net Assets</b>                              |                            |
| Donor Restricted                                   | \$ 2,106,303               |
| Council Designated                                 | 1,655,590                  |
| Unrestricted - Operating                           | <u>2,756,516</u>           |
| <b>Total Net Assets</b>                            | <b><u>\$ 6,518,409</u></b> |
| <b>Total Liabilities and Net Assets</b>            | <b><u>\$ 7,118,874</u></b> |

Unaudited - See Synod Treasurer's Letter

**SOUTH CAROLINA SYNOD OF THE  
EVANGELICAL LUTHERAN CHURCH IN AMERICA  
STATEMENT OF FINANCIAL POSITION  
January 31, 2021**

|  | <b>Budget</b>          | <b>Actual</b>          |
|--|------------------------|------------------------|
| <b>SUPPORT AND REVENUE</b>                                       |                        |                        |
| Congregational Mission Support                                   | \$ 2,340,000           | \$ 2,241,726           |
| Congregational SC Synod Support                                  | 60,000                 | 73,785                 |
| Assembly Fees  | 60,000                 | 0                      |
| SC Lutheran Subscription   | 15,000                 | 12,858                 |
| Rental Revenue   | 3,600                  | 15,600                 |
| General Contribution   | 0                      | 9,200                  |
| Investment Revenue   | 20,000                 | 105,947                |
|  | <hr/>                  | <hr/>                  |
| <b>TOTAL SUPPORT AND REVENUE</b>                                 | <b>2,498,600</b>       | <b>2,459,117</b>       |
|  | <hr/>                  | <hr/>                  |
| <b>EXPENSES</b>  |                        |                        |
| <b>ELCA and Institutions</b>                                     |                        |                        |
| ELGA Support   | 1,012,050              | 969,547                |
| Joint Ministries Region 9 Support                                | 12,046                 | 12,046                 |
| Archives Support   | 6,000                  | 5,748                  |
| Bishop's Discretionary Fund                                      | 1,000                  | 1,000                  |
| Regional Gift Planner - ELGA                                     | 0                      | 10,000                 |
| Institutions   | 186,800                | 186,800                |
| <b>Total ELCA and Institutions</b>                               | <hr/> <b>1,217,896</b> | <hr/> <b>USS, 141</b>  |
| <b>Synod Programs</b>  |                        |                        |
| Deepening Discipleship Table                                     | 275,990                | 236,404                |
| Community Engagement Table                                       | 126,120                | 109,909                |
| Communication/Technology Table                                   | 161,800                | 69,407                 |
| <b>Total Synod Programs</b>                                      | <hr/> <b>563,910</b>   | <hr/> <b>415,720</b>   |
| <b>Administration and Operating Expenses</b>                     | <hr/> <b>716,794</b>   | <hr/> <b>604,730</b>   |
|  | <hr/>                  | <hr/>                  |
| <b>TOTAL EXPENSES</b>  | <b>2,498,600</b>       | <b>2,205,591</b>       |
|  | <hr/>                  | <hr/>                  |
| <b>Increase in Net Assets Before Transfers and Other Changes</b> | <hr/> <b>0</b>         | <hr/> <b>253,526</b>   |
| <b>Transfers and Other Changes in Net Assets</b>                 |                        |                        |
| Gain on Sale of Property   |                        | 137,968                |
| Transfers to Council Designated Fund                             |                        | (492,530)              |
| Transfers from Council Designated Fund                           |                        | 14,098                 |
| Discount On Note Payable Revenue                                 |                        | (12,265)               |
| Interest Expense   |                        | 12,265                 |
| Abundancia Campaign Expense                                      |                        | (7,200)                |
| Depreciation   |                        | (53,686)               |
| Increase (Decrease) in Transfers and Other Changes               |                        | <hr/> (401,351)        |
|  |                        | <hr/>                  |
| <b>Increase (Decrease) in Net Assets</b>                         |                        | <hr/> <b>(147,825)</b> |
|  |                        | <hr/>                  |
| <b>Net Assets Beginning Balance</b>                              |                        | <hr/> <b>2,904,340</b> |
|  |                        | <hr/>                  |
| <b>Net Assets Ending Balance</b>                                 |                        | <hr/> <b>2,756,515</b> |
|  |                        | <hr/>                  |

Unaudited - See Synod 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, 2021**

| Accounts                                   | Net Asset<br>Balance<br>at 1/31/20 | Transfers/<br>Offerings/<br>Receipts | Net<br>Investment<br>Income | Net Assets<br>Released from<br>Restrictions<br>Transfers/<br>Expenditures | Net Asset<br>Balance<br>at 1/31/21 |
|--|------------------------------------|--------------------------------------|-----------------------------|---|------------------------------------|
| Callahan Property                          | 481,800                            |                                      |                             |   | 481,800                            |
| Campus Ministry - Principal                | 160,000                            |                                      |                             |   | 160,000                            |
| Capital Improvements Reserve               | 145,702                            |                                      | 14,309                      | 9,979   | 150,032                            |
| Synod Endowment Fund                       | 436,776                            |                                      | 46,508                      | 25,549  | 457,735                            |
| Computers Upgrade                          | 6,457                              |                                      |                             |   | 6,457                              |
| Other Properties Maintenance               | 6,199                              | 7,483                                |                             | 5,206   | 8,476                              |
| Cristo Rey - Building Donation             | 74,447                             | 183,644                              |                             |   | 258,091                            |
| Resurrection Seminarian Debt               |                                    | 30,000                               |                             |   | 30,000                             |
| Synod Staff Salaries                       |                                    | 25,000                               |                             |   | 25,000                             |
| COVID-19 Congregation Grants               |                                    | 66,000                               |                             | 14,000  | 52,000                             |
| Discipleship/Stewardship                   |                                    | 26,000                               |                             |   | 26,000                             |
| Trinity Saluda Maintenance                 | 1,233                              | 4,913                                |                             | 6,146   | 0                                  |
| <b>Total Council Designated Net Assets</b> | <b>1,312,614</b>                   | <b>343,040</b>                       | <b>60,817</b>               | <b>60,880</b>   | <b>1,655,590</b>                   |

Unaudited - See Synod Treasurer's Letter

**SOUTH CAROLINA SYNOD OF THE  
EVANGELICAL LUTHERAN CHURCH IN AMERICA  
SCHEDULE OF CHANGES IN DONOR RESTRICTED NET ASSETS  
YEAR ENDED JANUARY 31, 2021**

| Accounts  | Net Asset<br>Balance<br>at 1/31/20 | Transfers/<br>Offerings/<br>Receipts | Net<br>Investment<br>Income | Net Assets<br>Restrictions<br>Transfers/<br>Expenditures | Net Asset<br>Balance<br>at 1/31/21 |
|---|------------------------------------|--------------------------------------|-----------------------------|--|------------------------------------|
| Trust Accounts  | 212,575                            |                                      |                             |  | 212,575                            |
| Growing in God's Mission Appeal   | 504,484                            | 3,364                                |                             | 97,924   | 409,924                            |
| Safe Water for Tanzania   | 102,905                            | 10,189                               |                             |  | 113,094                            |
| Mission Congregations Accounts  | 586,207                            | 421,229                              |                             | 288,874  | 718,561                            |
| Special Contributions - Received & Remitted<br>Hunger, Disaster, Institutions, etc. | 0                                  | 287,202                              |                             | 287,202  | 0                                  |
| SC Disaster Response  | 29,425                             | 11,120                               |                             | 31,345   | 9,199                              |
| Youth Ministry Accounts   | 25,875                             | 10,025                               |                             | 11,100   | 24,799                             |
| Stewardship   | 8,406                              | 31,669                               |                             | 25,863   | 14,212                             |
| Mission Director  | 13,461                             | 10,065                               |                             | 6,426  | 17,101                             |
| Global Missions Accounts  | 6,854                              | 16,804                               |                             | 17,139   | 6,519                              |
| Trust Income Accounts   | 279,805                            | 10,026                               | 49,345                      | 15,717   | 323,459                            |
| Campus Ministry   | 23,280                             | 9,610                                |                             | 4,763  | 28,127                             |
| Rami Moody Fund   | 11,279                             |                                      |                             |  | 11,279                             |
| Resurrection SC Youth Fund  | 49,356                             | 30,000                               | 5,030                       | 1,071  | 83,316                             |
| Candidacy Scholarship Support   | 52,281                             | 2,131                                |                             | 381  | 54,031                             |
| Lifeline Fund (Ministers in Debt)   |                                    | 98,000                               |                             | 98,000   | 0                                  |
| Discounted Notes Payable  | 135,740                            |                                      |                             | 89,544   | 46,196                             |
| Resurrection Property Expense   | (11,483)                           | 46,401                               |                             | 29,017   | 5,901                              |
| Other Accounts  | 40,101                             | 29,087                               | 0                           | 41,179   | 28,009                             |
| <b>Total Donor Restricted Net Assets</b>  | <b>2,070,550</b>                   | <b>1,026,922</b>                     | <b>54,376</b>               | <b>1,045,544</b>   | <b>2,106,303</b>                   |

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, 2021**

|                               |                     |
|-------------------------------|---------------------|
| <b>Goal of the GGM Appeal</b> | <b>1,750,000.00</b> |
| <b>Revenue</b>                |                     |
| From GGM Appeal               | 1,808,521.29        |
| Proceeds from St Matthews     | 36,453.68           |
| Investments Income            | 81,178.35           |
| <b>Total Revenue</b>          | <b>1,926,153.32</b> |

| Revenue and Expenses by Line Items   | Goals               | Revenue             | Expenses            | Balance           |
|--------------------------------------|---------------------|---------------------|---------------------|-------------------|
| Administration Expenses              | 262,500.00          | 294,346.00          | 294,346.00          | 0.00              |
| Deepening Discipleship               |                     |                     |                     |                   |
| #1 A Evangelism                      | 170,000.00          | 56,601.17           | 40,315.51           | 16,285.66         |
| #18 Stewardship                      | 170,000.00          | 162,968.93          | 115,500.40          | 47,468.53         |
| #1 C Renewing Congregations          | 127,500.00          | 189,697.56          | 144,048.88          | 45,648.68         |
| Planting and Sustaining Mission Cong |                     |                     |                     |                   |
| #2A Missions Under Development       | 160,000.00          | 358,268.95          | 251,633.70          | 106,635.25        |
| #2A( MUD - Donor Designated          | 95,000.00           | 95,000.00           | 51,790.64           | 43,209.36         |
| #28 Planting and Sustaining          | 212,500.00          | 132,728.46          | 48,299.18           | 84,429.28         |
| Equipping Congregations              |                     |                     |                     |                   |
| #3 Equipping Congregations           | 255,000.00          | 254,454.34          | 198,323.82          | 56,130.52         |
| 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          | 245,031.05          | 234,914.48          | 10,116.57         |
| <b>Totals GGM Appeal</b>             | <b>1,750,000.00</b> | <b>1,926,153.32</b> | <b>1,516,229.49</b> | <b>409,923.83</b> |
| <b>TANZANIA</b>                      |                     |                     |                     |                   |
| Safe Water                           |                     | 327,303.30          | 214,209.00          | 113,094.30        |
| <b>Totals GGM &amp; Tanzania</b>     |                     | <b>2,253,456.62</b> | <b>1,730,438.49</b> | <b>523,018.13</b> |

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 varjgus line items were adjusted to include administration expense of 15%.

FOR MANAGEMENT USE ONLY



**REPORT OF THE SYNOD COUNCIL**  
**Bulletin of Reports**  
**South Carolina Synod, 2020-2021**

Since the 2020 South Carolina (SC) Synod Assembly, Evangelical Lutheran Church in America (ELCA), the Synod Council has met on the following dates: August 15, 2020; September 14, 2020; November 16, 2020; January 7, 2021; February 22, 2021; and April 12, 2021. The Synod Council organized itself into the following committees:

- Executive:** The officers of this synod and two members of the Synod Council: Rev. Joanna Gragg (Rostered minister-at large) and Mr. Larry Rathe (at large).
- Constitution:** Rev. W. Osborne Herlong Jr., chair; Rev. Frank W. Anderson; Rev. James Henricks, Mr. Jeffrey Stringer; and Rev. Henry M. Moody, Jr., advisory.
- Finance:** Mr. Gordon L. McCay, chair; Mrs. LaTynia Taylor; 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; Mrs. Luz Marin Rev. Rachel Hoffman and Mr. LaVone Griffin.
- Property:** Mr. Larry Rathe, chair; Rev. Brad Bellah; and Mr. Robert Epting.

**NOTE:** Items marked with an asterisk (\*) require action by the SC Synod Assembly. All other items are reported as information. † Provisions are 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 following persons as Synod Council liaisons to tables in accord with S10.07.B14.  
Deepening Discipleship Table: Deacon Deborah Poole, Liaison  
Community Engagement Table: Mrs. Kathy Riggan, Liaison  
Communication and Technology Table: Daniel Crofts, Liaison
3. Appointed the Rev. Patti Sue Burton-Pye, as judicatory representative to the Board of Directors, South Carolina Christian Action Council.
4. The Executive Committee appointed the following persons to the Mutual Ministry Committee: The Rev. Wayne C. Kannaday, Chair; Ms. Cheryl Smith, Synod Council; and Ms. Emily Bugay.
5. Appointed the following persons to the South Carolina Synod Assembly Nominating Committee for a term of two-years, 2020– 2021 terms: Deacon Katie Justice, St. John, Beaufort, Eastern Area; Mr. Bob Williams, Springs of Grace, Boiling Springs, Northern Area; Rev. Eric Fink, Living Springs, Columbia, Central Area; Ms. Norma McKay, Christ Mission, Columbia, Midlands Conference; Deacon Shelley Allen, Joy, Moore, Upstate Conference; and Rev. Lisa Isenhower, Faith, Batesburg-Leesville, Western Conference. Those persons serving 2019-2020 terms include: 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.

6. Appointed Mr. Tex Davis, as chair, 2021 South Carolina Synod Assembly Nominating Committee.
7. 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 2021.
8. Appointed Mr. David Pursey, Synod Council, to the Audit Committee.
9. Appointed Rev. Patti Sue Burton-Pie, Synod Council, to the Audit Committee.
10. Appointed Ms. Judy Hrinda, as chair of the Audit Committee for the calendar year 2021.
11. Appointed Mr. Ron Walrath to the Audit Committee for a three-year term expiring 2023.
12. Appointed a South Carolina Synod Lifeline Distribution Team for family education debt re-payment for rostered ministers and stewardship education to include the officers of the South Carolina Synod, one lay person from the Synod Council and one rostered minister; and to appoint Mr. Jim Riddle and the Rev. Joanna Gragg, respectively.

## II. 2022 COMPENSATION GUIDELINES

### \* RECOMMENDATION FOR ASSEMBLY ACTION ON 2022 COMPENSATION GUIDELINES

#### 1. Recommends the 2022 Compensation Guidelines for Rostered Ministers, South Carolina Synod, for adoption by the 2021 South Carolina Synod Assembly.

The *2022 Compensation Guidelines for Rostered Ministers* are found on the documents page of the South Carolina Synod Assembly Web site under *Recommendations and Notices*. They will also be available in the Lumi Platform. The *2022 Compensation Guidelines for Rostered Ministers* will be moved, upon approval by the 2021 SC Synod Assembly, to the Call Process and Compensation page of the South Carolina Synod Web site.

## III. COMMUNICATIONS

Voted to transform *The South Carolina Lutheran* into a video program; and to create a regular, live “town hall” format show online with the bishop and the synod staff; and to create a video series for resources; and to create at least an annually printed publication.

## IV. CONGREGATIONS

Authorized Mr. Larry Rathe, chair of the Property Committee, to enter into a lease agreement between the South Carolina Synod and Ms. Jessica Bowers, Saluda County Women's Battered Shelter Home. *Minutes of the Synod Council Meeting, February 22, 2021*. Mr. Rathe reported at the April 12, 2021, meeting of the Synod Council that the property committee decided not to rent or lease this property. The property remains on the market for sale.

## V. CONSTITUTION, BYLAWS AND CONTINUING RESOLUTIONS

### \* RECOMMENDATION FOR ASSEMBLY ACTION ON AMENDMENTS TO BYLAWS

*To amend under †S18.21. by a two-thirds vote of voting members of the assembly present and voting.*

1. **Recommends for adoption by the 2021 South Carolina Synod Assembly the amendment of the *Constitution, Bylaws and Continuing Resolutions, South Carolina Synod*, by substituting a new bylaw S7.11.02. and the renumbering of each of the bylaws that follow.**

Additions are underscored.

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

**†S7.11. A regular meeting of the Synod Assembly shall be held at least triennially.**

- S7.11.01. The Synod Assembly shall meet annually. The time and place shall be fixed by the assembly before adjournment or by the Synod Council.
- S7.11.02. To the extent permitted by state law, the South Carolina Synod Assembly may meet by means of remote communication, including electronically and by telephone conference, so long as there is an opportunity for simultaneous aural communication. Notice of all meetings may be provided electronically.
- S7.11.02~~3~~. Voting members shall attend meetings of the assembly.
- S7.11.03~~4~~. The secretary shall distribute the *Bulletin of Reports* for the Synod Assembly to the voting members at least 15 days before each regular assembly.
- S7.11.04~~5~~. At the regular annual meeting, the Synod Assembly shall approve a budget for the following fiscal year.

2. Amended continuing resolution S7.21.A07., *Constitution, Bylaws, and Continuing Resolutions, South Carolina Synod*.

Addition are underscored

- S7.21.A07~~21~~. *Each congregation of this synod shall be entitled to at least two lay voting members. Each congregation having 300 to 649 baptized members shall be entitled to one additional lay voting member. Each congregation having 650 to 999 baptized members shall be entitled to two additional lay voting members. Each congregation having 1000 or more baptized members shall be entitled to three additional lay voting members. Baptized members shall be based on the annual congregational report of each congregation for the year preceding the assembly. Each congregation of this synod shall be entitled to one additional lay voting member who is under the age of thirty at the time of the assembly. Each congregation of this synod shall be entitled to one additional lay voting member who is a person of color or whose primary language is other than English.*

The definition of “persons of color or persons whose primary language is other than English” is in a continuing resolution in the ELCA Constitution at 5.01.C00.:

*The term, “persons of color and/or persons whose primary language is other than English,” shall be understood to mean African American, Black, Arab and Middle Eastern, Asian and Pacific Islander, Latino, American Indian, and Alaska Native people. This definition, however, shall not be understood as limiting this church’s commitment to inclusive participation in its life and work.*

*Minutes of the Synod Council Meeting, February 22, 2021*

3. Amended continuing resolution S12.01.C19., *Constitution, Bylaws, and Continuing Resolutions, South Carolina Synod*.

Addition is Underscored.

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

S12.01.C1921. ~~The congregations, and 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.

Midlands

~~Columbia, New Life~~  
~~Columbia, Family Vision~~

*Minutes of the Synod Council Meeting, February 22, 2021*

4. 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 2021 South Carolina Synod Assembly:

**Bold = Constitutional Provisions**

Lightface type = Bylaws

*Italics = Continuing Resolutions*

## Chapter 7. SYNOD ASSEMBLY

†S7.01. **This synod shall have a Synod Assembly, which shall be its highest legislative authority. The powers of the Synod Assembly are limited only by the provisions in the Articles of Incorporation, this constitution and bylaws, the assembly's own resolutions, and the constitutions and bylaws of the Evangelical Lutheran Church in America.**

S7.01.01. The following committees shall be appointed by the bishop from the voting members of the Synod Assembly at least 30 days prior to the meeting of the assembly:

- a. Committee of Reference and Counsel. The duties of the Committee of Reference and Counsel shall be to report to the assembly with its recommendations all resolutions submitted to it. Resolutions of a general character which are not germane to pending questions or reports shall be submitted on no more than one page of 8 ½ x 11- inch paper to the synodical secretary no later than 15 days prior to the formal opening of the assembly. The committee shall provide copies of all resolutions to the voting members of the assembly. Other duties of the committee shall be to recommend special orders for the hearing of representatives, to grant or deny permission to distribute printed matter not issuing from the office of the secretary, and to give such assistance to the bishop as the bishop may desire in the course of the assembly.
- b. Committee on Conduct of Elections. The duties of the Committee on Conduct of Elections shall be to distribute and collect at the direction of the bishop ballots for all elections, to supervise the tellers in the counting of ballots, to report the results of all elections to the assembly, and to give such assistance to the bishop as the bishop may desire in the course of the 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.*

†S7.11. **A regular meeting of the Synod Assembly shall be held at least triennially.**

- S7.11.01. The Synod Assembly shall meet annually. The time and place shall be fixed by the assembly before adjournment or by the Synod Council.
- S7.11.02. Voting members shall attend meetings of the assembly.
- S7.11.03. The secretary shall distribute the *Bulletin of Reports* for the Synod Assembly to the voting members at least 15 days before each regular assembly.
- S7.11.04. At the regular annual meeting, the Synod Assembly shall approve a budget for the following fiscal year.
- S7.12. Special meetings of the Synod Assembly may be called by the bishop with the consent of the Synod Council and shall be called by the bishop at the request of one-fifth of the voting members of the Synod Assembly.**
- a. The notice of each special meeting shall define the purpose for which it is to be held. The scope of actions to be taken at such a special meeting shall be limited to the subject matter(s) described in the notice.
  - b. If the special meeting of the Synod Assembly is required for the purpose of electing a successor bishop because of death, resignation, or inability to serve, the special meeting shall be called by the presiding bishop of the Evangelical Lutheran Church in America.
- S7.13. Notice of the time and place of all meetings of the Synod Assembly shall be given by the secretary of this synod.
- S7.14. One-half of the voting members registered for the Synod Assembly shall constitute a quorum.
- †S7.21. The membership of the Synod Assembly, of which at least 60 percent of the voting membership shall be composed of laypersons, shall be constituted as follows:
- a. All ministers of Word and Sacrament under call on the roster of this synod in attendance at the Synod Assembly shall be voting members.
  - b. All ministers of Word and Service, under call, on the roster of this synod shall be voting members in the Synod Assembly.
  - c. A minimum of one lay member elected by each congregation with fewer than 175 baptized members and a minimum of two lay members elected by each congregation with 175 or more baptized members related to this synod, typically one of whom shall be a man and one of whom shall be a woman, shall be voting members. The Synod Council shall establish a formula to provide additional lay representation from congregations on the basis of the number of baptized members in the congregation. The Synod Council shall seek to ensure that at least 45 percent of the lay members of the assembly shall be women and at least 45 percent shall be men.
  - d. Voting membership shall include the officers of this synod.
- †S7.21.01. Voting members shall begin serving with the opening of a regular Synod Assembly and shall continue serving until voting members are seated at the next regular Synod Assembly.
- †S7.21.02. If a special Synod Assembly is called and voting members at the previous assembly are unable to serve as voting members, where permitted by state law, the congregation through the Congregation Council may elect new members who shall continue to serve until the next Synod Assembly.
- S7.21.A21. *Each congregation of this synod shall be entitled to at least two lay voting members. Each congregation having 300 to 649 baptized members shall be entitled to one additional lay voting member. Each congregation having 650 to 999 baptized members shall be entitled to two additional lay voting members. Each congregation having 1000 or more baptized*

*members shall be entitled to three additional lay voting members. Baptized members shall be based on the annual congregational report of each congregation for the year preceding the assembly. Each congregation of this synod shall be entitled to one additional lay voting member who is under the age of thirty at the time of the assembly. Each congregation of this synod shall be entitled to one additional lay voting member who is a person of color or whose primary language is other than English.*

- S7.22. This synod may establish processes that permit retired rostered ministers, or those 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.**
- S7.22.01. All retired ministers of Word and Sacrament and ministers of Word and Service on the rosters of this synod in attendance at the Synod Assembly shall be voting members.
- 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.
- †S7.23. The presiding bishop of the Evangelical Lutheran Church in America and such other official representatives of the churchwide organization as may be designated by the presiding bishop, shall have voice but not vote in the meetings of the Synod Assembly. Like privileges shall be accorded to those additional persons whom the Synod Assembly or the Synod Council shall from time to time designate.**
- S7.23.01. All ministers of Word and Sacrament on leave from call and all ministers of Word and Service on leave from call, who are on the roster of this synod in attendance at the Synod Assembly shall be voting members.
- S7.24. Ministers under call on the rosters of this synod shall remain as members of the Synod Assembly as long as they remain under call and so long as their names appear on the rosters of this synod. Retired ministers of Word and Sacrament and retired Ministers of Word and Service in accord with requirements of S14.15 and S14.34 respectively, shall remain as members of the Synod Assembly so long as their names appear on the rosters of this synod. Lay members of the Synod Assembly representing congregations shall continue as such until replaced by the election of new members or until they have been disqualified by termination of membership. Normally, congregations will hold elections prior to each regular meeting of the Synod Assembly.**
- †S7.25. Except as otherwise provided in this constitution or in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* each voting member of the Synod Assembly shall be a voting member of a congregation of this synod.**
- S7.26. This synod may establish processes through the Synod Council that permit representatives of authorized worshiping communities of the synod, which have been authorized under ELCA bylaw 10.01.04., to serve as voting members of the Synod Assembly, consistent with †S7.21.**
- S7.26.A20. *Each authorized worshiping community of this synod shall be entitled to two lay voting members, one of whom shall be a man and one of whom shall be a woman.*
- S7.27. This synod may establish processes through the Synod Council to grant a minister**



**of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by the Churchwide Assembly of the Evangelical Lutheran Church in America the privilege of both voice and vote in the Synod Assembly during the period of that minister's service in a congregation of this church.**

- S7.27.01. A minister of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by the Churchwide Assembly of the Evangelical Lutheran Church in America in attendance at the Synod Assembly who has complied with the provisions of S14.15. shall be granted the privilege of both voice and vote in the synod assembly during the period of that minister's service in a congregation of this synod. The bishop shall certify to the secretary at least 30 days before assembly those ministers of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by the Churchwide Assembly of the Evangelical Lutheran Church in America, serving in an ELCA congregation of this synod who are eligible to be voting members.
- S7.28. Duly elected voting members of the Synod Council who are not otherwise voting members of the Synod Assembly under †S7.21. shall be granted the privilege of both voice and vote as members of the Synod Assembly.**
- †S7.31. Proxy and absentee voting shall not be permitted in the transaction of any business of the Synod Assembly.**
- 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.A20. *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 with the exception of assemblies held online or in regard for the safety of voting members.*
- S7.33. "Ex-officio" as used herein means membership with full rights of voice and vote unless otherwise expressly limited.**

**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.**

- S9.08.** 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.
- †S9.10.** When notified by the secretary of this church, on behalf of the Nominating Committee of the Churchwide Assembly, the Synod Assembly shall nominate two persons in the specified categories for possible election by the Churchwide Assembly to the Church Council.

*End of constitutional provisions, bylaws and continuing resolutions to guide the procedures and elections in the 2021 South Carolina Synod Assembly.*

## **VI. FINANCIAL MATTERS**

### **\* RECOMMENDATION FOR ASSEMBLY ACTION**

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

#### **Budget Procedures**

- (1) Proposed amendments to the budget must be submitted to the secretary of this synod in writing no later than 10:15 a.m. on June 26, 2021. 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. Set the total compensation for Bishop Virginia S. Aebischer, to be in accord with the *2020 South Carolina Synod Compensation Guidelines for Rostered Ministers* for a pastor serving in her thirty-first year beginning September 1, 2020.
3. Voted to send a letter from Secretary Herlong to congregations in September 2020 giving an up-to-date report of the amount of money received for the Abundancia Appeal; invite congregations to participate, if they have not already done so; and inform congregations that the appeal will officially close November 30, 2020.

4. Approved as amended 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; and to provide up to \$66,000 in grants to help congregations with salaries; and to award these grants based on need between \$1,500 to \$3,500; and to request that congregations complete applications by July 13, 2020.

5. Approved as amended the *Resolution on the Distribution of Funds from the Sale of Resurrection, Columbia*

WHEREAS, the Evangelical Lutheran Church of the Resurrection, 3707 Moss Avenue, Columbia, dissolved on June 17, 2018, held a closing worship service on August 26, 2018; and

WHEREAS, the Synod Council on June 22, 2019, placed the building and grounds on the market, authorized Mr. Larry Rathe, chair of the Property Committee, to negotiate the sale price which is estimated to be \$600,000; and

WHEREAS, \$60,000 is designated to the congregation’s two mission outreach funds; and

WHEREAS, \$50,000 is designated to the commission for the realtor and the closing cost for the attorney; therefore, be it

*Resolved*, that this resolution become effective upon closing of the sale, and funds be distributed in the following manner:

*Resolved*, that \$5,500 be designated to the Evangelical Lutheran Church in America; and be it further

*Resolved*, that \$70,000 be designated to Synod Unrestricted Net Assets; and be it further

*Resolved*, that \$25,000 be designated for staff salaries; and be it further

*Resolved*, that \$73,000 be designated to the Lifeline Fund, matching Lilly Foundation Grant, for debt repayment for rostered ministers and for congregation stewardship; and be it further

*Resolved*, that \$26,000 be designated to the Growing in God’s Mission Appeal, Goal 1-B, discipleship – stewardship; and be it further

*Resolved*, that \$33,300 be designated to reimbursement to the South Carolina Synod; and be it further

*Resolved*, that \$66,000 be designated for Covid-19 grants to congregations; and be it finally

*Resolved*, that \$191,200 be designated to the building of the worship center, Cristo Rey, West Columbia.

*Minutes of the Synod Council Meeting, September 14, 2020*

6. Approved, in accord with S10.07.08.c., *Constitution, Bylaws and Continuing Resolutions, South Carolina Synod*, the salaries set by Bishop Virginia S. Aebischer for the remainder of the fiscal year ending January 31, 2021, beginning September 1, 2020 and also the fiscal year, February 1, 2021 to January 31, 2022, for the following members of the Synod Staff: Neal Fischer, Charlene Fink, Tiffany Pieters, Wendy Davidson and Jenny Spearen.

7. Approved the recommendations of the South Carolina Synod Mission Endowment Fund Grant Committee to award grants in 2020 in the amount of \$21,000 to:

|   |         |
|---|---------|
| Tanzania Companion Synod, Clinic Upgrades and Equipment .....               | \$5,300 |
| Lutheran Services Carolinas, Amazon Fire Tablets for Online Schooling ..... | \$3,200 |

|  |         |
|--|---------|
| Lord of Life, Bluffton, Ukuleles for Music Class, Okatie Elementary School ..... | \$3,000 |
| St. Michael, Moncks Corner, Elementary School Lunches .....                      | \$1,500 |
| Christ Community, North Charleston, Students at Home and Covid-19 Safety .....   | \$1,500 |
| Journey Ahead, Messiah, Mauldin, Bereavement Weekend of Hope & Healing .....     | \$2,000 |
| The Journey Performing Arts Ministry, Artsmart for Cross-Cultural Students ..... | \$4,500 |

8. Approved adjustments as amended in the 2021-2022 budget of the South Carolina Synod:

|   |             |                        |            |                    |
|---|-------------|------------------------|------------|--------------------|
| Synod Assembly Fees/Payments Received .....           | by striking | \$50,000               | and adding | \$62,000           |
| ELCA Support Payments .....                           | by striking | <del>\$1,045,305</del> | and adding | <u>\$1,039,283</u> |
| Joint Ministries Region 9 Regular .....               | by striking | \$12,000               | and adding | \$10,000           |
| Lutheran Homes .....                                  | by striking | \$15,000               | and adding | \$13,092           |
| NovusWay .....  | by striking | \$15,000               | and adding | \$13,092           |
| Newberry College .....                                | by striking | \$15,000               | and adding | \$13,092           |
| Southern Seminary .....                               | by striking | \$83,000               | and adding | \$79,182           |
| Lutheran Services Carolinas .....                     | by striking | \$15,000               | and adding | \$13,092           |
| Campus Ministry .....                                 | by striking | <del>\$143,490</del>   | and adding | <u>\$138,490</u>   |
| Candidacy .....                                       | by striking | \$70,000               | and adding | \$68,000           |
| Youth Ministry Total .....                            | by striking | \$20,000               | and adding | \$19,500           |
| Faith Formation Event .....                           | by striking | \$1,000                | and adding | \$500              |
| Evangelism .....                                      | by striking | \$600                  |            |                    |
| IELCO Task Force .....                                | by striking | \$4,000                | and adding | \$3,000            |
| JELC Task Force .....                                 | by striking | \$2,500                | and adding | \$500              |
| YAGM Task Force .....                                 | by striking | \$3,500                | and adding | \$3,000            |
| Latino Task Force .....                               | by striking | \$1,500                | and adding | \$1,000            |
| New Start and Vitality .....                          | by striking | \$66,500               | and adding | \$61,500           |
| Gifts of Hope .....                                   | by striking | \$150                  |            |                    |
| Director for Evangelical Mission Health Insurance ... | by striking | \$3,000                |            |                    |
| Public Education Task Force .....                     | by striking | \$2,000                | and adding | \$1,000            |
| Advocacy Task Force .....                             | by striking | \$5,000                | and adding | \$4,000            |
| Beloved Ministry .....                                | by striking | \$10,000               | and adding | \$9,000            |
| Ecumenical .....                                      | by striking | \$1,200                | and adding | \$700              |
| Synod Assembly Expenses .....                         | by striking | \$115,000              | and adding | \$113,500          |
| Total Communication Assistance Network .....          | by striking | \$3,350                | and adding | \$3,000            |
| Total Technology Advisory Network .....               | by striking | \$21,500               | and adding | \$21,000           |
| Salaries and benefits .....                           | by striking | \$615,000              | and adding | \$673,072          |

9. Designated housing allowances for the Rostered Ministers serving on the synod staff of the South Carolina Synod and the Rostered Ministers serving as mission developers for the calendar year 2021.

|                                 |          |
|---------------------------------|----------|
| Rev. Virginia S. Aebischer..... | \$13,000 |
| Rev. Richard T. Carter .....    | \$40,000 |
| Rev. Jorge A. Leone.....        | \$20,000 |
| Rev. Joshua R. Knutson .....    | \$20,000 |
| Rev. Martin Lopez-Vega .....    | \$20,000 |

10. Closed account #4810364-4, Ministry of the Deaf in the amount of \$3,679.30 and Account #3020345-1, ELW Worship Workshop in the amount of \$3,653.58; and transferred a like amount of \$7,332.88 to a council designated account to #4810367-1, Other Properties' Maintenance.

11. Accepted the Report of the Audit Committee, November 12, 2020, as information.

12. Approved Christmas Gifts to each of the members of the Synod Staff in the amount of \$500 each.

13. Designated the housing allowance for the Rev. Emily M. Edenfield, assistant to the bishop, in the amount of \$13,441.00; and designated the housing allowance for the period beginning February 1, 2021 to the remainder of the calendar year 2021.

14. Designated the offerings received at the worship services of the 2021 South Carolina Synod Assembly to the Lifeline Fund using the following announcement:

The offering received at worship at the 2021 South Carolina Synod Assembly Offering is designated to the Lifeline Fund. The Lifeline Fund helps address the economic challenges facing our rostered ministers from student loans taken out to pay for their seminary education. This Fund also provides stewardship education grants to congregations of the South Carolina Synod. 80% of donations received goes toward debt reductions and 20% goes toward stewardship grants for our congregations. Your gift to the Lifeline Fund will make a significant difference providing for healthy rostered ministers, vital congregations and flourishing communities.

15. Amended the description of Hattie S. Sharpe Charitable Trust Fund item 1, by striking ~~The American Missions Committee~~ and adding Congregation Vitality (New & Existing Congregations) Task Force; and amended under item 2 by striking ~~Global Missions Committee and/or Ministry Team for Outreach~~ and adding Global Missions/Companion Synod Network.

16. Amended the *Resolution on the Distribution of Funds from the Sale of Resurrection, Columbia, adopted by the Synod Council on September 14, 2020 as follows:*

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

WHEREAS, the Evangelical Lutheran Church of the Resurrection, 3707 Moss Avenue, Columbia, dissolved on June 17, 2018, held a closing worship service on August 26, 2018; and

WHEREAS, the Synod Council on June 22, 2019, placed the building and grounds on the market, authorized Mr. Larry Rathe, chair of the Property Committee, to negotiate the sale price which is estimated to be \$600,000; and

WHEREAS, \$60,000 is designated to the congregation's two mission outreach funds, Resurrection Seminarian Debt Reduction and Resurrection SC Youth Trust Fund; and

WHEREAS, ~~\$50,000~~ \$44,470 is designated to the commission for the realtor and the closing cost for the attorney; therefore, be it

*Resolved*, that this resolution become effective upon closing of the sale, and funds be distributed in the following manner:

*Resolved*, that \$5,500 be designated to the Evangelical Lutheran Church in America; and be it further

*Resolved*, that \$70,000 be designated to Synod Unrestricted Net Assets; and be it further

*Resolved*, that \$25,000 be designated for additional staff salaries needs as approved by the bishop; and be it further

*Resolved*, that \$73,000 be designated to the Lifeline Fund, matching Lilly Foundation Grant, for debt repayment for rostered ministers and for congregation stewardship; and be it further

*Resolved*, that \$26,000 be designated to ~~the Growing in God's Mission Appeal, Goal 1-B, discipleship—stewardship~~ a designated account, Discipleship-Stewardship (Resurrection); and be it further

*Resolved*, that ~~\$33,300~~ \$46,386 be designated to reimbursement to the South Carolina Synod; and be it further

*Resolved*, that \$66,000 be designated for Covid-19 grants to congregations or other emergency needs for congregations; and be it finally

*Resolved*, that ~~\$191,200~~ \$183,644 be designated to the building of the worship center, Cristo Rey, West Columbia.

*Minutes of the Synod Council Meeting, February 22, 2021*

17. Voted to substitute the following resolution for the amended *Resolution for a Spending Plan for the Proceeds from the Sale of the Phoebe S. Callahan Property* approved by the Synod Council, in the meeting on April 23, 2018, Action, SC18.04.11., *Minutes of the Synod Council Meeting*, page 10-12:

WHEREAS, the Synod Council, adopted a *Resolution for a Spending Plan for the Proceeds from the Sale of the Phoebe S. Callahan Property* the meeting on November 27, 2006, Action, SC06.11.88., *Minutes of the Synod Council Meeting*, pages 7-8; and

WHEREAS, the Synod Council amended the *Resolution for a Spending Plan for the Proceeds from the Sale of the Phoebe S. Callahan Property* in the meeting on April 23, 2018, Action, SC18.04.11., *Minutes of the Synod Council Meeting*, page 10-12; and

WHEREAS, the Synod Council, in meeting on September 16, 2019, Action SC19.09.16., *Minutes of the Synod Council Meeting*, pages 10-11, 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 (2 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; and

WHEREAS, the Hattie S. Sharpe Charitable Trust Fund, item 1., "aids in establishing new Lutheran churches in South Carolina with the approval the Director for Evangelical Mission and the Congregation Vitality, New and Existing Congregations task force – 50% of income"; and

WHEREAS, as a result of sales, the first lot sold for \$200,000, but after paying one-half of the loan, \$175,000, plus fees and expenses of \$24,612.50 the synod was left with available funds of \$387.50; and the second lot sold for \$215,000 and after paying one-half of the loan, \$175,000, plus fees and expenses \$25,247.50 the synod was left with available funds of \$14,752.50; and

WHEREAS, the third lot is under contract and is expected to close in April 2021 and the fourth lot is still being negotiated; and

WHEREAS, it is anticipated that the synod will receive back \$20,416.76 which was the loan payment to date to South Carolina Lutheran Men in Mission; therefore, be it

*Resolved*, to substitute Resolves a. to e. in place of the *Resolution for a Spending Plan for the Proceeds from the Sale of the Phoebe S. Callahan Property* approved by the Synod Council, in the meeting on April 23, 2018, Action, SC18.04.11., *Minutes of the Synod Council*, page 10-12; and be it

- a. *Resolved*, to approve amount of \$87,572 from the Hattie S. Sharpe Charitable Trust Fund toward the remaining costs for Cristo Rey; and be it further
- b. *Resolved*, to approve \$15,140.00, the total cash available from the sale of the first two lots of the Callahan Property to use toward the remaining cost of Cristo Rey; and be it further
- c. *Resolved*, to approve \$20,416.76, the repayment expected from the loan, to use toward the remaining costs for Cristo Rey; and be it further
- d. *Resolved*, to approve an amount to obtain a certificate of occupancy from the sale of the third lot of the Callahan property, upon closing in April 2021, toward the remaining cost of Cristo Rey; and be it finally

- e. *Resolved*, to divide by the percentages designated earlier for the various ministries, the balance of funds received after expenses and available cash received from the sale of fourth lot.

*Minutes of the Synod Council Meeting, February 22, 2021*

18. Approved the over-expenditures in the budget line items as reported in the Treasurer's Report, FYE, January 31, 2021.

19. Voted to allow the South Carolina Lutheran Men in Mission (SCLMM) to donate up to \$14,000.00 to come from undesignated funds, for the purpose of purchasing or building an outside storage building at Cristo Rey, West Columbia; and to return funds unused for this purpose to the SCLMM's undesignated fund.

20. Approved a recommendation to amend Resolve d. *Resolution for a Spending Plan for the Proceeds from the Sale of the Phoebe S. Callahan Property*:

WHEREAS, a substitute *Resolution for a Spending Plan for the Proceeds from the Sale of the Phoebe S. Callahan Property* was approved by the Synod Council on February 22, 2021; therefore be it

*Resolved*, to amend Resolve d.:

Additions are underscored.

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

- d. *Resolved*, to approve funding from account #3010020-7 Growing in God's Mission Appeal, 2A Mission Congregations in the amount of \$78,867; account #3010022-7, Growing in God's Mission Appeal, 2B Planting and Sustaining Congregations in the amount of \$84,429; account # 4520000-1, Current Unrestricted Balance in the amount of \$10,000 ~~an amount~~ to obtain a certificate of occupancy ~~from the sale of the third lot of the Callahan property, upon closing in April 2021, toward~~ and pay the remaining cost of Cristo Rey; and be it further

*Minutes of the Synod Council Meeting, April 12, 2021*

21. Approved a recommendation to substitute Resolve e. *Resolution for a Spending Plan for the Proceeds from the Sale of the Phoebe S. Callahan Property* by striking Resolve e. and substituting a new Resolve e., add f. and g.

Additions are underscored.

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

- e. ~~*Resolved*, to divide by the percentages designated earlier for the various ministries, the balance of funds received after expenses and available cash received from the sale of fourth lot.~~ to give 10% (a tithe) of the balance of funds received after expenses and available cash received from the closing of the sale of the third and fourth lots to the Evangelical Lutheran Church in America (ELCA) with 5% designated to the ELCA Mission Support and 5% designated to the Fund for Leaders in Mission, SC Synod Endowment Scholarship Fund in honor of the late Rev. Clementa Carlos Pinckney and the late Rev. Daniel Lee Simmons, Sr.; and be it further
- f. *Resolved*, to designate 80% of the balance of funds received after expenses and available cash received from the closing of the sale of the third and fourth lots, in the spirit of the gift, to South Carolina Synod Lutheran Retreat Centers; and be it finally
- g. *Resolved*, to designate 10% of the balance of funds received after expenses and available cash received from the closing of the sale of the third and fourth lots, in the spirit of the gift, to NovusWay Ministries, Inc.

*Minutes of the Synod Council Meeting, April 12, 2021*

22. The *Resolution for a Spending Plan for the Proceeds from the Sale of the Phoebe S. Callahan Property*, after the amendment to Resolve d., the substitution of Resolve e., and the addition of Resolves f. and g. reads:

WHEREAS, the Synod Council, adopted a *Resolution for a Spending Plan for the Proceeds from the Sale of the Phoebe S. Callahan Property* the meeting on November 27, 2006, Action, SC06.11.88., *Minutes of the Synod Council Meeting*, pages 7-8; and

WHEREAS, the Synod Council amended the *Resolution for a Spending Plan for the Proceeds from the Sale of the Phoebe S. Callahan Property* in the meeting on April 23, 2018, Action, SC18.04.11., *Minutes of the Synod Council Meeting*, page 10-12; and

WHEREAS, the Synod Council, in meeting on September 16, 2019, Action SC19.09.16., *Minutes of the Synod Council Meeting*, pages 10-11, 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 (2 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; and

WHEREAS, the Hattie S. Sharpe Charitable Trust Fund, item 1., "aids in establishing new Lutheran churches in South Carolina with the approval the Director for Evangelical Mission and the Congregation Vitality, New and Existing Congregations task force – 50% of income"; and

WHEREAS, as a result of sales, the first lot sold for \$200,000, but after paying one-half of the loan, \$175,000, plus fees and expenses of \$24,612.50 the synod was left with available funds of \$387.50; and the second lot sold for \$215,000 and after paying one-half of the loan, \$175,000, plus fees and expenses \$25,247.50 the synod was left with available funds of \$14,752.50; and

WHEREAS, the third lot is under contract and is expected to close in April 2021 and the fourth lot is still being negotiated; and

WHEREAS, it is anticipated that the synod will receive back \$20,416.76 which was the loan payment to date to South Carolina Lutheran Men in Mission; therefore, be it

*Resolved*, to substitute the following Resolves in place of the *Resolution For a Spending Plan For the Proceeds From the Sale of the Phoebe S. Callahan Property* approved by the Synod Council, in the meeting on April 23, 2018, Action, SC18.04.11., *Minutes of the Synod Council*, page 10-12; and the subsequent amendment of Resolve d., the substitution of Resolve e. and the addition of Resolves f. and g. approved by the Synod Council, in the meeting on April 12, 2021, *Minutes of the Synod Council*, pages 5-9, Actions, SC21.04.04.; SC21.04.05.; and be it

- a. *Resolved*, to approve amount of \$87,572 from the Hattie S. Sharpe Charitable Trust Fund toward the remaining costs for Cristo Rey; and be it further
- b. *Resolved*, to approve \$15,140.00, the total cash available from the sale of the first two lots of the Callahan Property to use toward the remaining cost of Cristo Rey; and be it further
- c. *Resolved*, to approve \$20,416.76, the repayment expected from the loan, to use toward the remaining costs for Cristo Rey; and be it further
- d. *Resolved*, to approve funding from account #3010020-7 Growing in God's Mission Appeal, 2A Mission Congregations in the amount of \$78,867; account #3010022-7, Growing in God's Mission Appeal, 2B Planting and Sustaining Congregations in the amount of \$84,429; account # 4520000-1, Current Unrestricted Balance in the amount of \$10,000 to obtain a certificate of occupancy and pay the remaining cost of Cristo Rey; and be it further



- e. *Resolved*, to give 10% (a tithe) of the balance of funds received after expenses and available cash received from the closing of the sale of the third and fourth lots to the Evangelical Lutheran Church in America (ELCA) with 5% designated to the ELCA *Mission Support* and 5% designated to the *Fund for Leaders in Mission, SC Synod Endowment Scholarship Fund in honor of the late Rev. Clementa Carlos Pinckney and the late Rev. Daniel Lee Simmons, Sr.; and be it further*
- f. *Resolved*, to designate 80% of the balance of funds received after expenses and available cash received from the closing of the sale of the third and fourth lots, in the spirit of the gift, to South Carolina Synod Lutheran Retreat Centers; and be it finally
- g. *Resolved*, to designate 10% of the balance of funds received after expenses and available cash received from the closing of the sale of the third and fourth lots, in the spirit of the gift, to NovusWay Ministries, Inc.

*Minutes of the Synod Council Meeting, April 12, 2021*

23. Approved a resolution on the Payment of Architect and Engineer Fees, Cristo Rey, West Columbia:

WHEREAS, additional funding is needed to pay architect and engineering fees and other expenses for the completion of the building of Cristo Rey, West Columbia; and

WHEREAS, there is an anticipated balance of \$27,768 in the Growing in God's Mission Appeal, Account #6012010-7, 2A Missions Under Development; therefore be it

*Resolved*, to approve the payment of architect and engineering fees and other expenses for the completion of the building of Cristo Rey, West Columbia from Growing in God's Mission Appeal, Account #6012010-7, 2A Missions Under Development.

*Minutes of the Synod Council Meeting, April 12, 2021*

23. Voted to allow for the reduction in Mission Support to the Evangelical Lutheran Church in America (ELCA) in an amount to fund the compensation for the position, Direction for Evangelical Mission, if the ELCA grant that funds this position falls short, is reduced or terminated.

*Minutes of the Synod Council Meeting, April 12, 2021*

The *Constitution, Bylaws and Continuing Resolutions, South Carolina Synod of the Evangelical Lutheran Church in America* are on the South Carolina Synod Web site: [scsynod.com](http://scsynod.com), go to *Constitutions and Directories*, scroll down to *South Carolina Synod Constitution*.

## VII. ORGANIZATION CHART

1. Established a Military Ministry Task Force under the Community Engagement Table.
2. Amended the *Synod Organization Chart* approved by the Synod Council on November 18, 2019, by substituting the amended version of the Organization Chart as a working document for the South Carolina Synod and invited the members of the Synod Council to identify persons to serve as conveners of networks and task forces.

The *Synod Organization Chart* is located on the South Carolina Synod Web site: [scsynod.com](http://scsynod.com), go to *Constitutions and Directories*, scroll down to *Synod Organization Chart*.

## VIII. PERSONNEL

1. Granted On-Leave-From-Call status to the following rostered ministers: The Rev. Sherry Poole Teves beginning October 2, 2020; The Rev. Alejandro Mejia beginning November 1, 2020; and Deacon Sarah Katherine Delap Bowers beginning December 19, 2020.

2. Voted to continue On-Leave-From-Call for the second year for the following rostered ministers: The Rev. Eric G. Wolf and The Rev. Diane Bowker.

3. Voted to continue On-Leave-From-Call for the third year for Deacon Lexanne Graves.

4. Extended a pre-emptive request to the Conference of Bishops, Evangelical Lutheran Church in America, to continue On-Leave-From-Call status beyond three-years for the Rev. Rebecca Lord-Phillips.

5. Extended Service under Call to Interim Ministry, South Carolina Synod, to The Douglas E. Graul beginning August 16, 2020, for a term of two-years, in accord with 7.41.01.c. *Constitution, Bylaws, and Continuing Resolutions of the ELCA.*

6. Voted to request the Conference of Bishops, Evangelical Lutheran Church in America, extend On-Leave-From-Call status beyond three-years for The Rev. Steven B. Counts.

*Minutes of the Synod Council Meeting, September 14, 2020*

7. Renewed Service under Call to Interim Ministry, South Carolina Synod, to the Rev. Karen S. Hawkins for a term of two-years effective December 1, 2020, in accord with 7.41.01.c. *Constitution, Bylaws, and Continuing Resolutions of the ELCA.*

*Minutes of the Synod Council Meeting, September 14, 2020*

8. Extended a Call to Non-Congregational Service to The Rev. Thulisiwe Beresford as Chaplain, Medical University of South Carolina Medical Center, beginning November 11, 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 14, 2020*

10. Extended a Call to The Rev. Richard Carter as Assistant to the Bishop, South Carolina Synod; set the total defined compensation to be in accord with the *2020 South Carolina Synod Compensation Guidelines for Rostered Ministers* for a pastor serving in his twenty-third year beginning September 15, 2020; and designated the housing allowance in the amount of \$7,482 for the period beginning September 15, 2020 to the remainder of the calendar year 2020.

*Minutes of the Synod Council Meeting, September 14, 2020*

11. Extended a Call to Non-Congregational Service to The Rev. Jesse Canniff-Kuhn as Campus Pastor, University of South Carolina, Columbia, and the Lutheran Theological Southern Seminary.

*Minutes of the Synod Council Meeting, November 16, 2020*

12. Reported to the Synod Council on the Background Check for newly elected officer: Bishop Virginia S. Aebischer. In accord with continuing resolution S9.01.A08. *Constitution, Bylaws and Continuing Resolutions, South Carolina Synod*, background checks are required on newly elected officers of the South Carolina Synod. Secretary Herlong reported that the Final Report of the background check conducted on Bishop Virginia S. Aebischer by Oxford Document Management Company, Anoka, MN was received on October 6, 2020. The background check is clear and the requirements of S9.01.A08., *Constitution, Bylaws and Continuing Resolutions, South Carolina Synod* are satisfied.

*Minutes of the Synod Council Meeting, November 16, 2020*

13. Extended a call to The Rev. Emily M. Edenfield as Assistant to the Bishop, South Carolina Synod beginning February 1, 2021; and set the total defined compensation to be in accord with the *2020 South Carolina Synod Compensation Guidelines for Rostered Ministers* for a pastor serving in her tenth year.

*Minutes of the Synod Council Meeting, January 7, 2021*

14. Amended the action of the Synod Council on May 18, 2020:

*Deletions are ~~struck through~~ in the previous text*

To extend a call to Mr. Joshua Robert Knutson, ~~contingent upon his ordination, as Mission Developer and Pastor, to Two Rivers Parish, a newly formed partnership of Christ Community, North Charleston and St. Michael's, Moncks Corner~~ beginning June 1, 2020.

*Minutes of the Synod Council Meeting, February 22, 2021*

15. Approved continuation of on-leave-from-call status for the [fourth year] second year for The Rev. Steven B. Counts, Conference of Bishops approval for two-year extension.

*Minutes of the Synod Council Meeting, April 12, 2021*

16. Voted to continue on-leave-from-call roster status of The Rev. Ashley Twitchell for the sixth-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 22, 2021*

17. Voted to continue to list on the roster of ministers of Word and Sacrament of this church The Rev. Herman R. Yoos III, who retired as bishop of the South Carolina Synod of the ELCA on August 31, 2020.

*Minutes of the Synod Council Meeting, September 14, 2020*

18. Voted to continue to list on the roster of ministers of Word and Sacrament of this church the following persons who retired in 2020-2021:

January 1, 2020..... Rev. James "Jim" B. Vigen  
February 1, 2020 ..... Rev. John D. Derrick  
July 1, 2020 ..... Rev. Karl Frederick Suhr Jr.  
August 14, 2020 ..... Rev. G. Reginald "Reggie" Cruse  
November 1, 2020 ..... Rev. Pam R. Cook  
January 1, 2021..... Rev. Ernest W. Worman

*Minutes of the Synod Council, November 16, 2020*

19. Voted to continue to list on the roster of Ministers of Word and Sacrament of this church The Rev. Vickie S. Powell, who retired February 14, 2021.

*Minutes of the Synod Council Meeting, January 7, 2021*

20. Approved an invitation to extended service for Ms. Emily Mooneyhan, Saluda Presbyterian, Saluda, a congregation of the Presbyterian Church (U.S.A.) and a full communion partner, to serve part-time under contract with Mt. Pleasant Lutheran Church, Saluda, a congregation of the Evangelical Lutheran Church in America, contingent upon her ordination on March 21, 2021.

*Minutes of the Synod Council Meeting, February 22, 2021*

21. Entered into an agreement with The Rev. Michele Fischer and Colony Lutheran Church, Newberry, that Pr. Fischer, serving as interim pastor, is eligible to be considered for a call Colony Lutheran Church, Newberry, during the time of transition, if the congregation extends a regular call as pastor. This agreement is in accord with \*C9.07. *2019 Model Constitution for Congregations of the Evangelical Lutheran Church in America.*

*Minutes of the Synod Council Meeting, August 15, 2020*

## IX. INSTITUTIONS

1. Ratified the action of the Board of Trustees, Lutheran Homes of South Carolina electing Mike Brittingham to a term ending 2022 and Mrs. Jewel Eanes to a term expiring 2026.

*Minutes of the Synod Council, November 16, 2020*

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

3. Designated November 15, 2020, Lutheran Services in the Carolinas Sunday.
4. Designated April 25, 2021, Newberry College Sunday and invite congregation throughout the South Carolina Synod to participate.

**X. SYNODICALLY AUTHORIZED WORSHIPING COMMUNITIES**

Approved the following Synod-authorized Worshiping Communities on the territory of the South Carolina Synod, Evangelical Lutheran Church in America, for the calendar year 2021.

Synod-authorized Worshiping Communities

- Columbia, Sagrada Familia (Holy Family)
- Columbia, The Journey
- Gaston, Cristo Rey (Christ the King)
- Greenville, Nuestro Salvador (Our Saviour)
- Mauldin, Parroquia El Meslas (Church of the Messiah)
- North Charleston, Christ Community
- Pelion, Cristo Rey (Christ the King)
- West Columbia, Cristo Rey (Christ the King)

*Minutes of the Synod Council Meeting, February 22, 2021*

**XI. SYNOD ASSEMBLY**

1. Approved the *Minutes of the South Carolina Synod Assembly, July 25, 2020*, in principle, and voted to allow Secretary Herlong and the Rev. Virginia S. Aebischer, assistant to the bishop, to make editorial changes for publication in the *2020 Directory and Minutes of the South Carolina Synod, ELCA*.

2. Voted to schedule an online South Carolina Synod Assembly in 2021 on a date to be determined; and to cancel the reservations contract by November 17, 2020 at Charleston Marriott on June 6-8, 2021 with the guarantee of no penalties; and to reschedule an in-person assembly to be held on June 12-14, 2022 at Charleston Marriott; and to pay a deposit of \$8,000 when the invoice is received for the 2022 assembly reservations. The Synod Council fixed the time and place for the South Carolina Synod Assembly in accord with S7.11.01.:

**2022, June 12-14 (Sunday-Tuesday) at the Charleston Marriott**

*Minutes of the Synod Council Meeting, November 16, 2020*

3. The Synod Council fixed the time and place for the South Carolina Synod Assembly in accord with S7.11.01.:

**2021, June 26 (Saturday) 9:00 a.m. - 4:00 p.m. Online Meeting**

*Minutes of the Synod Council Meeting, February 22, 2021*

**XII. SYNOD COUNCIL**

1. Approved the following meeting dates and times of the Synod Council 2021-2022:
  - June 19, 2021 ..... One Day Retreat; rescheduled to meet on June 26, 2021
  - September 13, 2021 ..... 12 Noon
  - November 15, 2021 ..... 12 Noon
  - February 28, 2022 ..... 12 Noon (Ash Wednesday, March 2)
  - April 4, 2022 ..... 12 Noon (Easter Day April 17)
  - June 20, 2022 ..... One Day Retreat

*Minutes of the Synod Council Meeting, August 15, 2020*

2. To approve the following Synod Office Holiday Schedule for 2021-2022:

- January 4..... New Year's Day
  - January 18..... Martin Luther King, Jr. Day
  - April 1..... Good Friday (Thursday is taken off)
  - May 31..... Memorial Day
  - \*June 9-10..... Post-Synod Assembly Compensation Days
  - July 5..... Independence Day Observed
  - September 6..... Labor Day
  - November 24-25..... Thanksgiving Day (the preceding Wednesday is taken)
  - December 23-January 3..... Christmas (Christmas Eve is on Friday) through New Year's Day (2022)
- \*The Synod Office is closed on the two days following synod assemblies. All staff members receive one additional Synod Assembly day off to be taken by July 31.

3. Agreed to conduct the meeting of the Synod Council electronically, due to the COVID-19 pandemic, on Monday, September 14, 2020, at 12 Noon.

4. Agreed to conduct the meeting of the Synod Council electronically, due to the COVID-19 pandemic, on Monday, November 16, 2020, at 12 Noon.

5. Agreed to conduct the meeting of the Synod Council electronically, due to the COVID-19 pandemic, on Monday, February 22, 2021, at 12 Noon.

6. To agree to conduct the meeting of the Synod Council electronically on Monday April 12, 2021 at 12 Noon, due to the Covid-19 Pandemic.

7. To reschedule the June 19, 2021 meeting of the Synod Council on Saturday, August 21, 2021, beginning at 10:00 a.m. at Christ Mission, Columbia.

8. Agreed to conduct the meeting of the Synod Council electronically, on Saturday, August 21, 2021, at 10:00 a.m., if the Executive Committee determines there are health risk issues with holding an in-person meeting due to the Covid-19 Pandemic.

9. To accept, with regret, the resignation of Mr. David Pursey from the Synod Council, and to declare his seat vacant, lay man-at large, term expiring 2021, until the next regular meeting of the Synod Assembly in 2021; and to send a letter of thanks for his faithful service on the council since his election by the 2018 South Carolina Synod Assembly.

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

### XIII. PROPOSED BUDGET SOUTH CAROLINA SYNOD, ELCA

#### \* RECOMMENDATION FOR ASSEMBLY ACTION

**Recommends the following budget in the amount of \$2,616,500 for the fiscal year, February 1, 2022 to January 31, 2023, for adoption by the 2021 South Carolina Synod Assembly.**

See the proposed budget and pie chart on the following two pages.



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



**South Carolina Synod, ELCA  
Proposed Budget 2022-2023**

|   | <b>Approved Budget<br/>2021-2022</b> | <b>Proposed Budget<br/>2022-2023</b> |
|---|--------------------------------------|--------------------------------------|
| <b>Mission Support and Other Revenue</b>    |                                      |                                      |
| Congregational Support Synod-Churchwide (1) | 2,472,645                            | 2,470,000                            |
| Fees-Assembly                               | 62,000                               | 62,000                               |
| Fees-Youth Ministry                         | 25,000                               |                                      |
| Subscription-SC Lutheran                    | 13,500                               | 13,500                               |
| Investment Income                           | 20,000                               | 40,000                               |
| Other Income                                | 8,600                                | 31,000                               |
| <b>Total Revenue</b>                        | <b>2,601,745</b>                     | <b>2,616,500</b>                     |
| <b>Benevolence and Expenditures</b>         |                                      |                                      |
| Mission Benevolence                         |                                      |                                      |
| ELCA Support (1)                            | 1,039,283                            | 1,038,000                            |
| Joint Ministries Region 9 Support           | 10,000                               | 11,000                               |
| Bishop's Discretionary Fund                 | 3,000                                | 3,000                                |
| Archives                                    | 6,000                                | 6,000                                |
| ELCA Regional Gift Planner                  | 10,000                               | 10,000                               |
| Southern Seminary                           | 79,182                               | 79,000                               |
| SC Lutheran Retreat Centers                 | 52,000                               | 52,000                               |
| NovusWay                                    | 13,092                               | 13,000                               |
| Newberry College                            | 13,092                               | 13,000                               |
| Lutheran Homes                              | 13,092                               | 13,000                               |
| Lutheran Services Carolinas                 | 13,092                               | 13,000                               |
| <b>Totals</b>                               | <b>1,251,833</b>                     | <b>1,251,000</b>                     |
| <b>Programs</b>                             |                                      |                                      |
| Deepening Discipleship Table                | 178,700                              | 178,950                              |
| Community Engagement Table                  | 217,690                              | 197,691                              |
| Communication & Technology Table (2)        | 157,250                              | 168,050                              |
| <b>Totals</b>                               | <b>553,640</b>                       | <b>544,691</b>                       |
| <b>Operating Expenses</b>                   |                                      |                                      |
| Salaries, Benefits and Related (3)          | 673,072                              | 700,000                              |
| Operating Expenses                          | 123,200                              | 120,809                              |
| <b>Totals</b>                               | <b>796,272</b>                       | <b>820,809</b>                       |
| <b>Total Benevolence and Expenditures</b>   | <b>2,601,745</b>                     | <b>2,616,500</b>                     |

Note #1 ELCA support for 2021/22 is 43.25% of unrestricted congregational support.  
ELCA support for 2022/23 is 43.25% of unrestricted congregational support.

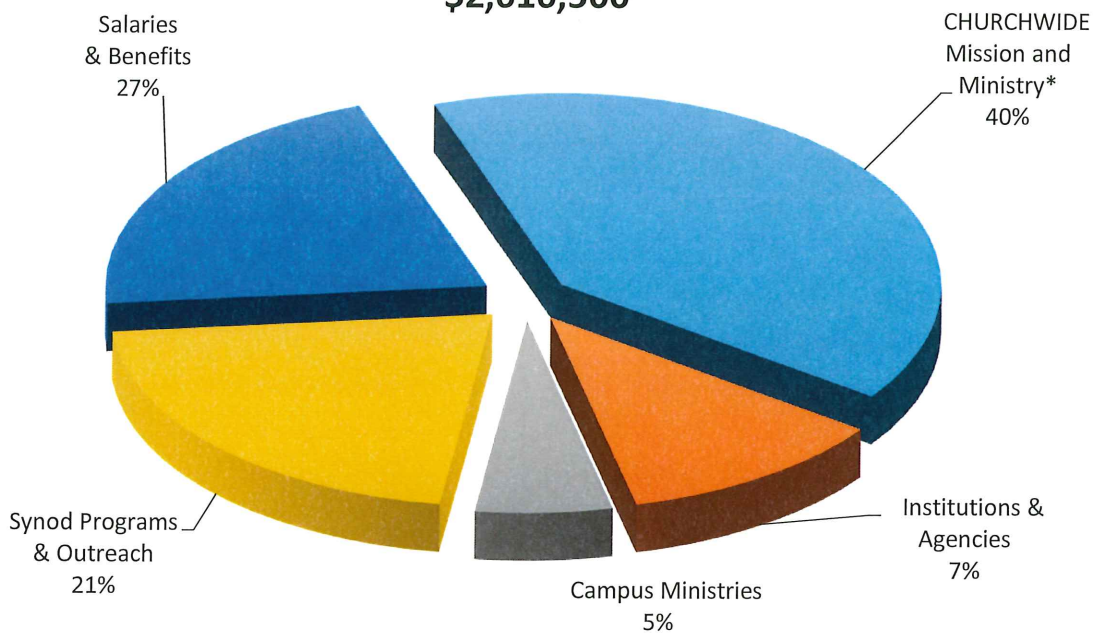
Note #2 The 2021/22 and 2022/23 budgets for the annual assembly of \$113,500 and \$120,000 (respectively) are included in the Communication & Technology Table.

Note #3 The 2022/23 budget for salaries includes a 2.5%-3% cost of living increase for the synod staff.

# South Carolina Synod, ELCA 2022-2023 Proposed Budget

|             |                                 |
|-------------|---------------------------------|
| \$1,049,000 | Churchwide Mission and Ministry |
| \$183,000   | Institutions & Agencies         |
| \$125,991   | Campus Ministries               |
| \$558,509   | Synod Programs & Outreach       |
| \$700,000   | Salaries & Benefits             |
| -----       |                                 |
| \$2,616,500 |                                 |

## Mission Support from Congregations to Synod and Churchwide Ministries \$2,616,500



### Synod Programs & Outreach

#### Deepening Discipleship Table

- Rostered Leaders/Candidacy
- Steward Leaders
- Lifelong Faith Formation

#### Community Engagement Table

- Global Missions/Companion Synods
- Community Outreach
- Inclusiveness IPAN
- Ecumenical Hunger Relief
- Youth/Young Adults

#### Communication & Technology Table

- Synod Technology Advisory
- Communication Assistance
- Assembly Communication

#### Discretionary Fund/Archives/ELCA Gift Planner

#### 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 2022-2023 is 43.25% of unrestricted congregational support



# CONGREGATIONS OF THE SC SYNOD OF THE ELCA

9 Conferences / 3 Geographic Areas

## Deepening Discipleship Table

### Rostered Ministers Network

- Invitation to Service Task Force
- Candidacy Task Force
- First Call Theol. Education Task Force
- Convocation Task Force
- Compensation Guidelines Task Force
- Interim Ministry Task Force
- Leadership for Faithful Innovation Task Force

### Steward Leaders Network

- Mission Support/Interpreters Task Force
- Culture of Generosity
- Stewardship for All Seasons
- Lifeline Distribution Team
- Ventures in Growing Stewards Task Force
- Creation Care Task Force
- Region 9 Planned Giving

### Lifelong Faith Formation Network

- Christian Education
- Worship & Prayer Task Force
- Equipping Evangelism Leaders
- Congregation Vitality (New & Existing Congregations)

## Communication & Technology Table

### Synod Technology Advisory Network

- Priorities, Tools & Budget Task Force
- Technology Assistance for Synod
- Web Development Task Force

### Communication Assistance Network

- Assisting & Resourcing Congregations

### Assembly Communication Network

- Writers
- Social Media
- Photography
- Guidebook

## 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)

### Community Outreach Network

- Public Education Task Force
- Gifts of Hope Task Force
- Criminal Justice Task Force
- Disaster Task Force
- Military Ministry Task Force

### Inclusiveness Network

- Race, Reconciliation & Justice Task Force
- Latino Task Force

### Indigenous Peoples Accompaniment Network (IPAN)

### Ecumenical Network

- Christian Action Council
- Fellowship of South Carolina Bishops

### Hunger Relief Network

- Domestic and World Hunger Task Force

### Youth/Young Adults Network

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

## Synod Council

## Office of the Bishop

# SYNOD ASSEMBLY

Joint Ministries of Region 9

James R. Crumley Jr. Archives

Churchwide Expression of the ELCA

### Institutional Boards

- South Carolina Lutheran Retreat Centers
- NovusWay
- Newberry College
- Lutheran Homes of South Carolina
- Lutheran Services Carolinas
- Lutheran Theological Southern Seminary



**SOUTH CAROLINA SYNOD  
2022 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 Executive Council)  
(Feb 2021)

## 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 2022 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 2022 is sent by the Board to congregations and all rostered ministers or you may reference it at [www.porticobenefits.org](http://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-2021>). 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.

### **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 signed copy of the Interim Covenant which is Resource H in the SC Synod Transition Packet of Resources. This Covenant indicates expectations and responsibilities which have been negotiated in advance of starting this position. They will also need to receive a copy of the Compensation Worksheet which is done using our Excel worksheet. Most 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 at a minimum receive compensation comparable to the previous pastor (or what is anticipated will be provided for the next pastor). Generally, we ask that Compensation Guidelines be used and compensation be pro-rated for part time given their years of experience. 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-2021>) 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 salary in half. If ¾ time is the arrangement divide the base salary 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-2021>),
- 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.

### **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-2021>) 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      |  |
| <b>10</b>        | \$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     |  |
| <b>20</b>        | \$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     |  |
| <b>30</b>        | \$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     |  |
| <b>40</b>        | \$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      |
| <b>10</b>        | \$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      |
| <b>20</b>        | \$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      |
| <b>30</b>        | \$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      |
| <b>40</b>        | \$116,242            | = | \$107,403   | + | \$8,839      |

|   |
|---|
| Total Cash Outlay   |
| =   |
| Defined Compensation  |
| +   |
| Health Coverage   |
| +   |
| Pension   |
| +   |
| Other Benefits  |
| +   |
| Mileage   |
| +   |
| Continuing Education  |
| +   |
| various other expense as laid out in the excel spreadsheet. |



## 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<br>=<br>Defined Compensation<br>+<br>Health Coverage<br>+<br>Pension<br>+<br>Other Benefits<br>+<br>Mileage<br>+<br>Continuing Education<br>+<br>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      |  |
| <b>10</b>        | \$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      |  |
| <b>20</b>        | \$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      |  |
| <b>30</b>        | \$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      |  |
| <b>40</b>        | \$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 2022 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 2022 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 2022 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.)

#### 2022 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)<br>Line E above                              | \$ _____ |
| I. | Housing Allowance (including any household furnishings and utilities allowances if paid directly to pastor)      | \$ _____ |
| J. | <b>Total Defined Compensation</b> (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](http://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](http://www.porticobenefits.org) .

**2022 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%)

| <b>PORTICO BENEFIT SERVICES CALCULATION – Defined Compensation</b> |  |          |
|--|--|----------|
| 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)<br>Line I above                              | \$ _____ |
| M.   | Total of K & L   | \$ _____ |
| <b>For Parsonage</b>   |  |          |
| N.   | 30% of Line M (used to determine housing when living in parsonage)   | \$ _____ |
| O.   | Household furnishings and utilities allowances<br>(if paid directly to the pastor)                               | \$ _____ |
| P.   | Housing Equity Allowance (if paid directly to pastor)  | \$ _____ |
| Q.   | Total <b>Defined</b> 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](http://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](http://www.porticobenefits.org) .

**2022 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%)

| <b>PORTICO BENEFIT SERVICES CALCULATION – Defined Compensation</b> |   |
|--|---|
| 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.   | <b>Total Defined Compensation</b> (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](http://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](http://www.porticobenefits.org) .



**Deepening Discipleship Table  
South Carolina Synod Assembly  
2021**

Dear Partners in the Gospel,

I have taken great delight in 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 talk's on his radio show on public radio, *A Prairie Home Companion*. As we of the South Carolina Synod discern our calling to discipleship for our Lord Christ Jesus, Keillor shares some apt thoughts. They can make us blush and smile but also 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 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 flowerbeds 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-shoulders, 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."

Grace be with you,  
Rev. Dr. Patrick W. Riddle  
Convener Deepening Discipleship Table

**Communication and Technology Table  
South Carolina Synod Assembly  
2021**

No Report

**Community Engagement Table  
South Carolina Synod Assembly  
2021**

No Report

**LUTHERAN SERVICES CAROLINAS**  
**South Carolina Synod Assembly**  
**2021**

Dear Friends,

The year of 2020 was a challenging one for Lutheran Services Carolinas, a health and human services organization and a social ministry of the North and South Carolina Synods of the ELCA (Evangelical Lutheran Church in America). Dealing with the COVID pandemic was stressful, but our teammates rose to the occasion with grace and compassion.

Last year, more than 1,900 LSC teammates, along with 2,826 donors, 3,391 advocates, and more than 1,200 volunteers, improved the lives of more than 6,000 Carolinians.

In South Carolina:

- Dedicated foster parents and case workers served 114 children.
- Refugee and Immigrant Services assisted 377 people on their path to new lives in the U.S., including 13 new arrivals.
- The Transitional Foster Care for Unaccompanied Children program helped 29 children.
- The Strengthening Families program helped 206 people develop more cohesive family units.
- LSC's disaster services team gave hope and assistance to 165 individuals.
- LSC provided residential living options to 82 individuals with intellectual and developmental disabilities.

LSC's Refugee and Immigrant Services continued to serve in 2020 despite having fewer new refugees to assist. That program is ramping back up, however, as more refugees are now legally being welcomed to the United States. LSC has plans to open an office in Charleston to serve refugees and is also planning to open a new "welcome house" to provide short-term housing to newly arrived refugees in the area. LSC is working with churches and realtors in the Charleston area to make those plans a reality.

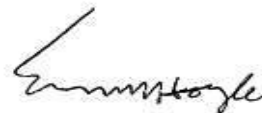
LSC's Transitional Foster Care for Unaccompanied Children program, based in Columbia, continued to serve a very vulnerable population of migrant children and will soon be expanding significantly, doubling the number of children it can serve from 12 to 24. LSC's regular South Carolina foster care program remained busy, and LSC continued to serve many South Carolinians with intellectual and developmental disabilities through its group homes and host homes.

LSC child and family services faced a tough year financially, with a loss of more than \$700,000, but with contributions added in, the loss was reduced to a little more than \$12,000. Because LSC's overall financial health remains good, we will continue to serve in challenging times with your prayers and support.

Yours in Christ,



Ted W. Goins, Jr.  
LSC President



Eric Hoyle  
LSC Board Chair



## 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 2020, Lutheran Homes of South Carolina provided employment for 1,110 TeamMates to fulfill our Mission.
- Residential and healthcare was provided for 2,923 residents and patients across our five continuing care retirement communities:
  - Franke at Seaside, Mt. Pleasant
  - the Heritage at Lowman, White Rock
  - Rice Estate, Columbia
  - RoseCrest, Inman
  - Trinity on Laurens, Aiken
- The Heritage at Lowman began construction for the Courtyards at Lowman, a unique independent living rental program. The two 'pocket neighborhoods,' each offer ten, adjoining 1 or 2 bedroom cottage-style homes surrounding courtyards with common spaces and amenities encouraging a shared resident lifestyle experience.
- The Heritage at Lowman maintained 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 program.
- Franke at Seaside and Rice Estate Rehabilitation and Health Care Center received High Performing long-term care ratings from US World & News Report.
- Lutheran Hospice supported 523 patients and over 1,569 family caregivers.
- BeWell Home Services caregivers provided 170,350 hours of in-home supportive services for 267 clients through its Midlands/Aiken, Lowcountry, and Upstate offices.
- BeWell@Home provided continuing care at home wellness programs for 85 members.
- Due to the generosity of 1674 donors in 2020, the Lutheran Homes of SC Foundation:
  - Provided \$585,128 to help subsidized the care of 39 residents, clients and hospice patients served in our ministries of care.
  - Funded \$907,742 in capital improvements to enhance and expand facilities, and \$348,107 to support community 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



## LTSS Rector and Dean's Report to the Region 9 Synods - 2021

Greetings from Lutheran Theological Southern Seminary! We continue teaching and learning within constraints imposed by the pandemic. For the most part, our seminary community has been extremely fortunate. We have not lost students, faculty, or staff members to the virus. Students have adapted well to learning and to sustaining community life at a distance from one another.

Faculty have innovated in ways we would not have done without the imperative to do so. We are largely providing course content online and “flipping” the classroom, so that time with the professor is mostly time in discussion (on Zoom, for now). This innovation in pedagogy will inform our practice beyond the time of social distancing.

### Enrollment

In the 2020-21 school year, 73% of our students are ELCA candidates for ministry. Our community is enriched also by those among us from other expressions of Christianity. “Diversity” for us means differences in age, gender, sexual orientation, race, class, and location in ministry. We learn much from each other.

LTSS Enrollment stands at 71 for spring 2021, a net loss of three from fall 2020. To put that in recent historical perspective, in the spring of 2015, LTSS enrollment was 97. That year, the last pre-merger entering class graduated. Since then, enrollment has trended down until the last few years, when it has started, slowly, to recover. One of the ways we all support the future of the church is by noticing those whom God may be calling and connecting them with theological education. We are grateful for your work with us to identify Christian leaders and support their discernment.

### Faculty

Last fall, we welcomed the Rev. Dr. Justin Nickel as the Frances and Baxter Weant Assistant Professor of Lutheran Studies. This spring, we opened a search for a new faculty member in the fields of African American Studies and Practical Theology. We expect that a new colleague will be in place for the start of the fall 2021 term. Finally, thanks to a generous estate gift, we have begun building an endowment whose draw will fund a faculty chair in worship.

### Financial Aid

This academic year, LTSS has offered **more than \$900,000 in scholarship aid** to our students. This number includes dozens of full-tuition scholarships. We can do this only because donors, past and present, have directed millions of dollars in gifts designated for student aid. We are grateful to be able to offer this aid to students. Thank you!

### ATS Accreditation

We received official word from the Association of Theological Schools/Commission on Accrediting that LTSS academic programs are accredited for another ten years. This is great news! The accreditors cited as a particular strength the seminary’s “relationship with the university that significantly strengthens the seminary’s resources, including the Center for Teaching and Learning and expertise in educational assessment.”

### Staying in Touch

Thank you for all the ways you support the mission of Lutheran Theological Southern Seminary to “teach, form, and nurture women and men for public ministry in a context that is Christ-centered, faithfully Lutheran, and ecumenically committed.” Please stay in touch with us by signing up to receive our e-news for alumni and friends at [www.lru.edu/ltss](http://www.lru.edu/ltss).

Grace and peace,

Mary Hinkle Shore  
Rector and Dean

## Greetings from Camp!

In 2019, we undertook a significant realignment of our leadership team, organizational structure, and marketing strategies to address the financial burden caused by recent operating deficits and growing deferred maintenance costs. As a result, in January and February of 2020, we experienced significant growth in all three of our main revenue streams – program, hosted ministry (retreat rentals), and giving.

Then, in March, like the rest of the world, everything at camp came to a devastating halt. As of May, we projected a \$3 million loss in revenue to the ministry during 2020. On May 22, we canceled summer camp, a \$1.8 million loss. With our leadership team and improvements in place from work done in 2019, we quickly pivoted, adapted, and changed course.

Upon canceling summer camp, we launched a Light the Fire - Summer Camp 2021 fundraising appeal and raised over \$250,000 in one day during our very first 'Day of Giving' on July 29. We moved from 11 recurring/monthly givers to more than 200 by the end of 2020, an additional of \$200,000 of annual sustainable revenue to the ministry for long-term planning and impact. More than 450 new donors gave to the ministry for the first time. The response to our Light the Fire appeal has been overwhelmingly positive. By the end of 2020, camp friends had gifted more than \$1.3 million toward our \$1.8 million goal (deadline May 31, 2021). This amount includes increased giving from individuals and congregations across the southeast. We received additional support from the NC Synod Peeler Casey Endowment and a legacy gift from Holy Cross Lutheran, Marietta, GA, after a holy closure.

Upon the cancellation of summer camp, we immediately ramped up our on-line engagement with virtual cabin times, vespers, and ministry impact stories. We opened our sites safely and marketed to families and small groups for their emotional and spiritual well-being during the pandemic. Families who requested them received 'camp in a box' during their visits. We secured a contract with the local YMCA for 75-100 children per day five days per week to have socially distanced remote learning at Lutheridge for the current school year . . . and many more positive accomplishments.

At the Board level, we quickly formed a Cash Flow Task Force that helped navigate these trying times and monitor cash position to ensure we had the funds each week and month to pay the bills and make payroll. This Task Force also helped us think through and supported us in extremely difficult and painful expense-cutting plans. Some of these included:

1. reducing payroll by 10% for all staff,
2. freezing all pension contributions,
3. furloughing employees whose areas were inactive during the pandemic,
4. eliminating positions affected by the pandemic,
5. putting into effect a hiring freeze for all open positions,
6. cutting all non-essential spending,
7. shopping and renegotiating all vendor and service-provider relationships to cut costs,
8. liquidating older equipment and vehicles to reduce maintenance and insurance expenses.

These expense cuts, together with strong fundraising, creative problem-solving, and adaptive changes implemented by our team, allowed us to cover our top line registration losses during fiscal year 2020 almost dollar for dollar. (Note: At the time this report for 2020 was written, March of 2021, some of these cuts have been restored and our furloughed staff have been brought back to prepare for summer camp. While we have restored budgeted payroll for all employees, we are still operating with less than our full complement of staff, with plans in place to remedy this reality as cash flow improves.)

### Ministry & Site Updates:

Despite the pandemic closures, there are events to celebrate at our sites.

- **Lutheridge:** In February, we celebrated the work of both Pastor Tim and Pastor Mary Canniff-Kuhn as more than 500 past summer staff gathered for sending worship in the Faith Center. During the school year, 75-100 YMCA children received support for virtual school, making it possible for parents to continue working during these difficult times.
- **Lutherock:** In partnership with a major donor, the 600 *Iaricobius nigrinus* beetles released last year are doing their job to keep the Hemlock Woolly Adelgid threat to the hemlock trees under control. A new SALT, Servant Adventure Leadership Training program was developed for launch in summer 2021 to recruit high schoolers interested in serving on staff at Lutherock during college. And Jen Bacher, Lutherock Program Director, was approved for ordination to word and service by the North Carolina Synod. Jen's service of ordination will be at Lutherock in April of 2021.
- **Luther Springs:** We made significant progress on moving the long-awaited Atonement Chapel building project toward completion. This chapel was the last Mission Possible project, held up by permitting in the recent past. There are plans to use the new Chapel in 2021.
- **Lutheranch:** We scheduled an official Barn Grand Opening for March 2020. We rescheduled due to health and safety concerns and held the event virtually in September. The horses arrived at Lutheranch during the start of the year, and because horses are outside and more than 6-feet in length, we officially launched Lutheranch's Equestrian Program. We now offer trail rides, therapeutic riding lessons, regular riding lessons, and more.
- **Welcome Statement:** During the March 2020 meeting of the board held at Lutherock, the board adopted the following welcome statement: *At NovusWay Ministries, we welcome all who seek God's love and grace in an outdoor ministry setting. We welcome all as God welcomes all, regardless of race or culture, sexual orientation, gender identity, gender expression, family status, socio-economic circumstances, physical or mental abilities, or citizenship. Our unity is in Christ.*
- **Planned Giving:** During 2020, 10 individuals/couples took the necessary steps to include NovusWay in their charitable estate plans, either by working with one of our ELCA Gift Planners or working with our development staff.

We acknowledge that the loss of a summer of camp was devastating. Not only were we not able to gather in a time when we needed community the most, but we also lost a summer of faith formation for campers and leadership development for young adults. As we turn our hope toward summer camp 2021, we will continue to work with our camp friends, congregations, and synods to strengthen the ministry and welcome you all back at camp safely. We remain grateful for your support of and partnership in this important work that God has given us to do . . . together. Thank you!

Respectfully submitted,



Boyd W. Harris, IV  
Executive Director-CEO



Charles R. Bridgers  
President, Board of Trustees



## NEWBERRY COLLEGE ANNUAL REPORT 2020

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.

### **Newberry College has Unique Opportunity through NetVUE Grant**

Newberry College has received a \$25,000 Vocation across the Academy Grant from the Network for Vocation in Undergraduate Education. The grant will support ongoing professional development, new co-curricular opportunities, internships, and more. The program even provides for the development of off-site travel courses through grants for faculty who design the courses, and scholarships for students who participate. What's more: this amount could more than triple if Newberry College supporters can match at least \$25,000.

For more information or if interested in supporting the initiative, contact Whitney Metz '09, assistant vice president for institutional advancement, at [Whitney.Metz@newberry.edu](mailto:Whitney.Metz@newberry.edu), or 803.321.5694.

### **Enrollment Holds Steady Amid Pandemic**

In an attempt to cope with the challenges of the pandemic, many colleges and universities eliminated academic and athletic programs, furloughed faculty and staff, curtailed co-curricular activities, or reverted to teaching courses entirely online. Newberry College, however, brought students back to campus safely for in-person instruction in fall 2020 and spring 2021. Despite all odds, the College has sustained enrollment near pre-pandemic levels and even grown spring-to-fall retention to a four-year high.

### **Graduate Program Clears Institutional Hurdles**

Newberry College is one step closer to a graduate program, after the Board of Trustees approved a proposal for a new master's degree in organizational development and leadership. The program will now go before the Southern Association of Colleges and Schools Commission on Colleges for final approval. If ratified, the degree will be Newberry's first graduate-level program since 1928, and the first of many prospective programs to take Newberry College education to the next level.

### **Nursing Program Earns 100% Exam Pass Rate**

Newberry's graduating nursing class of fall 2020 earned a 100% first-time pass rate on the NCLEX-RN, a standardized exam used to assess the readiness of new nursing graduates. The percentages of first-time successes help measure the effectiveness of nursing programs. All three fall graduates, Brooke Baker '20, Iyteria Smith '20 and Taylor Marie Smith '20, are gainfully employed in hospitals around South Carolina, and all three hope to pursue graduate degrees in the future.

### **How Newberry Ranked in 2020**

- Least student loan debt per borrower in South Carolina, No. 32 in U.S. (LendEDU)
- Third-highest for social mobility in the South (U.S. News & World Report)
- No. 6 for best value among southern colleges (U.S. News & World Report)
- Recognized on unranked list for economic diversity (U.S. News & World Report)
- No. 11 among Best Regional Colleges in the South – our highest placement to date (U.S. News & World Report)

### **Campus Pastor Ernie Worman Retires After 12 Years**

Known for his rocking chair ministry and distinctive red shoes, the two-time Navy veteran has returned to Louisville, Kentucky, for a well-deserved retirement with his beloved wife and fellow Navy vet, Annie, their two daughters and three grandchildren. The Rev. Matt Titus '05, pastor of the Lutheran Church of the Redeemer in Newberry, currently serves as interim campus pastor.

### **Bishop Herman Yoos Honored as Outstanding Friend of Newberry College**

The Newberry College Alumni Association has presented the Rev. Herman Yoos with the Noah & Pansy Derrick Outstanding Friend of the College Award, for his service to the College, to the church and to South Carolina.

### **Bishop Kevin Strickland '04 Elected to Board of Trustees**

In its February meeting, the Newberry College Board of Trustees ratified membership for the Rev. Kevin L. Strickland '04, bishop of the Southeastern Synod of the ELCA. Strickland is expected to take his seat on the board later this spring.

### **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.

The total 2020 calendar year Synodical giving is \$25,161.72. This includes the South Carolina Synod, Southeastern Synod and the Florida-Bahamas Synod.



BULLETIN OF REPORTS CHAPTER FIVE - 7  
**South Carolina Lutheran Retreat Centers**  
**2021**

**Unprecedented Year, Unparalleled Gifts, Unsurpassed Thanks**

In January 2020, the SCLRC Board gathered at Coastal Retreat to dream dreams and to plan for the future. We excitedly talked about “2020 Vision” and “Seeing Clearly”. We had important conversation about how we could grow our capacity and better serve our guests and groups. We looked ahead to a very busy 2020.

And then the world shifted. Groups started cancelling. Before we knew it, we were in a full-blown pandemic and camps and retreats were no longer possible. Just as activity at Camp Kinard and Coastal Retreat generally starts rising, we were shut down. It is hard to live out a mission of “Providing Holy Spaces for God to Change Lives” when people cannot come to the holy spaces!

And yet, the Holy Spirit continued to dwell at both Camp Kinard and Coastal Retreat and provided direction for our Board of Trustees and staff to move forward. Thanks be to God we not only survived 2020, but we also have good news to tell!

**STAFF:** SCLRC has always had wonderful and amazing staff. With great joy for him and sadness for SCLRC, we bid Larry Hamrick “Happy Retirement” at the end of 2019. We were tremendously gifted to have the Rev. Thulie Beresford serve as interim Director of Coastal Retreat from January until June of 2020 (yes, she got to be there to usher in the effects of Covid 19!). Elliott Cox took the reign in June and moved to the Isle of Palms with his wife, Deacon Ashlyn Cox and their three children. And in January 2021, we were thrilled to welcome Khabo Beresford as Coordinator of Hospitality and Registrar.

**PROGRAMMING:** Covid 19 also had a significant impact on the programs we offer. Because of loss of travelers, Road Scholar decided to cancel all our programs with them. This will provide us the opportunity to focus more on our own offerings through our *Laugh, Learn and Lunch* program. We also plan to add more overnight programs in keeping with our *God Gullah and Grits* program that we offered in 2018.

**FINANCES:** We were thankful to receive a PPP loan in the spring of 2020. It was forgiven in January 2021 and we were able to secure a second PPP loan shortly after that. We were also able to secure a Covid Relief grant for nonprofits through the State of SC. Thanks to these forgivable loans and this grant, we were able to fully pay our staff during this difficult year. We also received generous gifts and grants from many individuals and congregations that are outlined in our giving report. Every day we were reminded of God’s gracious love that was poured out through our friends and supporters.

**PALM AND PINE SOCIETY:** Thanks to anonymous gifts totaling \$30,000 we were able to offer dollar to dollar matches in late summer 2020 which allowed us to launch our new annual giving society. Aptly named the Palm and Pine Society, this fund will support daily operational expenses at Camp Kinard and Coastal Retreat.

**VISION COMMITTEE:** Our vision committee continued to work diligently, preparing plans for Camp Kinard. We will soon be rolling out plans for a new entranceway, a new chapel, and a new swimming pool!

**THEFT AND LOSSES:** Yes, even these were blessings to us, as odd as that may sound. We had three kayaks and a 1994 Gator stolen from our property. Thankfully, our insurance provided replacement cost minus deductible. Our wonderful friends and supporters rallied around us and provided gifts to cover the deductibles so now we have a brand-new Gator! AND a neighbor donated a wonderful canoe to our “fleet”!

We are not sorry to put 2020 in the rearview mirror! We are forever grateful to the Holy Spirit for helping us navigate this most difficult year. We give thanks to our friends and supporters who so generously provided heartfelt prayers, volunteer assistance and financial gifts. Without all of you, we would not be ready to return to providing holy spaces for God to change lives! “Every time I think of you, I give thanks to God.” *Phil 1:3*

The Rev. David Coffman, Chair  
Board of Trustees

Deacon Dallas J. Shealy  
Executive Director



**South Carolina Women of the ELCA  
South Carolina Synod Assembly  
2021**

The mission of South Carolina Women of the ELCA (SC WELCA) is to mobilize women to act boldly on their faith in Jesus Christ. As a community of women, and in response to God's love and grace, we are called to put our faith in action and to proclaim the Gospel and the goodness of God.

The global coronavirus pandemic brought many changes to our world in 2020-2021. Keeping ourselves grounded in our Lord, Jesus Christ, SCWELCA adjusted to the circumstances. Many of the normal activities were canceled or put on hold: conference meetings, retreats, women's in-person Bible studies and meetings, and our 2020 annual convention.

But the pandemic did not keep Lutheran women down long. Our ladies answered the call to serve and fellowship in many other ways. Zoom or on-line Bible studies and events replaced in-person meetings. One conference held a virtual conference meeting in Spring 2021. We sewed and/or donated over 1,000 masks to SC Network of Children's Advocacy Centers and sent quilts to Lutheran World Relief. We worked in food pantries and soup kitchens (following CDC guidelines), and we continued to promote causes dear to us.

In 2020-2021, SC WELCA supported churchwide WELCA through regular offerings of \$11,559.12. Designated Joy Offerings from congregational units totaled \$3,909.82 for ELCA Good Gifts and \$100 to Tanzania. The Thankoffering of \$539.41 was sent to churchwide WELCA.

Our Honorary Life and Memorial Recognition program supports the SC WELCA Scholarship Fund for female students of The Lutheran Theological Southern Seminary of Lenoir-Rhyne University. We sent \$1,337.36 in their support.

From benevolence funds, we contributed \$100 to St. James Lutheran Church in Leesville, SC for fire damage suffered, \$1,450 to Lutheran Disaster Response and \$1,450 to churchwide WELCA.

We don't know when life in the pandemic lane will return to "normal" and our number one priority is the safety of our ladies. Therefore, the SCWELCA Board voted to have a virtual convention in 2021. Our theme will remain the same – "Just Love", the churchwide WELCA Triennial theme. We will do our best to make this a spiritually uplifting and enjoyable experience.

As our local project, we are supporting the 17 SC Network of Children's Advocacy Centers, a non-profit organization committed to serving children who are victims of abuse. Our global project is Lutheran Disaster Response. We support both of these organizations through monetary donations. As of January 31, 2021, donations totaled \$2,578.10 for the Children's Advocacy Centers and \$1,413.65 for Lutheran Disaster Response.

In celebration of the 50<sup>th</sup> Anniversary of Women's Ordination in the Lutheran Church in the United States, we expressed our appreciation for female pastors with medallions and soaps.

The Lord has been with us through this journey. May we continue to use our gifts to shine God's Light in a dark world and to show God's grace in our communities. We look forward to the time when we can gather in-person again as sisters and disciples of Christ.

"When you pass through the waters, I will be with you." Isaiah 43:2 Thanks be to God!

Becky Koch, President, South Carolina Women of the ELCA

**Lutheran Men in Mission  
2020 Annual Report**

The theme for the year was based on **1 Peter 4:10**, **“Each one should use whatever gift he has received to serve others, faithfully administering God’s grace in its various forms.”**

This year started out great! Our Past President’s dinner was held in February at the Old Mill Brew Pub with the best attendance in years. We had a wonderful convention with about 125 people in attendance. It’s been quite a while since we had a “full” house like that. We brought in speaker Robert Johnson from Louisiana. His message, “What’s in your closet?” spoke to a lot of people in a lot of different ways.

My goal was to work with the low country part of SC. I started out visiting Shepherd of the Sea Lutheran the first weekend in March. Then COVID-19 hit and my travel was halted. I tried to stay up to date the best way I know how this past year. Another goal was to restructure the constitution. After meeting with a constitution committee over several months, we managed to finish it. It will be presented at the 2021 Convention.

COVID-19 did not keep us down from doing the Lord’s work though in 2020. Land was cleared at Camp Kinard to add on to the camp. We had a great turn out that day with men and women who showed up to help. Also, our One Year To Live program was still held in the fall at Tracy’s Camp. Seminary students were also fed at Ascension Lutheran. I look forward to seeing how the Lord guides us in the coming year to do His work.

Your Brother in Christ,  
Jimmy Smith, 2020 SCLMM President



## Youth Ministry Cabinet & South Carolina Lutheran Church Youth (SCLCY) 2021

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.

As I'm sure all organizations experienced, 2021 became a year of TBD (To Be Determined). We welcomed new synod leadership with Bishop Aebischer who invited Bill Newmyer to remain for another year as Interim Synod Youth Ministry Coordinator. Then later in the year, we welcomed Assistant to the Bishop, Emily Edenfield, to our team. Pastor Emily and Bill have worked with a fine group of youth and adults to plan, reschedule, cancel and plan again events and activities during the year for our SC synod youth.

*The Youth Ministry Cabinet* is made up of representatives (youth and adults) from through 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 2020-2021 year are President Ansely-Brooke Springer; Chaplain Mattison Scott; two 11th and 12th Grade Representatives, Tori May (*SCLCY* Vice President) & Noah Meyer; two 9th and 10th Grade Representatives, Jenna Pilkenton and Andrew Lindler; and two Middle School Representatives, Maddie Bostick and Bella Rockow.

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

As stated before, this has been a year of TBD. In fact, that became our theme in 2021 for our events! We were able to hold our fall service event, Hand-in-Hand, as a one-night, in-person event in November 2020. We cleaned up the camp property, enjoyed an outdoor cookout, and slept in boxes outside. We were grateful to gather in a COVID-safe way before the weather got too cold.

Unfortunately, the spike in COVID numbers made it necessary to move our next 2021 event on-line. The 11th/12th grade LCY event was held on-line in March 2021. We welcomed guests from throughout the ELCA, spent some time discussing Paul's ministry and painted a picture together with the help of Bob Ross!

With COVID case numbers declining, we were able to schedule two in-person events for May and one for June. May 15 will be a one-day event at Camp Kinard for Middle School Youth (6th - 8th grades) and May 22 will be a "High School Day of Service" also at Camp Kinard. Both of these events will be held outside to allow for compliance with COVID safety protocols. June 19 will be our annual *SCLCY* Convention at St. David's Lutheran in West Columbia. LCY Convention is our business event where we elect new officers and vote on any new business. Everyone is eager to see each other face-to-face and spend some time together in fun and fellowship.

We are planning on having Camp HUGG this summer (Camp HUGG is a day camp for special needs students). We were so sad to cancel the camp last summer due to COVID but keeping everyone safe was our number 1 priority. Bridge Building camp (working with the residents of the Heritage at Lowman) is still being discussed. If Bridge Building camp

does occur it will most likely be via virtual, on-line visits with the residents. You can bet that once the COVID issues clear up we'll be ready to spend plenty of time with our elderly friends and family!

Finally, just a personal note to say thank you to everyone who has supported SCLCY and me throughout this year of TBD. Pastor Emily and I are working on plans for how synod youth ministry will operate next year as my term will end in June 2021. If you have any suggestions or would like to become involved, email us at [sclutheranyouth@gmail.com](mailto:sclutheranyouth@gmail.com).

Prepared by the Interim Youth Ministry Coordinator, Bill Newmyer.

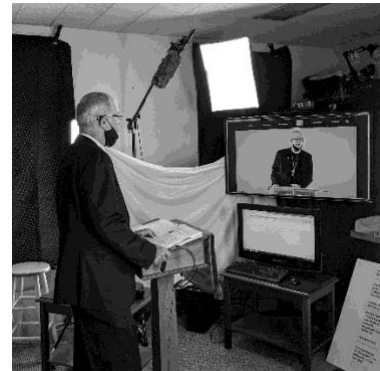
**Director of Communications Report  
South Carolina Synod Assembly  
2021**

What a year. 2020 and into 2021 has been filled with challenges and opportunities. Through the synod's YouTube and Facebook outlets, we've supplied over seventy worship services in English and Spanish since the pandemic started. From March into July there were an additional sixty prayer gatherings online. This was made possible through the use of online communication platforms (Zoom and Skype) and the synod's consistent investment in equipment and technology. Thank you to the Bishop, Council, and members of South Carolina Synod who continue to support the development of top-tier communication.

Here are some quick statistics about the growth of video consumption through the synod's YouTube and Facebook outlets over the past year. Over 26,900 unique individuals watched over 4,300 hours of video from the synod. Subscribers to our YouTube channel tripled and our Facebook page likes increased by 30%.

Some of our other Social Media insights include the rapid growth of our Pinterest page. We've added 8,100 new followers and have gone from just under 300 to over 1,400 monthly views of our page. And, we've doubled our Instagram account followers during the last year. Twitter remains very useful during events.

Our synod assembly was held online and hosted from the synod office. The stream originated from my office/studio space using Zoom and the Lumi voting platform. Again, thank you for supporting communications and the infrastructure to make this possible.



This past year saw continued growth of our website. We had 22,660 unique visitors to our website. That was over 3,000 more unique visitors than our previous high of 19,285. I continue to update the synod's website to make it more informative and easier to use on mobile devices. We've reached the point of 50% of our site visitors using phones and tablets.

Some information about *The South Carolina Lutheran* magazine. We continue to lose subscribers. I've done all I can to keep our costs in check. With the continuing trend of fewer paying subscribers and costs not decreasing, we are losing money. The magazine, as it has been, is no longer sustainable. With the blessing of Synod Council, we will be moving the magazine to a video format. This will be available through YouTube, Facebook, and our website. We will move some content, that is not conducive to a video format, directly to our website. We will continue to publish a print publication annually. With that, it is more important than ever to be on *The South Carolina Lutheran eNews* list. If you are not, I would urge you to sign up through our website. If you know someone who doesn't have online access, please consider printing out the eNews for them.

In the past year, the staff has been amazing to work with. I am deeply grateful to my colleagues as we've had to learn new ways of doing things. They've shown great grace and compassion when things didn't go perfectly. Thank you.

Respectfully submitted,  
Neal F. Fischer  
Director of Communications

**Director for Evangelical Mission  
South Carolina Synod Assembly  
2021**

***Declare his glory among all nations, his marvelous works among all the peoples!***

***Psalm 96:3***

The theme for annual assembly this year is, "To Boldly Go...to Proclaim." The message is certainly clear from our author of Acts, "Lord,...grant to your servants to speak your word with all boldness" (Acts 4:29). It is not only in Acts that we find this declaration but throughout the scriptures. Take the verse from Psalm 96, "Declare" says the writer to all listening, declare God's glory and marvelous works to all. The year of 2020 will certainly be known for many things especially the COVID-19 pandemic, but it will be known to many as a year of innovation. This is most certainly true among our congregations in South Carolina. With boldness our congregations continued the proclamation of the Gospel through whatever means of communication available. God's Word proclaimed to all peoples around the globe through live streaming and recorded videos of worship and faith formation classes. The transforming message of the Gospel was heard for the first time for many and others a reconnection to the life giving message of Jesus. I believe all of our congregations became Missional Congregations in 2020!

Your Churchwide Office and SC Synod also remained focused on proclaiming the promise of the Gospel message as well. New mission starts, vitality training and innovation became a priority to make certain that we not languish in sharing the Good News.

Our mission congregations continued with strength and resilience during 2020. Christ Community Lutheran of North Charleston and St. Michael, Moncks Corner, created a new partnership that is focused on supporting one another in ministry and sharing the gifts of a new mission developer, Pastor Joshua Knutson. Parroquia El Mesias and Nuestro Salvador joined to create a stronger LatinX ministry in Mauldin and Greenville. With confidence the SC Synod worked with these ministries to bring Pastor Martin Lopez into the pastoral team along with Cindy and John Valentin. With an entrepreneurial spirit and most importantly a passion for Jesus, Pastor Jorge Leone learned with everyone that church never closed! With diligence and consistency, each week worship was recorded and made available to Cristo Rey, West Columbia, Gaston, Pelion and Sagrada Familia. Innovation continues with the hope for a new ministry in the Greenwood area that is the collaboration of SC Synod Congregations and Lutheran Services of Carolinas, to establish a recovery residence with pastoral services and worship opportunities for those seeking recovery.

We are church together and with boldness we declare God's glory and marvelous works through our Lord and Savior Jesus to all the peoples!

In Christ,  
Reverend Richard T. Carter  
Director for Evangelical Mission



**Director for Stewardship  
South Carolina Synod Assembly  
2021**

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 the encouragement to individuals and families to participate in planned giving. Here are a few of the resources available:

- 1) *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](http://www.elca.org/macedonia)
- 2) *Stewards of God's Love* is a tool produced by the Evangelical Lutheran Church in America (ELCA) for doing year-round stewardship ministry in your congregation. Copies of this resource are available at <http://resources.elca.org> or [www.ELCA.org/growingstewards](http://www.ELCA.org/growingstewards).
- 3) *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](http://embracingstewardship.com).
- 4) *Abundance: Creating a Culture of Generosity* by Mike Ward, Fortress Press [2020]

**Lutheran Theological Southern Seminary  
Region 9 Council for Stewardship Education**

A **Stewardship Symposium** titled *Living into a Culture of Abundance*, featuring Mike Ward, CFRE and author of *Abundance: Creating a Culture of Generosity*, was held in an online meeting January 29, 2021. The symposium focused on *Building Blocks for Generosity, it starts with a good story* and *Best Practices in Creating a Culture of Generosity*. The symposium was sponsored by the Lutheran Theological Southern Seminary/Region 9 Council for Stewardship Education. While the symposium was a public event, the symposium also gave seminary students an opportunity for personal growth and learning in the practical applications of stewardship in congregations. There were 188 persons participating in the online event including 21 seminarians. There were 16 congregations from the South Carolina Synod with rostered ministers or lay persons participating. The playlist link is: <https://www.youtube.com/watch?v=4UEewbHXwFI&list=PLZapPS4bCOJAwHhkEQW7LDSFAWa9D90sn>

A **Senior Class Symposium** was held online, January 16, 2021, which offered seminarians first call orientation and an opportunity to learn about the benefits available from Portico Benefit Services and Stewardship Resources available through the Mission Investment Fund. There were nine seniors and interns participating.

A **First Call Theological Education (FCTE) Stewardship Gathering** (held every three-years) is scheduled to be held at Lutheridge, Arden, NC on February 7-9, 2022. The gathering will include rostered ministers, bishops, and leaders from the six synods in Region 9 ELCA. The gathering will be an opportunity for personal growth and learning in the practical applications of stewardship in congregations.

It was an honor to serve as President of the LTSS/Region 9 Council for Stewardship Education during the year 2021. I continue to serve on the council as secretary during 2021.

**Networking Congregations for Growing Stewards**

*Ventures in Growing Stewards* is offered in clusters of four to six congregations and 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).

In 2020 congregations were unable to participate in-person for the gatherings of *Ventures in Growing Stewards* due to the Covid-19 Pandemic. Since *Ventures in Growing Stewards* is not yet available for online presentation, *Beginning a Culture of Generosity* (BCG) was offered online to congregations with Mike Ward, leader. BCG guided congregations through the fall stewardship appeal and helped stabilize

current year giving to 2019 (pre-coronavirus) levels, with the potential for modest growth above that level for 2021. BCG seeks to: 1) stabilize and grow financial giving, 2) teach Biblical stewardship principles, 3) help members discover generosity, and 4) begin building a foundation for a generous culture. Congregations participating included: St. Michael, Moncks Corner; Christ Community, North Charleston; Epiphany, Rock Hill; Living Springs, Columbia; Lord of Life, Bluffton; Pisgah, Lexington; Christ, Hilton Head; University, Clemson; Shepherd of the Sea, Murrells Inlet; Crossroads, Indian Land; Christ Mission, Columbia; and Hope, Vance.

### **Mission Interpretation**

A synod video titled *Listen, God is Calling!* was developed in 2020. Using the scripture verse, “Ask, and it will be given you; search, and you will find; knock, and it will be opened for you,” the video focuses on stories of congregations and individuals listening to God’s call in and through ministries: Stewardship for All Seasons, St. John’s, Beaufort; Leadership for Faithful Innovations, St. Andrew, Columbia; a deacon and a pastor in First Call Theological Education; Homeless Veterans in the Woods at Christ Community, North Charleston; and Parroquia El Mesias, a new Latinx Mission, Messiah, Mauldin. 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 an 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 five congregations. Tithe.ly is a preferred vendor of the ELCA. The synod will pay the cost of the tithe.ly fees and transactions for a one-year period. The project will also focus on how digital giving can be an act of worship rather than a transaction. A tithe.ly representative will walk along with congregations to help them learn about *Powerful Digital Church Tools of 2021 for Modern Day Worship*. Tithe.ly will offer their tools free for a one-year period to participating congregations.

### **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. The SC Synod provides significant financial support to congregations who use a Guest Leader and incorporate a catered Celebration Luncheon.

### **Planned Giving, ELCA Foundation**

The SC Synod is in partnership with the ELCA Foundation to provide the Regional Gift Planner for the Carolinas, Stephanie Burke, to strengthen the financial health of our congregations, institutions, and the synod. View the video: <https://www.youtube.com/watch?v=qE8YZ5uz24k>

### **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 SC 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 synod communications.

### **Stewardship for All Seasons**

For several years, the SC Synod has offered to partner with congregations in *Stewardship for All Seasons (SAS)*. This process is about *Guiding Congregations into Year-round Stewardship Development*. The returning congregations in covenant with the synod included: St. Matthew, Charleston; St. Luke, Summerville; All Saints, Mt. Pleasant; and St. John, Beaufort. First year congregations in 2020 included: Reformation, Columbia; Ebenezer, Columbia; St. Andrew, Columbia; and Grace, Rock Hill. The Rev. Mike Ward, a partner with Gronlund Sayther Brunkow (GSB), is the leader of SAS. 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. View the video: <https://youtu.be/SvjnUH4ap0c>

### **Lutherans Restoring Creation**

A part of the strategy of the Stewardship Network includes the *Caring for Creation Task Force*. This task force seeks to foster the concept and application of creation stewardship within our synod. Working with Lutherans Restoring Creation, the team aims to offer resources and generate dialogue from a Lutheran perspective with the SC Synod, its congregations, and individuals. The Rev. Kris Litman-Koon, Pastor, All Saints, Mt. Pleasant, serves as convener for the task force.

### **Lifeline Fund**

Through a "scaling" grant from the Lilly Endowment, Inc., synods in Region 9 are invited to participate in the *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. As of March 2021, the South Carolina Synod has eliminated 24 ½ years of education debt for five rostered ministers. The application for Lifeline Fund education debt repayments is found here: <https://form.jotform.com/200215181602035>

### **Thank You**

First, we give thanks for those with whom we share faith in Jesus Christ. Second, we give thanks to God for your 2020 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 our neighbors, congregations, synod ministries and people around the world 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](http://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](mailto:ovherlong@aol.com)



## **Region 9 Candidacy and Leadership Manager South Carolina Synod Assembly 2021**

### **What does a Candidacy and Leadership Manager do?**

A Candidacy and Leadership Manager (CALM) accompanies people who are seeking to become rostered ministers in the ELCA, whether Word and Service (deacons) or Word and Sacrament (pastors) in their journeys toward ordination. The CALM also works with Synod Candidacy Committees as they help guide, prepare, and assess these candidates. At any given time, the six synods of Region 9 (Virginia, North Carolina, South Carolina, Southeastern, Florida-Bahamas, and the Caribbean) have around 250+ people in candidacy.

### **What's new this year?**

On Feb. 1, the ELCA churchwide organization implemented Future Church, a new working structure focused on motivating the entire church to actively share the way of Jesus with more people so that they might experience community, justice and love. The design emphasizes the belief that members, congregations, synods, the churchwide organization and its partner organizations all have important roles in the church's mission.

This new design stresses three goals:

- A welcoming church that engages new, young, and diverse people.
- A thriving church rooted in tradition but radically relevant.
- A connected, sustainable church that shares a common purpose and direction.

To implement the Future Church design, structural changes were made that resulted in a 5% reduction in staff and the creation of new departments, called home areas. Candidacy is now part of the Christian Community and Leadership home area.

### **Anything else happening?**

The ELCA Conference of Bishops initiated a new First Call Process, a three-year experiment designed to match, in a timely way, candidates who are ready for a first call with congregations who are ready for a new deacon or pastor.

### **What else is going on?**

The Candidacy Leadership Team organized and hosted in March 2021 a two-day virtual Candidacy Summit, with workshops on a wide variety of topics and keynote addresses by Bishop Kevin Strickland of the Southeastern Synod and Dr. Terri Martinson Elton of Luther Seminary. Participants and panelists exchanged ideas about how to be more welcoming, knowledgeable, and effective as they worked with candidates for ministry. More 400 people attended, and another summit is being planned for this fall.

### **How can I help?**

- Support your synod's Candidacy Committee with time, talent, and treasure
- Be alert for people in your congregation who have gift for ministry and ask them, "Have you thought about being a deacon or a pastor?"
- Consider being a teaching parish or an internship site so that you can help shape a new generation of rostered leaders.

Submitted by,

Ruth Hamilton

**James R. Crumley Jr. Archives  
South Carolina Synod Assembly  
2021**

**Administration**

**Personnel**

Currently, the Archives employs four part-time workers: Shannon Smith, director and archivist; Trudy Bouknight, office manager; Ellen Triplett, archivist aid; and Ashley Ragland, junior archivist.

**Limited Access**

Our policy for patrons to access the records at the Crumley Archives conforms to LR's policy for Lineberger Library patrons.

**Office Hours**

Staff is available M, T, Th, from 9:00-3:00, and W, F, from 9:00-1:00.

**New and Ongoing Projects**

**“Lutheran Church Visitor”**

The “Lutheran Church Visitor” has been digitized from microfilm. We are working with USC’s “Historical Newspapers of South Carolina” project to index this material so that the newspaper can be eventually placed online.<sup>1</sup> Progress has been made in this area.

**“Historic Lutheran Theological Southern Seminary Collection”**

We are in the process of sending archives in digital format to USC. Originally, this project was to take the form of an exhibit. The University informed us this spring that it will be cataloged by ContentDM (instead. Currently, we have 119 items uploaded. Our limit is 445 items ranging from recordings, documents, photographs, and manuscripts. The collection, which is still under construction, can be found at <https://digital.tcl.sc.edu/digital/collection/ltss/search>.

**Oral Histories**

Our team had planned to launch a new oral history project. The aim of this project would be to interview Lutherans across the South and “spotlight” the interview in the “Archival Survey”. Our first interviewee was with the Rev. David Keck of North Carolina (LTSS, class of 1964).

**Rev. J.P. Margart Journals**

A generous benefactor has sponsored the digitization of Rev. J.P. Margart Papers. The journal can be accessed, with other manuscripts, at <https://www.crumleyarchives.com/manuscripts>.

**Development**

**Banquet**

This year’s banquet has been rescheduled to Oct. 30, 2021. The Crumley Archives will honor and congratulate the Rev. and Mrs. Don and Brenta Poole, Lutheridge, and the N.C. Synod.

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<sup>1</sup> <http://historicnewspapers.sc.edu/>

## **Networking and Outreach**

### **Patronage**

The Archives continues 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. Research fees are paid mainly through PayPal.

### **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). I presently serve on both boards. We've also maintained our membership with the Lutheran Historical Conference.

### **Web Presence**

Our website has changed! Find us at [www.crumleyarchive.com](http://www.crumleyarchive.com).

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 continuously.

In addition to the complete inventory, we have also uploaded a catalogue of our library. All inventories and finding aids can be accessed at <https://www.crumleyarchives.com/finding-aids>.

### **“Archival Survey”**

The “Archival Survey” continues to circulate semi-annually. If you would like to receive a printed newsletter in the mail, please submit a request with your address at <https://www.crumleyarchives.com/contact-us>. Home addresses will be kept private.

### **Congregational Workshops**

If your congregation would like to receive consultation regarding its historic records and how to properly preserve and maintain them, please contact us via our website at <https://www.crumleyarchives.com/contact-us>.

Respectfully submitted,

Shannon L. Smith

BULLETIN OF REPORTS CHAPTER EIGHT - 4  
SOUTH CAROLINA CHRISTIAN ACTION COUNCIL, INC.  
2021 ANNUAL REPORT

Founded in 1933, the Council began its work for human justice 70 years ago in 1950. The Council is 13 Christian denominations, supporting congregations, and justice-seeking individuals living together and giving visible witness to the oneness for which our Lord Jesus Christ prayed.

**Unity Actions included:**

- Due to COVID-19 the Annual Meeting was postponed from May to October 15, 2020. The United Methodist Conference Center hosted the Council's officers, presenters, and staff that day. Annual Meeting Theme was *"The Inconvenient Truth: Racism and Poverty in South Carolina Law."* The sermon, "A Fair Society," was based on Jeremiah 22:13-17 was preached by Dr. Robin Dease, UMC Hartsville District Superintendent. Lynn Shuler Teague gave the McClain Lecture. Teague is Vice President of the League of Women Voters of SC and the League's volunteer lobbyist at the State House. The lecture was "Racism and Poverty in SC Law." This was the first virtual annual meeting of the Council.
- Supporting Interfaith Partners of South Carolina (IPSC).
- Supporting and promoting "Mourning Into Unity" interfaith prayer vigils in October:
- Representing SC's faith-inspired communities on the state's COVID Vaccine Advisory Committee.

**Pursuing Racial Justice included:**

- Participating in the MLK Day event in Manning, SC; the Prayer Service of the SC NAACP at Zion Baptist Church, Columbia, and in King Day at the Dome at the State House.
- Participation in the Black Lives Matter March on May 30, 2020, in Columbia; and promoting participation Racial Justice marches and protests throughout the year.
- SCCAC Racial Justice Sunday, June 14, 2020. With pandemic restrictions and more killings of unarmed Black people by Law Enforcement, a simple appeal for Silent Prayer for Racial Justice in virtual or in-person gatherings was encouraged. Dr. Adrian Bird's commentary on selected lectionary passages was posted on the Council's webpage. Dr. Bird was the President of Interfaith Partners of SC and is Affiliate Professor of Christian History at Union Presbyterian Seminary, Charlotte. Age-level writers were for Children, Arbra Lewis, First Calvary Baptist Church, Columbia, Baptist Educational and Missionary Convention in SC; Teens and College: Julia Sibley-Jones, 2<sup>nd</sup> Presbyterian Church, Greenville, PCUSA; and Adults: Dr. Louise Stanford, First Baptist Church Greenville, Alliance of Baptists and Cooperative Baptist Fellowship. These lessons will be published for use in June of 2021.

**Public Policy Advocacy included:**

- Promoting and participating in the Poor Peoples Campaign March and Rally, in North Charleston, SC.
- Advocacy for Reducing Gun Violence legislation.
- Advocating for full and equitable funding of Public Education, including increasing teacher pay.
- Promoting and participating at the State House in Fair Lending Rally for stronger regulation of predatory lenders.
- Other issues: death penalty, Medicaid work requirement, raising minimum wage, and hate crimes legislation.

**Member Denominations.** 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, and United Methodist Church.

**Administration.** In addition to prayer support, financial support was provided by Member Bodies, Congregations, and Individuals.

**Staff.** The SCCAC Board of Directors elected Rev. Dr. Regina H. Moore as the new Executive Minister & CEO effective February 16, 2021. Dr. Moore has set into motion a 100-day plan for community advocacy and engagement, cultivating relationships with judicatories across the state, and programming centered on equipping youth and young adults for advocacy as Christian witness.

P.O. Box 3248, Columbia, SC 29230  
(803) 461-3206

Office Location (no mail): 4201 N Main, Beam #103, Columbia, SC 29203  
www.sccouncil.net



**Inclusiveness Network (INET)  
South Carolina Synod Assembly  
2021**

*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.*

At the onset of year 2020, INET funded a grant to Ascension Lutheran Church to host its annual MLK, Jr. Community Celebration worship service, an event followed by a catered meal for up to 100 attendees. As that event was held in January 2020, unfortunately, it was the only event that was funded by INET in 2020 because of non-existing in-person scheduled events, due to the still existing COVID-19 pandemic.

Whereas in the past, INET has funded racial diversity workshops and movie showings, we had planned to host and fund a workshop, *"Talking Together: Facing Racism in a Diverse Community"* during the month of August 2020. This workshop was planned for the participation of Synod Council members and participants of racial and gender diversity from other communities. As it was not feasible for this event to occur, no other in-person events were planned. Therefore, no other use of funds was required for the remainder of 2020.

While we are currently under restrictions of hosting and attending public gatherings, INET's Race Reconciliation & Task Force has started this year off by sponsoring a successful ongoing virtual Book Study, discussing racism. In the future, our plans are to sponsor intermittent book studies of this nature, in addition to hosting other virtual events which speak to inclusiveness. We look forward to the ability for planning and funding in-person events sooner than later, in addition to the funding of various events planned by congregations within our Synod, as we work toward creating more inclusive communities.

Humbly submitted by,

Jackie Utley, Chair  
Inclusiveness Network (INET)



## Lutheran Immigration and Refugee Service

Greetings siblings in Christ of the South Carolina Synod,

It has been a difficult year for all of us. Despite restrictive policy changes and the challenges of the COVID-19 pandemic, however, LIRS has remained committed to our biblical mandate to welcome the stranger.

In the last year:

- 2,782 refugees were welcomed through LIRS affiliates in 23 states.
- 440 unaccompanied migrant children were served through our foster care services and placed in loving homes during and after legal proceedings.
- 9,500 asylum seekers received Safe Release and Post Release services at our Southern border.

Even in these darkest of days, thousands of people from across the country partnered with LIRS to express their support for migrants and refugees through our annual programs and advocacy efforts. The compassion of our neighbors gives us hope, and we are proud to report that in the last year:

- 16,000 holiday cards and 500 gifts were sent to migrant children and families in detention through our annual Hope for the Holidays program.
- More than 600 ELCA clergy and lay leaders signed a letter drafted by the ELCA and LIRS urging Congress to work collaboratively to advance comprehensive immigration legislation.
- LIRS' work was featured on national platforms like *NPR*, the *Washington Post*, *Center for American Progress*, *Religion News Service*, *The Christian Century*, and *Sojourners*.

We are especially grateful for the congregations and communities in the South Carolina Synod who have continued their generous and prayerful support. We could not do this work without you.

Now, that work is expanding. In the coming year, the U.S. expects to welcome 125,000 refugees to our shores. LIRS is actively looking to congregations and faith leaders to partner with us in ways big and small, including donations, volunteer work, and participation in our annual programming. **Emmaus: Congregational Discernment Network** launches this spring for congregations to discern how they can best walk alongside refugees and migrants in their community, and **Stand Up Speak Up**, coming in Pentecost, is a new interfaith prayer vigil focused on advocacy. We encourage you to stay up to date on opportunities for individual and congregational engagement at the **LIRS Action Center**, found at [www.lirsconnect.org/get\\_involved](http://www.lirsconnect.org/get_involved)

With your support, we will continue to live our mission: witnessing to God's love for all people, standing with and advocating for migrants and refugees, and transforming communities through ministries of service and justice. Thank you for accompanying LIRS and our migrant and refugee siblings through 2021 and beyond. God bless you.

In peace,

A handwritten signature in black ink that reads "Kristin Witte".

Dr. Kristin Witte  
Director for Outreach



## **ELCA Fund for Leaders** **South Carolina Synod Fund for Leaders** **2021 Annual Report**

Thank you to the people of South Carolina Synod for making an investment in the future of the church through the ELCA Fund for Leaders. We are grateful for your partnership!

In the 2020-21 academic year, the ELCA Fund for Leaders provided scholarship assistance of more than \$2.8 million in support of 297 future pastors and deacons. Thank you for your role in ensuring that these future leaders will be freed from the burden of student debt so that they can go and serve as the church needs and the Holy Spirit leads.

### **Students supported in 2020-2021**

We are grateful that the South Carolina Synod Fund for Leaders has provided a total of \$35,935 in scholarship awards since its inception. During the 2020-2021 academic year, you provided a total of \$8,700 in scholarship support to:

- Christopher Girardeau            \$4,350            Lutheran Theological Southern Seminary
- Christopher Shealy                \$4,350            Lutheran Theological Southern Seminary

### **Additional information about your fund**

Market value as of 12/31/2020: **\$265,247.12**

New gifts given to your fund in 2020: **\$28,176.64**

### **Total Amount available for you to Award for 2021-2022: \$10,400.**

This number is calculated with a 10% holdback to ensure that all promised scholarships can be paid during both semesters, even if the market fluctuates. Please issue your awards in whole dollar amounts.

### **Process and Timeline**

1. **Please see the attached document** entitled “Guidelines for Synods – 2021” for eligibility criteria and notes on the selection process and timeline.
2. **Submit nominee information to us by May 17, 2021** using the attached Excel template.
3. **Please send to each nominee the attached instruction form** entitled “Synods- instructions for nominees.” This document will assist students in registering in our system and officially applying for this scholarship, which they must do by June 7, 2021.

For more information, please visit [ELCA.org/fundforleaders](http://ELCA.org/fundforleaders) or call our office at 800-638-3522, ext. 2936. Again, thank you to the people of South Carolina Synod for your generous support – we thank God for you!

## Now More Than Ever

Portico Benefit Services is a holistic benefits ministry serving those who serve — from rostered ministers and their families to staff at social ministry organizations. We strive to help our members grow their overall well-being.

We could not have predicted this pandemic. But the virtual benefits we've introduced before and after its arrival, the benefit adjustments we've made since, our successful navigation of volatile financial markets, and the consistency of our customer service have made a powerful difference.

During this pandemic, ELCA benefits are helping to lower stress levels, create safer access to health care, and increase financial flexibility — all to strengthen the resilience of those who serve and, by extension, the resilience of this church.



**The Rev. Jeff Thiemann**  
President & CEO

### Building Resilience in 2020

**26%**

**More Calls to Our Financial Planners**

During last year's market volatility and our introduction of target date funds.

**559**

**Took a Penalty-Free Distribution**

Thanks to quick modification of our retirement plan rules for 2020.

**49**

**Sought Student Loan Help**

Through no-cost counseling via our partner, LSS of Minnesota Financial Counseling.

**3,230**

**Medical Visits Via Text**

Through 98point6, our new virtual 24/7 primary health care service — with \$0 copay.

**98%**

**Satisfaction With New Mental Health Option**

Our self-directed online program, Learn to Live.

**10%**

**Of Members Streamed a Course**

On topics like resilience, mindfulness, and beating burnout via Being, our new wellness video platform.

**90%**

**Very Satisfied**

With our Customer Care service — delivered by Portico employees working remotely.

**22**

**Target Date Funds Introduced**

To help members maintain an age-appropriate asset mix over time — and better weather volatility.

**3.1%**

**Annuity Payment Increase**

Received, in these difficult times, by ELCA annuitants during 2021.

**Ruth Madilyn Troutman Bockelman, 87, died September 22, 2020**  
**Wife of Reverend Paul Louis Bockelman**



Ruth was born December 30, 1932, to The Rev. George L and Vera Walters Troutman in Circleville, Ohio. Her father baptized and confirmed her in the Christian faith at Trinity Lutheran Church where she was active in choirs and youth groups. She was also very active in choruses and music ensembles at Circleville High School from which she graduated in 1950. She attended Capital University where she played in the band and sang and toured with the renowned Chapel Choir.

After receiving her degree in music education, she married the love her life, Paul Louis Bockelman, on June 27, 1954, and they celebrated sixty-six years of marriage this summer. Their life together carried them to Washington state where she taught second grade, to Michigan, Ohio, Wisconsin, North Carolina, Florida and South Carolina. Ruth taught music in public schools and substitute taught in several schools. She enjoyed singing in the choirs of the churches where her husband served as pastor. In addition, she taught music in Deshler, Risingsun, and Bradner, OH, and Muskego, WI. While living in Asheville, NC she was thrilled with the experience of singing with her husband in the Asheville Choral Society. In their retirement she directed and sang in several church choirs with her husband. With her family she travelled to Europe and later with her husband travelled twice to Europe, and to Scotland, England, Canada, and throughout the United States, especially to visit children and grandchildren. On one trip she was thrilled to meet and be photographed with Maria von Trapp. Due to a fall and failing health she had been living in nursing homes the last three years.

She will be greatly missed by her husband, Paul, sister Joyce Day, Gainesville, GA, daughter Debra (Stan) Schmidt of Wauseon OH, sons Paul D. (Deborah) of Perrysburg OH, Mark (Dawne) of Kansas City MO, and Timothy (Gloria) of Beaufort SC. In addition, she has grandchildren Aaron (Marissa) Schmidt, Wauseon OH, Andrew (Rana) Schmidt, Kansas City MO, Alex (Caitlyn) Schmidt, Defiance OH, Emily (Charles) Lassetter, Carrollton GA, Brian (Jessie) Bockelman, Verona WI, Adam (Lindsey Peterson) Bockelman, Sioux Falls SD, Jason (Lisa) Bockelman, Commerce City CO, Anna (Eddie) Shei, Indianapolis IN, Kierstin Bockelman, Charleston SC, and Christopher Bockelman, Beaufort SC. Her great-grandchildren are Kellen, Jordyn and Ezekiel Schmidt, Brianna and Elise Lassetter, and Louis and Marie Bockelman.

A private memorial service was held for the immediate family on Saturday, September 26.

**Faye Gable Roof, 82, died September 22, 2020**  
**Wife of Reverend J. Hilton Roof**



Mrs. Roof was born in Lexington, the daughter of the late Gladys and Tom Gable. She graduated from Lexington High School and went on to study at Newberry College. She was always actively involved in the work of the church no matter where she and her husband served. Upon her husband's retirement they returned to Lexington, but had recently relocated to Aiken. She will always be remembered as a wonderful wife, mother, grandmother, sister, and friend to all.

Surviving include her husband of 63 years, Rev. J. Hilton Roof; daughter, Leah (Joe) Lewis of Aiken, SC; grandsons, Emory and Jason Lewis; sister, Margaret (Warren, Jr.) Christmus; nieces, Cathi and Robin

Christmus; nephew, Warren Christmus, III all of Lexington.

Graveside Service for Faye G. Roof, 82, were conducted September 25, 2020.

**Gloria Cleo Hawkins Shealy, 84, died October 10, 2020**  
**Wife of the late Reverend George Benet Shealy**



A native of Newberry, SC, Mrs. Shealy was the daughter of the late Bloomer “Jack” and Eunice Harman Hawkins. She married the love of her life on August 22, 1954. She loved sending cards to everyone and especially to the sick and shut-ins. She enjoyed visiting the shut-ins and nursing facilities. She loved her family dearly, and they were the “apple of her eye.”

Mrs. Shealy is survived by a son: Frank O’Neal Shealy (Melody); daughters: Leslie Carol Shealy and Julie Shealy Gambrell (Henry); brother: Bernard Hawkins (Faye); sister: Anna H. Hope; four grandchildren: Justin Smith (April), Zachary Smith (Erica), Leslie Bellamy (Nate) and Grant Shealy; six great-grandchildren: Maribelle, MollyKate, Connor, Ashlyn,

Addison and Harper; many nieces and nephews; and a dear friend of 52 years, Bobbie Duncan.

In addition to her husband, Mrs. Shealy is preceded in death by a son: George B. Shealy, Jr.; granddaughter: Meghan Rebekka; and a brother-in-law: Ernie Hope.

A graveside service was held on Friday, October 16, 2020 at St. John’s Lutheran Church Cemetery.

**Augusta Ellsworth, 107, died February 10, 2021**  
**Wife of the late Reverend Raymond R. Ellsworth**



Augusta Ellsworth was born October 16, 1913 in Columbia, SC, the daughter of Samuel Victor McDonald and Margaret Mae Jones, the eldest sibling of six.

She played the banjo and accordion in the Damecocks, the only all-female orchestra in the south in the early 1930s. The depression interrupted her college education. When she returned to school after the depression, she enrolled at Columbia College because she wanted to teach, receiving her music degree in 1936. Columbia College reports that at the time of her death, she was the oldest living alumna.

Her first teaching position was in Whitmire where she met her future husband, Reverend Raymond R. Ellsworth, a Lutheran Minister. While in Whitmire she was the district music director and director of chorales and glee clubs. She was her husband's true partner in their church work, at various times directing the choirs, singing solos, playing the organ, teaching voice and piano, and bringing a high level of professionalism to the music programs of their churches in Union, Whitmire, Batesburg and Florence, SC. When her husband became chronically ill in 1953, he was forced into early retirement. Soon thereafter, Mrs. Ellsworth resumed her teaching career and brought her husband and two young sons to Columbia. She taught sixth-grade students at Crayton Elementary School for 26 years before her retirement. While at Clayton, she received numerous awards for her excellence in teaching. She had been a faithful member of Ebenezer Lutheran Church for 68 years. She sang in the choir and had been a member of the Elizabeth Circle at Ebenezer Church. In the teaching profession she was a member of Pi and Fidelis Beta Chapters of Alpha Delta Kappa (ADK). Mrs. Ellsworth was preceded in death by her husband, her parents, siblings, and daughter-in-law, Gelene Duncan Ellsworth. She is survived by her sons, Dr. John R. Ellsworth (Mary Dozier) of Lexington and Carl A. Ellsworth (Caroline) of Columbia; four grandchildren, Ryan M. Ellsworth, Lindsay Ellsworth Sadler (Jamie), Ashleigh Ellsworth-Keller (David), and CMDR Carl A. Ellsworth, Jr. (Kristen); two step-grandchildren, Huston Bokinsky and Graham Bokinsky (Ramsay); and 5 great-grandchildren and 4 step-great-grandchildren. A graveside service was held on February 25, 2021, at Elmwood Cemetery in Columbia.



### **Reverend Timothy D. Bryson, Sr., 77, died on April 29, 2021**



Reverend Bryson was born October 18, 1943, in Columbia, SC, a son of Walter B. Bryson, Jr. and Gretchen Daniels Bryson.

He graduated from Dreher High School in Columbia. He earned both B. A. and M. A. degrees from the University of South Carolina and attended Washington University in St. Louis, Missouri for post-graduate work. He was self-employed as a rehabilitation consultant for 25 years before hearing God's call and entering the ministry. At age 56 he entered into studies at the Lutheran Theological Southern Seminary in Columbia, SC. He graduated in 2003 and was ordained in January 2004. He served Mt. Pleasant Lutheran and Ehrhardt Memorial Lutheran Churches in Ehrhardt, SC. for ten years before retiring to Myrtle Beach, SC.

Following his retirement, he served as interim pastor of St. Phillips Lutheran Church in Myrtle Beach and as visitation pastor at Shepherd of the Sea Lutheran Church in Garden City.

He was predeceased by two brothers, Walter Bates Bryson III and Charles Daniels Bryson. Surviving are his wife of 36 years, Thelma Jacobs Bryson, two sons, Timothy D. Bryson, Jr. (Patty) of Surfside, SC and Stephen Todd Bryson (Alice) of Middleburg, FL, stepsons Brian Costner of Silver Spring, MD, and Robert Costner of Tyson's Corner, Virginia, two grandchildren, Sarah Bryson and Mira Costner and multiple nieces, nephews, cousins, and friends.

A celebration of Rev. Timothy's life was held on May 15, 2021.

**Martha Barnhardt McCombs, 90, died Wednesday, April 22, 2020  
wife of Rev. R. Earl McCombs, Jr.**



Born on January 29, 1930, she was a daughter of the late Floyd R. and Ruth Frieze Barnhardt of Kannapolis, NC, where she attended local schools and Lenoir Rhyne College, receiving a business degree. She retired from Greenwood Vocational Rehabilitation Center in 2001. Martha was a lifelong Lutheran and was a member of Immanuel Lutheran Church, where her husband, Earl, served as pastor. For many years, she was a member of church choir, was a member of Evangelical Lutheran Church Women and taught Sunday Church School.

She is survived by her husband of 68 years; her children, Katherine Ruth Lingle of Savannah, GA, Robert E. McCombs, III (Laura) of Lexington and Mary Ann Cooper (John) of Greenwood; eight grandchildren, Lee Lingle, Benjamin Lingle (Laura), Anna Lingle Sanford (Tommy), Robert McCombs, Molly McCombs, Riley Raybon, Jack Cooper and Katie Cooper; three great grandchildren, Anna Marie, Thomas and Alex; and a brother, Ray Barnhardt of Newton, NC. She was preceded in death by a sister, Norma Matheny.

Once health restrictions have been lifted, a time will be announced for a memorial service at Immanuel Lutheran Church, where her cremated remains will be entombed in the church columbarium.