

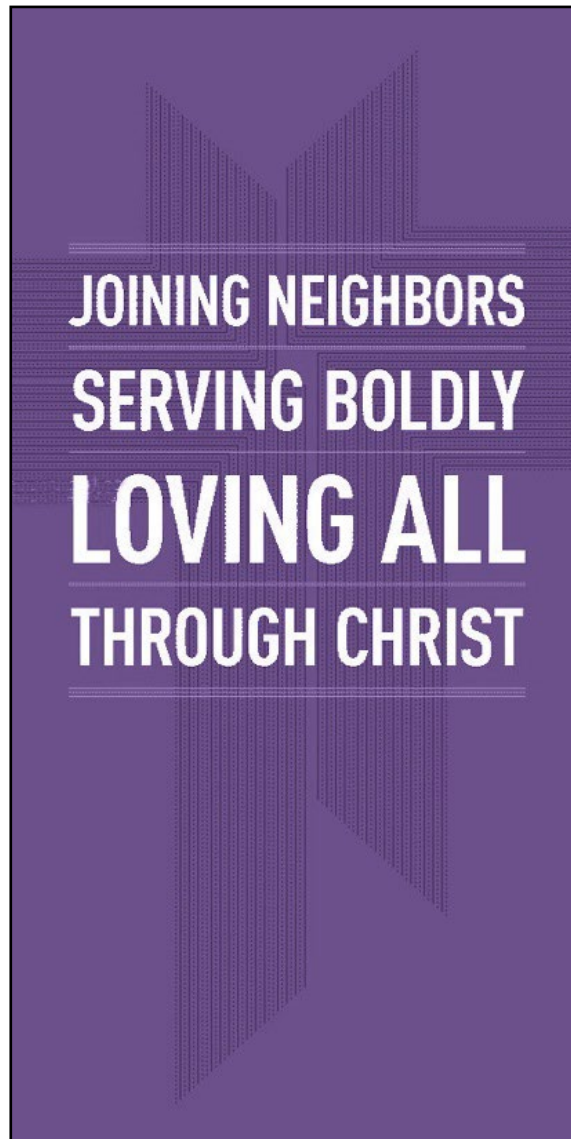
BULLETIN OF REPORTS

**South Carolina Synod
Evangelical Lutheran Church in America
Thirty first Assembly**

**197th Annual Meeting
of the
Lutheran Church in South Carolina**

June 12-14, 2022

**Charleston Marriott
170 Lockwood Blvd.
Charleston, South Carolina 29403**



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**Report of Committee on Agenda and Program
(PROPOSED ASSEMBLY AGENDA)
2022 SOUTH CAROLINA SYNOD – ELCA ASSEMBLY
June 12-14, 2022**

I Love to Tell the STORY

South Carolina Synod Assembly 2022

Our theme: Joel 1:3

I love to tell the story...

Tell your children of it, and let your children tell their children, and their children to another generation

...of Jesus and His love.

We would love to tell you a story...

A story of the life changing work going on in our synod.

A story of some of the amazing work being done through our synodical institutions and synodical partners.

A story of leaders from congregations across South Carolina who have said yes and are willing to serve and allow their gifts benefit various ministries across the state.

A story of new rostered leaders who have joined us in ministry here in South Carolina over the past year.

A story of leaders who have faithfully served this church for 50+ years.

A story of how the ministry in YOUR congregation is vital to the lives of all who call that place their church home.

A story of how your life, your experiences, your passions and gifts are all part of a much greater story.

A story, my friends, of Jesus and his love!

For the past year, our work focused on creating a meaningful, story filled Assembly. Along with the general business of the synod, we will also hear from our keynote speaker Deacon Mitzie Schafer who is called by the South Carolina Synod as a full-time consultant with GSB Fundraising helping nonprofits and churches tell their story in ways that increase engagement. She will be joined by Pastor Mary Canniff-Kuhn, a retired ELCA pastor who served 25 years as Program Director of Lutheridge Camp and Conference Center. Pastor Mary is a gifted storyteller and will serve as our Assembly Storyteller. The focus of the 2022 Synod Assembly will be telling our stories of faith and community with an emphasis on fellowship.

We will be worshiping together, participating in fellowship together, telling stories together and listening to impactful stories from ministries from across the synod.

Join us June 12-14 in Charleston for our annual South Carolina Synod Assembly. Join us for story time. Join us as we tell the story we love to tell, the story of Jesus and His love!

THE COMMITTEE ON AGENDA AND PROGRAM RECOMMENDS:

1. THAT NOMINATIONS FROM THE FLOOR OF CANDIDATES FOR ANY ELECTIONS HELD AT THIS 2022 ASSEMBLY BE ACCOMPANIED BY THE REQUESTED BIOGRAPHICAL DATA ON THE OFFICIAL FORM PROVIDED FOR THAT PURPOSE;
2. THAT THE COMMITTEE OF REFERENCE AND COUNSEL RECEIVE NO MOTIONS OR RESOLUTIONS AFTER **Sunday, June 12, 2022 at 5:30 PM;**
3. THAT THE BAR OF THE SYNOD BE DESIGNATED AS THE REGISTERED VOTING MEMBERS PARTICIPATING IN THIS ASSEMBLY;
4. THAT THE BISHOP, AS PRESIDING OFFICER, BE GIVEN AUTHORITY TO CALL FOR ITEMS ON THE AGENDA IN THE ORDER DEEMED APPROPRIATE, PRIMARILY FOR THE PURPOSE OF TIME MANAGEMENT, AND SPECIFICALLY WITH REGARD TO BALLOTING, RESOLUTIONS AND SPECIAL RECOGNITIONS DURING THE ASSEMBLY;
5. THAT THE PROPOSED AGENDA BE A GUIDE FOR THE 2022 ASSEMBLY OF THE SOUTH CAROLINA SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA.

Respectfully submitted,
Wendy Davidson

2022 SC Synod Assembly Committees & Volunteers

Agenda and Program Committee

Wendy Davidson, Assembly Manager
Deacon Sarah Bowers, Creative Assistant

Registration

Wendy Davidson, Assembly Manager
Deacon Sarah Bowers, Creative Assistant
Neal Fischer, Director of Communications
Gail Sims
Katherine Davidson
Kelley Mintz

Worship & Music Leadership Team

The Rev. Andrea Rice, Co-Chaplain
The Rev. Nathan Rice, Co-Chaplain
Mr. Justin Wham, Music Director, Musician
The Rev. David Coffman, Necrologist
The Rev. Martin Lopez Vega, Spanish Language Translator

Communications & A/V Technology

Neal Fischer, Director of Communications	The Rev. Rebecca Wicker, Social Media
Kelley Mintz, Bulletin of Reports	The Rev. Kris Litman Koon, Social Media
Celie Addy, Editor	Mary Alex Kopp, Social Media
Raymond Morris, Writer	Erin Titus, Social Media
The Rev. Michele Fischer, Writer	The Rev. Joanna Gragg, Social Media
The Rev. Lisa Isenhower, Writer	The Rev. Steven Gallego, Social Media
The Rev. Matthew Titus, Writer	Deacon Katie Justice, Social Media
The Rev. Christopher Girardeau, Writer	Ellen Girardeau, Social Media
The Rev. Shannon Mullen, Writer	Lumi Global
George Cartledge, Photographer	SCAV

South Carolina Synod Council

Bishop Ginny Aebischer	Cheryl Smith
Deacon Lexanne Graves	Cindy Davis
The Rev. Ozzie Herlong	Kayla Audette
Mr. Raymond Hendrix	John L. Kinard
Larry Rathe	Daniel Crofts
The Rev. Rachel Hoffman	The Rev. Michael Sherman
Kathy Riffin	Becky Koch
The Rev. Joanna Gragg	The Rev. Bobby Morris
Jeffrey Stringer	Tex Davis
Deacon Deborah Poole	Virginia Herlong
LaTynia Taylor	Ben Bernstein
Robert Epting	Deacon Katie Justice
LaVone Griffin	Gracie Bellah

Nominating Committee

The Rev. Eric Fink, Chair
Deacon Katie Justice
Bob Williams
Norma Mackey

Deacon Shelley Allen
The Rev. Lisa Isenhower
Ashley Shealy
The Rev. Jason Lee

Ken Heckel
Kevin Wicker
Lauren Rawls
Von Metts

Conduct of Elections Committee

The Rev. Rachel Hoffman, Co-Chair
Mr. Raymond Morris, Co-Chair
The Rev. Mike Watson, Advisory
The Rev. Rebecca Wicker
Mr. Chuck Long
The Rev. Patti Sue Burton-Pye
Mrs. Diane Wicker
Mr. Kevin Wicker

Ms. Elsa Hope
Ms. Cynthia Mays
The Rev. Stephen Mims
Ms. Jenny McCulloch
Ms. Brandy Taylor
Mrs. Jenny Spearen
Mrs. Charlene Fink

Committee of Reference and Counsel

The Rev. Joanna Gragg, Chair
The Rev. Hank Moody, Parliamentarian
Dr. Cheryl Ingram-Smith
Deacon Ashlyn Cox
The Rev. Christina Johnson

Mrs. Linda Shealy
The Rev. Gregg Hoffman
Mr. Robert Epting
The Rev. Michael Price

We deeply appreciate everyone's assistance to make this Assembly possible. Please forgive us for any names that were inadvertently left off this list.

BIOGRAPHICAL INFORMATION

2022 South Carolina Synod Assembly Elections

2022 South Carolina Synod Assembly Nominating Committee

2021-2022 Terms

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

2022-2023 Terms

Ken Heckel
Rev. Jason Lee
Von Metts
Lauren Rawls
Ashley Shealy
Kevin Wicker

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. If you are uncertain as to areas, please click [HERE](#) for a list of areas, conferences and congregations.

Three-year terms, terms ending 2025

- Lay Woman - Central Area
- Lay Man - Eastern Area
- Lay Man - At Large
- Lay Woman - At Large
- Man - Person of Color /Language other than English
- Young Adult - age 18-30
- Rostered Minister - Northern Area
- Rostered Minister - At Large

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.

Three-year term, term ending 2025

- Rostered Minister

Committee on Discipline

The Committee on Discipline of this synod shall consist of 12 persons of whom six shall be ministers of Word and Sacrament and six shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive reelection.

The functions of the Committee on Discipline of this synod are set forth in Chapter 20 of the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in

America. The Synod Council shall fill vacancies on the Committee of Discipline for any unexpired term.

Term ending 2028

- Rostered Minister - Man
- Rostered Minister - Woman
- Lay Woman
- Lay Man

Consultation Committee

The Consultation Committee of this synod shall consist of at least six persons and not more than 12 persons, of whom half shall be ministers of Word and Sacrament and half shall be lay persons, who shall each be elected by the Synod Assembly for a term of six years without consecutive reelection. The functions of the Consultation Committee are set forth in Chapter 20 of the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America and in Chapter 17 of this constitution. The size of the Consultation Committee, in accord with this provision, shall be defined in this synod's bylaws. The Consultation Committee of this synod shall consist of 12 persons.

Term ending 2028

- Rostered Minister - Man
- Rostered Minister -Woman
- Lay Man
- 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.

*Deacon Dallas Shealy, Executive Director, South Carolina Lutheran Retreat Centers, Inc. will also submit names for consideration by the Nominating Committee to be placed on the ballot.

Three-year term, term ending 2025

- Lay Man

NovusWay Ministries

This position is ratified at Assembly, not elected

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 – Central Area

Term Ending 2025 (Elect 1)

Mimi Brown

Sheila Caughman

Position Nominated For: Synod Council – Lay Woman – Central Area **Term Ending:** 2025

Full Name: Mimi Wortham-Brown

Email Address: mimiwb@gmail.com

Phone: 803-319-5007

Mailing Address: 1913 Glenwood Road

City, State, Zip Code: Columbia, SC 29204

Congregation: Ebenezer Lutheran Church

Congregation City: Columbia, SC

Employment/Profession: Digital Content Editor, South Carolina ETV

Age Range: **Under 30** **30-45** **46-60** **X over 60**

Service in synod, ELCA, interchurch agencies, local congregation, community, etc. Please include dates served.

1. Growing in God's Mission Team. Ebenezer Lutheran Church - formed to research and write our church mission statement with Dave Daubert serving as team leader (2010-2014)

2. Council representative, Ebenezer Lutheran Church (2011-2014)

3. Outreach Team Leader, Ebenezer Lutheran Church – co-chair with my husband, W. Christopher Brown (2014-present)

4. GraceWorks Leadership Team – serving with pastors, youth leaders and outreach leaders to plan and implement the annual week of service for youth, held in July each year. Youth and adult volunteers from about 12 churches participate and we are hoping to add more churches. (2014 – present)

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**

Assisting with the formation of GraceWorks—a youth service week initiated in 2014 by volunteers from about 12 churches in the Midlands—has been extremely meaningful and rewarding to both my husband, Chris Brown (who co-chairs Outreach with me at Ebenezer), and to me. Service to those in need in various agencies in the Midlands is so meaningful to

me personally, but even more so when young people participate in its planning and development through an event such as this. Providing them an opportunity to exercise their creativity and put their faith into action is a remarkable experience, during both the planning phase and the event itself. Guiding them in planning for the event provides a wonderful opportunity to help them to grow spiritually and in other ways, as they develop organizational skills and discover their own gifts and talents, including their innate generosity and their desire to serve others. It is amazing to watch these kids as the Spirit moves them to serve in ways they never imagined they could!

- **Tell about a time your church was there for you.**

My mother, Jean Wortham, had deep roots at Ebenezer, since childhood. From my earliest remembrances, the church was an important part of her life. She had grown up there, attended Newberry College, graduated from USC, and went to Duke University for graduate school. While there, she met my father, who was finishing his residency. My father's home had been Little Rock, Arkansas, and he wanted to return there to practice medicine. He died very unexpectedly in 1960, and my mother had three children under the age of 10 to raise alone. She returned to Columbia because her parents lived here, and to Ebenezer.

As children, we understood how much her history as part of Ebenezer's church family meant to her and came to mean to us. She began her service leading the Altar Guild, and I remember going with her to prepare Communion—washing the glasses, polishing the patens, and placing the poinsettias and lilies in the chancel year after year. All through her life, she taught me such important lessons about faith and service, commitment, dedication to high standards, and the importance of serving God. Above all, it was always demonstrated to me how much compassion she had for those in need. Upon her death, I saw it all coming full circle, as people who had known her for years reached out to support us. Over the years since then, I have realized that it was her dedication to serving God—and reaching out to those in need—that now lives on in me.

Position Nominated For: Synod Council – Lay Woman – Central Area **Term Ending:** 2025

Full Name: Sheila Beth Caughman

Email Address: sheila58@sc.rr.com

Phone: 803-530-1792

Mailing Address: 521 Cedar Grove Road

City, State, Zip Code: Batesburg-Leesville, SC 29070

Congregation: Cedar Grove

Congregation City: Leesville

Employment/Profession: Adm Assistant, Vernon McElveen CPA

Age Range: Under 30 30-45 46-60 **over 60**

Service in synod, ELCA, interchurch agencies, local congregation, community, etc. Please include dates served.

1. Church Council @ Cedar Grove 2019-2021
2. Financial Secretary @ Cedar Grove 1995-2012
3. Board of Directors B-L Chamber of Commerce 2008-2010, 2021-Present
4. Audit Committee to Board at Lutheran Retreat Center 2016-2017
5. Member of WELCA @ Cedar Grove

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**
- **Tell about a time your church was there for you.**

Joyous Occasions – Participating in many areas of church my entire life (i.e., youth/adult choir, VBS teacher, SS teacher, pageants at Christmas, Easter celebrations and our annual homecoming service.

My church family was there for me when my 26 year-old son died in an auto accident Christmas week 2010. The outpouring of love shown to me was and still is overwhelming.

Synod Council – Lay Man – Eastern Area

Term Ending 2025 (Elect 1)

Daniel Crofts

Steve Reed

Position Nominated For: Synod Council Lay Man Eastern Area

Term Ending: 2025

Full Name: Daniel Paul Crofts

Email Address: Crofts755@gmail.com

Phone: 864-908-4335

Mailing Address: 1612 Woodcrest Ave

City, State, Zip Code: Charleston SC 29407

Congregation: St. Matthew's Lutheran Church

Congregation City: Charleston

Employment/Profession: Director of Youth and Family Ministries at St. Matthew's Lutheran Church.

Age Range: 30-45

Service in synod, ELCA, interchurch agencies, local congregation, community, etc. Please include dates served.

1. Short Term Recruiter for Global Mission at the ELCA Church Wide office with an emphasis on Young Adults in Global Mission
2. Director of Youth and Family Ministries at St. Matthew's Lutheran Church in Charleston: December 2017- Present
3. Synod Council Representative- Term ending 2022
4. Counselor and Area Director at Lutheridge in Arden, NC Summers 2012-2015

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**
 - My faith communities have been an integral part of my life for as long as I can remember. Therefore, it is hard to select just one memory. As the list of memories is long, I will share a couple here. My home church, Messiah Lutheran Mauldin, has watched me grow over the years supporting me in every adventure or endeavor that came my way. My involvement in Lutheridge shaped a deep love for ministry and being a part of staff has been a blessing

throughout the years. I remember finding out about YAGM while up at a staff reunion and following the presentation all of my friends came up urging me to apply. They were among the first to find out about my acceptance. Working at St. Matthew's has been one of the biggest blessing of my career. In the past year, one of my favorite memories was watching the congregation rally behind the youth for the Youth Gathering. The youth hosted a fancy dinner and silent auction. It was a huge success and the atmosphere was infectious with joy and fellowship.

- **Tell about a time your church was there for you.**

- After a period of discernment I felt called to further my education and seek rostered leadership within the ELCA. I begin to navigate how I would continue my education and remain in my current position at St. Matthew's Lutheran Church. I ended up enrolling at Union Presbyterian Seminary as they offered weekend classes and the double major I was looking for. Once accepted into the program I informed the congregation on a Sunday about this new journey I would be taking. From the moment they found out my community at St. Matthew's has rallied behind me in support for both my work at the church and my continued education. The people of my community have shown me grace beyond measure as the work and school load can get tricky from time to time. They continually ask me about my studies and have stepped up to aid programming when I have to be away for a class or trip. I do not know that I could have continued in my educational journey without all of their support. It is something I will never forget as this community has and will be integral into how my ministry will be shaped in the future.

Position Nominated For: Synod Council Lay Man Eastern Area **Term Ending:** 2025

Full Name: Steven Reed

Email Address: screed3103@aol.com

Phone: 803.608.1942

Mailing Address: 301 Cabo Loop

City, State, Zip Code: Myrtle Beach, SC 29588

Congregation: Shepherd of the Sea

Congregation City: Garden City

Employment/Profession: Retired / Part-time Parish Administrator at SOS

Age Range: **Under 30**

30-45

46-60

over 60

Service in synod, ELCA, interchurch agencies, local congregation, community, etc. Please include dates served.

1. I served of the LCY Steering Committee 1990s, helping with many of the winter retreats, LCY conventions, Bridge Building Camp, and other activities.
2. I led a group of 5 youth who participated in the Youth Servant Corp at the National Youth Gathering in 1994 in Atlanta.
3. I served of the Elections Committee at Synod Assembly in 2015.
4. I have attended many Synod Assembly meetings.
5. Participated in the Synod sponsored Tanzania Mission Trips in 2014, 2016, 2018.
6. Served on the SC Synod nomination committee 2019-2020.

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**
- **Tell about a time your church was there for you.**

My faith journey has often taken the road into the wilderness, rebelling against fundamentalist ideas, and being curious and disappointed that the church doesn't always welcome those who are different. Because of a move just before confirmation, I wasn't confirmed until I was an adult. That didn't really bother me because I had doubts about church teachings. However, the Holy Spirit wasn't letting me off that easily. While worshiping at Trinity Lutheran, Elloree, Pastor Luther Ballentine reminded me of the story of St. Thomas

the Doubter and suggested that I pray his prayer..." Lord, Help me in my unbelief." Pastor Ballentine confirmed me as an adult.

Later, joining Christus Victor, Columbia, I was soon asked more like cajoled to help lead their youth group. In doing so, I was able to have many insightful conversations, usually at night after the kids were in their rooms, with Pastors Barry Antley, Dick Webber, and John Stoudemeyer whose love and knowledge of the Gospel and the church they willingly shared. I began to realize that our God is so loving that he wants everyone to be reconciled to him. Everyone! At Shepherd of the Sea, we are proud to state every Sunday that we "turn away from God's table, all who Jesus would turn away." To which the congregation responds loudly "No one!" Then we partake in the feast given to us by Jesus. Everyone! But the greatest joy in my faith journey happens at the beach at SOS's Easter Sunrise service where we communion over 1000 people. Looking into their eyes knowing that this may be the first time in years that some have communed is so rewarding. The words, "The body and blood of Jesus broken and shed for you," resound with such grace and mercy that tears of joy well up in my eyes.

When my parents passed away, it was the church that surrounded me in love, lifted me up, and reminded me that God is with me, that God is with US! In the community that we call the church we find relationships that strengthen us. Yet, we find God in many a strange place. In 1994, while leading youth at the National Youth Gathering in Atlanta, Jesus showed up as a young gay black waiter who served me when I was hungry and alone. And in an immigrant taxi driver to took me to the restaurant to eat and who waited in the parking lot for me to finish eating to take me back to the hotel. Jesus shows up when you least expect it, in unlikely places, and in the most unlikely people.

When in Tanzania on a mission trip, I walked 2 miles to Itamba School, a young man on a motorcycle stopped one day and asked where I was going. When I told him, he motioned for me to get on and he took me the remaining mile and a half to school. I immediately texted Pastor Bellah, "I just met Jesus. He is a young black guy who rides a motorcycle. I didn't know that Jesus likes motorcycles." I pray that I too can be the hands and feet of Jesus serving His people. The Holy Spirit isn't done with me yet nor is She done with you.

Synod Council – Lay Man At Large

Term Ending 2025 (Elect 1)

David Bouknight

William Newmyer

Position Nominated For: Synod Council Lay Man at Large

Term Ending: 2025

Full Name: David Willard Bouknight, Jr.

Email Address: dbouknight51@gmail.com

Phone: 803-309-9646

Mailing Address: 224 Turbeville Circle

City, State, Zip Code: Leesville, SC 29070

Congregation: Faith Evangelical Lutheran Church

Congregation City: Batesburg

Employment/Profession: Bouknight Pumps (Owner)/Pump and Water Treatment

Age Range: **Under 30** **30-45** **46-60** **over 60**

**Service in synod, ELCA, interchurch agencies, local congregation, community, etc.
Please include dates served.**

1. Served as a Synod Delegate – Four times (Pastors were Rev. John Stoudemayer, Rev. Mitch Evans, Rev. Marion Clark, and Rev. Lisa Isenhower)
2. Served on Church Council – Many times
Congregation Vice-President – At least five times, including current term
3. Served on a Synod committee while Rev. Herman Yoos was Bishop
4. Active member of Lutheran Men for 30+ years
5. Coached Dixie Youth Baseball, President of local league for five years, District Director for Dixie Girls Softball
6. Currently serve on the South Carolina Poultry Festival Information Committee since it started in the 1980s
7. Currently serve on the Planning Commission for the Town of Batesburg-Leesville since 2018

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**

My most joyous memories are many. Our wedding, baptism of our children, and marriages of our children are some of the most memorable events. Today, now that I am semi-retired, I enjoy cooking at functions at our church and community, visiting with shut-ins and taking them food, and participating in our church's Fall Festival, which is open to our entire community.

- **Tell about a time your church was there for you.**

Over the years, our church as been there for us on many different occasions. The one that is most significant to me was in 2012 when we suffered the loss of our youngest son in a tragic accident on a cruise ship. Even though we were out of the country with this, our Pastor and church family checked on us daily providing us the support we truly needed during a very tough time in our lives. They continued with the love and support after we finally returned home with him for the burial. The congregation at Faith still gives that love and caring to us daily.

Position Nominated For: Synod Council Lay Man at Large

Term Ending: 2025

Full Name: William Newmyer

Email Address: wnewmyer@gmail.com

Phone: 803.386.9117

Mailing Address: 315 West Passage

City, State, Zip Code: Columbia, SC 29212

Congregation: Redeemer Columbia

Congregation City: Columbia

Employment/Profession: Nuclear Safety Engineer

Age Range: Under 30

30-45

46-60

over 60

**Service in synod, ELCA, interchurch agencies, local congregation, community, etc.
Please include dates served.**

1. Redeemer member, council member, choir member, youth group advisor from November 1997 - present
2. Synod youth ministry (positions including youth ministry cabinet member, Camp HUGG director 2006 – present, chair of youth ministry cabinet from 2015-2018) from 2000 – present
3. Synod Youth Ministry Interim Coordinator – August 2019 - June 2021

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**

In 2006, I asked the Synod Youth Ministry Coordinator, Stephanie Stoudemayer, what Camp HUGG was all about and if she could use help with the camp. Little did I know that 16 years later I'd be leading the camp and continuing to experience all the joy it brings to my life and the life of our staff and campers. This ministry, which conducts day camp for special needs teenagers led by our synod youth, is truly the most joy I continue to experience with my faith community. Both the campers and staff bring a unique perspective to doing ministry together and I'm so grateful to our synod for sponsoring such a wonderful event each summer!

- **Tell about a time your church was there for you.**

It's difficult to highlight a single time when my church was there for me since it's always there! From worship on Sunday mornings, to choir practice on Wednesday night or play practice to prepare for our 525 Players group musicals. When asked to describe what it

means to be a member at Redeemer Columbia most of us would use the word "family". It truly feels like a family when we worship together and walk alongside each other doing ministry. I know they are always there for me, regardless of what we are doing together!

Synod Council – Lay Woman – At Large

Term Ending 2025 (Elect 1)

Norma Price

Kathy Riggan

Position Nominated For: Synod Council Lay Woman At Large **Term Ending:** 2025

Full Name: Norma L Price

Email Address: nslprice@bellsouth.net

Phone:

Mailing Address:

City, State, Zip Code: Newberry, SC 29108

Congregation: Summer Memorial

Congregation City: Newberry

Employment/Profession: Retired Teacher. Currently teaching remedial reading at Boundary Elementary School

Age Range: **Under 30** **30-45** **46-60** ******---over 60**

Service in synod, ELCA, interchurch agencies, local congregation, community, etc. Please include dates served.

1. Presently Summer Memorial Council President
2. Handbell Choir, Lector, Communion Assistant, Children's Sermons
3. SS Teacher, VBS Teacher
4. Various Committees - Worship and Music, Bereavement, Shut in Visitation
5. Retreat Leader
6. President of Newberry County Reading Council
7. Taught Early Childhood Classes at Newberry College
8. Mentor Teacher for Student Teachers at Newberry College
9. First Steps Board Member
10. Volunteer Reading in Local Schools
11. USTA Member and Player
12. Voting Member to SC Assembly for 3 years
13. Member of Newberry College Athlete Club and President's Club

Position Nominated For: Synod Council Lay Woman at Large **Term Ending:** 2025
Full Name: Kathleen I. Rigginn

Email Address: rigginkathy@yahoo.com **Phone:** 803-603-3866

Mailing Address: 2023 Main St. **City, State, Zip Code:** Newberry, SC 29108

Congregation: Lutheran Church Of Redeemer **Congregation City:** Newberry

Employment/Profession: MUSC Columbia---Nurse Practitioner

Age Range: **Under 30** **30-45** **46-60** ******---over 60**

Service in synod, ELCA, interchurch agencies, local congregation, community, etc.
Please include dates served.

1. Synod Council -----2019-2022
2. Redeemer Church Council ---past x 3; at present 2022 - 2025
3. Presently Music and Worship and Property Committees; multiple committees in past
4. Foster for 2 animal rescue groups over past 3 years

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**

Being a member of my faith community is simply about family. My church and the people in it are family and will be there whenever I need them. I have been there since I was 5 years old, and I cannot begin to explain how comforting my church is to me. I know everyone has my back and I have theirs. When times are tough and faith falters, someone brings me back to center. One of my most joyous memory is when just recently I brought my very elderly father to church. He had been away from the town for decades. He had been a member but had not had any connection there again. The members of Redeemer greeted him beautifully and as if he had never been away. They welcomed him whole heartedly into the fold. Their grace was amazing and so appreciated.

- **Tell about a time your church was there for you.**

I feel my church is always there for me. Years ago when my mother was dying, everyone was supportive, loving, and caring. Their bereavement meal ministry was so special. My aunt and uncle were so touched by this ministry that it prompted them to join a church where they lived and to become active, participating members. They had

not gone to church or been members of a church in years and years. How is that for spreading the love of Christ?!! My church was there for me---and there for my aunt and uncle who needed to make church and God an important part of their lives.

Synod Council – Man At Large – POC/LOE

Term Ending 2025 (Elect 1)

Walter LaVone Griffin

Pastor Martin Lopez

Position Nominated For: Synod Council Man at Large POC/LOE **Term Ending:** 2025

Full Name: Walter LaVone Griffin

Email Address: lavone.griffin62@gmail.com

Phone:

Mailing Address: 1015 Bakersfield Road

City, State, Zip Code: Columbia, South Carolina 29210

Congregation: The Journey Performing Arts Ministry

Congregation City: Columbia

Employment/Profession: Minister

Age Range: **Under 30** **30-45** **46-60** **over 60 - 76**

Service in synod, ELCA, interchurch agencies, local congregation, community, etc. Please include dates served.

1. Graceworks, Summer Youth Program (yearly) 5yrs
2. South Carolina Lutheran Church Youth 5yrs
3. South Carolina Lutheran Men in Mission
4. South Carolina Synod Council 3yrs

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**

The impact we've had on the communities we have come in contact with

- **Tell about a time your church was there for you.**

First my church has always been there for me and my ministry thru the arts and I thank God and the church for that

Synod Council – Young Adult
Term Ending 2025 (Elect 1)
Elizabeth Cote
Mary Katherine King

Position Nominated For: Synod Council Young Adult

Term Ending: 2025

Full Name: Elizabeth Compton Cote'

Email Address: cotee2@mailbox.winthrop.edu

Phone: (803)331-7822

Mailing Address: 6405 N. Trenholm Rd.

City, State, Zip Code: Columbia, SC 29206

Congregation: St. Paul's Lutheran Church

Congregation City: Columbia

Employment/Profession: Tutor

Age Range: **Under 30** **30-45** **46-60** **over 60**

Service in synod, ELCA, interchurch agencies, local congregation, community, etc. Please include dates served.

1. Graceworks- 2014 to present
2. Lutheridge- summer of 2017 and summer of 2018
3. Church council nominating committee- September 2021 to January 2022
4. Still Hopes Chaplain Volunteer- March 2022 to present

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**

My most joyous memory of being part of a faith community was at Lutheridge as my first summer being a counselor. It was the last week of camp and my favorite week- Christmas week. It had been a summer full of new friends, learning experiences and growth. It had also been a difficult summer. Being a counselor was not easy and my first cabin was rough on me. After I had my first cabin, my summer changed. The directors wanted me to have more experience and put me in other positions other than being a cabin counselor. I received other awesome opportunities while I waited to get a cabin again. After all summer of waiting to have another cabin, I finally got one! This cabin was a gift. We had a great week with few

problems and I loved these girls. They brought so much joy to me and were so fun! They would also ask questions and would engage in faith-filled conversations.

- **Tell about a time your church was there for you.**

After going to public school for a year in high school, I decided to do online school. I enjoyed online schooling but would get a little lonely. Church would help me feel like I belong and that I was loved. I was a part of many different activities but my favorite activity was choir. I loved the choir, especially the people. At the same time all of this was happening, I also had three members of the church that I was close to pass away including one that was a child. Not only the choir but my church family was supportive and there for me. I cried a lot and I had a few members who would just sit with me and pat my back. This is just one example where my church family has been there for me.

Position Nominated For: Synod Council Young Adult

Term Ending: 2025

Full Name: Mary Katherine King

Email Address: mkking@g.clemson.edu

Phone: 803-917-6123

Mailing Address: 2104 Holland St

City, State, Zip Code: West Columbia SC, 29169

Congregation: Mt. Tabor Lutheran Church

Congregation City: West Columbia

Employment/Profession: Hospitality Coordinator & Registrar at the South Carolina Lutheran Retreat Centers

Age Range:

Under 30

30-45

46-60

over 60

Service in synod, ELCA, interchurch agencies, local congregation, community, etc. Please include dates served.

1. Counselor/OAP Counselor/Photographer & Marketing Intern at Lutheridge summers of 2016, 2017, 2018, & 2019
2. Leadership Team Fellowship Chair at Clemson Lutheran Campus Ministry spring semester 2016-fall semester 2017
3. Star-Squad weekly coffee fellowship and devotion leader at Clemson Lutheran Campus Ministry 2018-2020
4. Singer Mt. Tabor Lutheran Church ALIVE! service

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**

One of the most joyous memories from being a part of my faith community, more specifically the community of Lutheran Campus Ministry at Clemson while I was in school there, was the spring break trip I went on in 2018 to Germany. This trip is one LCM plans for every 3 years over the university's spring break. This was my first (and so far only) international trip. For literal years I planned with my friends in LCM to go. We saved up money and earned hours volunteering for setup and cleanup of Wednesday night dinners, working the tailgate lot during football games, and other odd jobs to fund our trip. I remember the excitement as the weeks wound down, of getting my passport, of packing our bags, of boarding the plane, of landing in Germany, and arriving in the first town, our first destination of the trip, of getting off the bus in Wittenberg.

I could go on for several pages and still not cover all or do justice to the memories of that trip. So if you'll please let me share one moment with you. While in Wittenberg, on a Sunday morning, after spending the day before touring the town, the churches and once home of Martin Luther, we went to worship in the town church. It was beautiful and surreal to be in that building. To worship in that church was unlike anything I have ever experienced, and I may never again. To worship in a language most all of us really didn't know, only a few phrases or words here and there, to follow along with the service as best we could, recognizing the flow because we knew the liturgy, to join in the Lord's Prayer in our own language at the same time, the right time as the rest of the congregation, to understand the emotion of the sermon, even when we couldn't understand the words, and then gather around the one adult in our group who was fluent in the language to translate for us and share with us what was said, what the readings were, what the pastor's sermon was about.

There was immense joy in sharing it with one another, in being affirmed that we followed along with what was happening around us. There was joy in hearing the word, in having it shared with and among us. It was profound and special to realize that hundreds of years ago, the folks of this town were doing the same thing, before the Bible was translated into their language of everyday conversation. We could only imagine the joy they felt then, and how what we were experiencing was a fraction of that.

It was powerful and joyful and special to share those moments together. It was one of many moments of joy on that trip. I believe that it was so because of the people that surrounded and accompanied me in it, the people who were a part of that community with me. It is one memory of many I have and hold dear because of the communities of faith I have been brought up in and had the opportunity and pleasure to be a part of. I look forward to the many more memories to be made and moments to have ahead of me in the communities I am in and the ones I am yet to even be aware of.

- **Tell about a time your church was there for you.**

I really didn't plan on returning to my home after graduation. Being back in West Columbia was not entirely my choice, but rather the circumstance I found myself in, in part by powers beyond my control. And I can't say I was thrilled at the reality I found myself in. But in this transition I did find myself texting Pastor Wade. Pastor Wade had been one of a handful of folks I had come to have several conversations with about my life after graduation leading up to and in my final semester of school. Much of those conversations included where I was feeling called in my career, what I saw myself doing for work. I love camp and outdoor ministry. I knew this was where I wanted to be, where I felt I needed to be. I also knew there was not a camp in West Columbia that would fill that. And so, I found myself sitting in Pastor Wade's office one afternoon, sharing the frustrations of my current situation, and the things I desired to have, to do, to change. By the end of the conversation I had accepted the invitation to help out with the Wednesday afternoon Sing and Celebrate program for the elementary school kids. I think what he heard, that I had not realized at the time I was emphasizing in that conversation, was a desire to be around people again and working with children again in a faith environment. I had spent the previous several months in a 'wilderness' of sorts. Because of that invitation, because a space was made for me in this, my circle has somehow simultaneously gotten much larger and much closer. A series of

events has unfolded that I couldn't have imagined happening months ago. I have had the chance to reconnect with old friends, to make new ones, to find myself in a job that is fulfilling and makes me happy and calls me to serve and share with others. In that rough patch of life (one of many), of transition, of feeling lost, of feeling uncertain, my church was there with open arms and ears and hearts to welcome me in, remind me I'm not alone or have to have the answers or figure it all out on my own, to remind me and make me aware that there is a place for me. And it continues to do so, to call and welcome in, to lift up the way we are connected, are united and to be there for each other.

Synod Council – Rostered Leader – Northern Area

Term Ending 2025(Elect 1)

Pastor Beth Costlow

Pastor Josh Kestner

Position Nominated For: Synod Council, Rostered Leader Northern Area

Term Ending: 2025

Full Name: Rev. Beth J. Costlow

Email Address: pastorcx2@yahoo.com

Phone: 717.715.2890

Mailing Address: Home: 18 Double Branch Trl.; Mauldin SC 29662

Work: Lutheran Church of Our Saviour; 2600 Wade Hampton Blvd;
Greenville, SC 29615

City, State, Zip Code: See above.

Congregation: Lutheran Church of Our Saviour **Congregation City:** Greenville, SC

Employment/Profession: Pastor

Age Range: Under 30

30-45

46-60

over 60

**Service in synod, ELCA, interchurch agencies, local congregation, community, etc.
Please include dates served.**

1. Pastor, 2003-Present
2. Synod Council, Northwestern Pennsylvania Synod 2004-2009
3. Board of Directors, Lutheran Home at Kane (Pennsylvania) 2011-2013
4. Churchwide Assembly, voting member 2009 and 2011
5. Elementary School Tutor 2010-2016
6. Scouts-BSA, 2011-Present

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**

I don't have a single, most joyous memory from my current faith community. I have an abundance of experiences that point to God's love at Lutheran Church of Our Saviour, even with only two-and-a-half years here. My family arrived in Greenville in November

2019; my husband and I began serving as co-pastors in early December. The entire world shut down just about three months after our ministry began, but the Church kept going! With the loving support of some very gifted people in our community, we began producing worship services and making them available online.

I've witnessed God's people caring for one another by calling, sending notes and, as it's been safe to do so, visiting one another. The congregation rejoiced with us when my husband and I purchased our first home. I've experienced God's care for my family as I've been given permission to stay home from worship when either my son or I have been sick. (We did not have Covid, thankfully, but our community still encouraged us to practice healthy self-care.) People celebrated with my family when my son got his driver's license.

My joy in Church life doesn't come from a single, sacred memory. It is fed and nourished by countless day-to-day experiences surrounded by the people of God.

- **Tell about a time your church was there for you.**

Perhaps my most vivid memory of such a time happened on a Saturday afternoon in the fall of 2006. My then-fifteen-month-old son had a grand mal seizure when my husband and I had left him with his Nana and Papa. (Nana and Papa were not related to us in any way, other than the fact that they were members of the church.) They, of course, called us immediately after calling 9-1-1 and, since we were already on our way, we met the ambulance as it arrived at our home.

Papa and Nana asked us, "Who can we call for you?" as the ambulance left with me in it, and my husband following it. We named a pastor from a neighboring community, with whom we'd become friends, and they called him. That pastor met us at the hospital and remained with us for the duration of the evening, only leaving us after my son and I were settled into a room in the Pediatric Unit. During that time, the pastor also managed to arrange for another pastor to cover his churches' worship services, so that he could be at mine the following day.

After Sunday worship, the pastor brought Communion to me at the hospital. He also brought greetings and the good news that my entire congregation was holding my family in prayer. The Church was there for me in countless ways that weekend. There was gift of my son having "church grandparents" who loved him as deeply as if he was their own, and who willingly sacrificed their time as they cared for him. There was a pastor giving up an evening with his own family to be there for us. There were congregation members forgiving their pastor's absence and holding me in prayer as I cared for my son. The Church is a gift!

Throughout my Christian life, the Church has cared for me in both celebrations and crises and I'm thankful for it!

Position Nominated For: Synod Council, Rostered Leader, Northern Area **Term Ending:** 2025

Full Name: Joshua Kestner

Email Address: jkestne@g.clemson.edu

Phone: 919-744-1590

Mailing Address: 111 Sloan Street

City, State, Zip Code: Clemson, SC 29631

Congregation: University Lutheran Church

Congregation City: Clemson, SC

Employment/Profession: Campus Pastor

Age Range: **Under 30** **30-45** **46-60** **over 60**

Service in synod, ELCA, interchurch agencies, local congregation, community, etc. Please include dates served.

1. St. Paul Lutheran Church - Davenport, IA (August 2017-July 2019)
2. University Lutheran Church/Lutheran Campus Ministry Clemson - Clemson, SC (August 2019 - now)

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

What is your most joyous memory from being a part of your faith community?

My favorite memories as a campus pastor have come from trips or retreats away from school and church. There is something about a change of scenery that lends to meaningful conversations and deeper relationships. One of my most recent moments of joy is from a beach trip a few weeks ago. We spent time at a local wildlife area identifying birds, trees, and alligators - something that is a sort of passion for many of our current students. I love spending time learning from students and doing things that they love. It's moments like these that help to build the foundation I need to be able to care for students when they need it the most.

Tell about a time your church was there for you.

I don't open up too much right away. It takes me a bit of time to warm up to new environments. But I am overjoyed that it seems as though my church knows me. The church shows up for me with small actions here and there: a phone call, a plate of cookies, asking about my family, checking in when they notice that my mood has changed, etc. It is such a

blessing to feel as though I am not only someone's pastor who preaches to them on Sundays or offers a meal on Wednesday nights. Instead, I am a real part of the community itself. What a privilege it is to care for people as a pastor, and to have them care for me as well.

Synod Council – Rostered Leader – At Large

Term Ending 2025 (Elect 1)

Pastor Joanna Gragg

Pastor Emily Wilhide

Position Nominated For: Synod Council Rostered Minister at Large **Term Ending:** 2025

Full Name: Joanna Carol Colley Gragg

Email Address: jccgragg@gmail.com
pastorjoanna@mthoreb.net

Phone: 864 992 1246

Mailing Address: 260 Saxons Ferry Drive

City, State, Zip Code: Lexington SC 29072

Congregation: Mount Horeb Lutheran Church

Congregation City: Chapin

Employment/Profession: Minister of Word and Sacrament

Age Range: Under 30 **30-45** 46-60 over 60

**Service in synod, ELCA, interchurch agencies, local congregation, community, etc.
Please include dates served.**

1. Synod Council 2018-2022
2. Minister of Word and Sacrament (ordained in 2018)

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**

It is difficult to choose just one memory from the various places I have been in a faith community. To narrow it down, I'll choose one from recent days. I am one of the rostered ministers of Word and Sacrament at Mount Horeb Lutheran Church in Chapin, South Carolina. Somewhat recently we have started inviting the children up to the front again, for face-to-face children's sermons. The joy that it is just to see each other and to share in a simple moment of learning more about Jesus and our walk together has been powerful. The excitement of seeing the children, of reconnecting and having them happy to see you too, this is more than enough joy for a lifetime! As we are a people of God recovering from pandemic induced isolation, every day includes a reminder that we are created for community and we find joy in the memories made together!

- **Tell about a time your church was there for you.**

When I was 14 I was in a life threatening car accident. My church took care of my family at my bedside in such immediate and loving ways. I wasn't aware of it at the time, but my faith family really helped my family of five through a tough time. When I was recovering, months later, I also was invited to participate in a small group that helped me work through the pain and grief of having been in an accident as a passenger who was the only one injured. My faith community did the tough thing of not backing down, even when we were dealing with pain, anger, and uncertainty. Years later, with a clearer view of the big picture, I see how the faith community became a village who just knew how to love us through their presence and support.

Position Nominated For: Synod Council Rostered Leader at Large **Term Ending:** 2025

Full Name: Emily Willhide

Email Address: pastoremily@incarnationlutheran.com

Phone: 803-256-2381

Mailing Address: 3005 Devine St

City, State, Zip Code: Columbia, SC 29205

Congregation: Lutheran Church of the Incarnation

Congregation City: Columbia

Employment/Profession: Pastor

Age Range: Under 30 30-45 46-60 over 60

Service in synod, ELCA, interchurch agencies, local congregation, community, etc. Please include dates served.

1. Senior Pastor - Incarnation Lutheran, Columbia, SC 7/2020-current
2. Associate Pastor of Faith Formation - Mt Tabor, West Columbia, SC 11/2015-05/2020
3. Interim Senior Pastor - Reformation Lutheran, Las Vegas, NV 2012-2014
4. Associate Pastor of Faith Formation - Incarnation Lutheran, Columbia, SC 2009-2011

In the past we asked for your resume in regard to your service to your church, community, etc.

We place greater value on your faith story. Please take time to answer the following:

What is your most joyous memory from being a part of your faith community?

It's hard to pick just one joyous memory, but a more recent one was celebrating Easter together in person for the first time after the pandemic. After spending all of that time apart, it was such a blessing to worship together again. I don't think any of us will ever take that for granted again.

Tell about a time your church was there for you.

I don't think I can pick just one time that the church has been there for me and my family. As a military family, we moved often. And when I say "often", I mean twelve moves in twenty years of marriage. But each time, we were welcomed into a church, made part of the ministry there, and folded into the fabric of church life. The church has helped to raise my children, tended and nurtured friendships, and laid the pattern of worship and service in both my life and in my family's.

Mission Endowment Fund – Grant Committee – Rostered Leader

Term Ending 2025 (Elect 1)

Pastor Hobby Outten

Pastor Jason Schafer

Position Nominated For: Mission Endowment Fund Grant Committee Rostered Leader

Term Ending: 2025

Full Name: Thomas Hobson (Hobby) Outten

Email Address: hobbyoutten@gmail.com

Phone: 704-974-0809

Mailing Address: 196 Colonel Hampton Court

City, State, Zip Code: Rutherfordton, NC 28139

Congregation: Springs of Grace

Congregation City: Inman, SC

Employment/Profession:

Age Range: **Under 30** **30-45** **46-60** **over 60**

**Service in synod, ELCA, interchurch agencies, local congregation, community, etc.
Please include dates served.**

1. Dean: Gaston Area NC 2009-2012
2. Dean: Upstate Conference SC 2014-2019
3. Rosecrest Lutheran Home Advisory Board 2017
4. Spiritual Director 2004-present

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**

The most joyous moment (other than baptisms) was the Ground Breaking ceremony when we began to build our new church. There were people from many other churches supporting the effort and celebrating with us.

- **Tell about a time your church was there for you.**

Since at Springs of Grace I had a painful divorce and lost both of my parents. I couldn't dream up a more grace filled group of people than are at Springs of Grace.

They showed me the faces of the grace of God through those hard times. There really are no words to express my gratitude for the LIVING faith of the folks at SoG.

Position Nominated For: Mission Endowment Fund Grant Committee Rostered Leader
Term Ending: 2025

Full Name: Jason Andrew Schafer

Email Address: PastorJason.Schafer@gmail.com

Phone: 803 543-9761

Mailing Address: 3990 Saint Lukes Church Road

City, State, Zip Code: Prosperity, SC, 29127

Congregation: Saint Luke's Lutheran

Congregation City: Prosperity

Employment/Profession: Pastor

Age Range: Under 30 30-45 46-60 over 60

Service in synod, ELCA, interchurch agencies, local congregation, community, etc. Please include dates served.

1. South Carolina Lutheran Retreat Centers 2017 - present
2. Mid Carolina Ministerium Baccalaureate coordinator 2012 - present
3. South Carolina Synod Convocation Committee 2015 - present
4. South Carolina Synod Reference and council chair 2017-2020

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**
- **Tell about a time your church was there for you.**

My most joyous memory from my faith community was this past Christmas eve. At our 11:00 service none of our young children were present. When it was time for the children's sermon all of our highschool children came up. It was wonderful to see these kids that have been shaped by the church come up and joyfully engage in the life of the congregation.

This year my daughter graduated from highschool. Every year Saint Luke's hosts a grads brunch. As the Pastor, this was the first time I was able to take part as a parent. It was wonderful to see the congregation celebrate with my child and the other graduates.

Committee on Discipline – Rostered Leader - Man
Term Ending 2028 (Elect 1)
Pastor Craig Boehlke
Pastor Ralph Hill

Position Nominated For: Committee on Discipline Rostered Leader Man
Term Ending: 2028

Full Name: Re. Dr. Craig A. Boehlke

Email Address: prcraig@aol.com

Phone: 843-288-1500

Mailing Address: 67 Thomas Bee Dr

City, State, Zip Code: Bluffton, SC 29909

Congregation: Lord of Life

Congregation City: Bluffton

Employment/Profession: Semi-retired Clergy

Age Range: Under 30

30-45

46-60

over 60 and then some!

**Service in synod, ELCA, interchurch agencies, local congregation, community, etc.
Please include dates served.**

1. SC Synod Candidacy Committee 2020-present
2. ELCA Regional Coordinator for Ministry Leadership 1995-2010
3. Saint Paul Synod Council and Dean 1982-1995
4. Interim Pastor, Good Shepherd Lutheran, Walterboro, SC 2019-present

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**
- **Tell about a time your church was there for you.**

Two of my three parish calls were to congregations following pastoral misconduct. It has been a tremendous privilege and great joy to work with communities of faith that had been deeply hurt and walk with them toward a new day. Congregation members tend to blame themselves for whatever problems happened in their community. Helping people discover the profound depth of forgiveness in a personal way leads to a deeper and renewed faith. Being pastor in these circumstances is humbling and a great honor.

My church has been there for my wife and I as we raised two very challenging adopted children. With our parents far away, the church became our extended family and community in caring for us and encouraging us. They taught us wonderful acceptance and were supportive in difficult times. We have several lifelong friends from those years.

Position Nominated For Committee on Discipline Rostered Leader Man
Term Ending: 2028 (six years)

Full Name: Ralph Gullord Hill

Email Address: pastorhill@mthoreb.net **Phone:** 803-345-2000

Mailing Address: 101 E. Boundary Street
City, State, Zip Code: Chapin, SC 29036

Congregation: Mt. Horeb **Congregation City:** Chapin

Employment/Profession: Senior Pastor/Lutheran Minister

Age Range: **Under 30** **30-45** **46-60** **over 60**

**Service in synod, ELCA, interchurch agencies, local congregation, community, etc.
Please include dates served.**

1. 2002-present: Senior Pastor. Mt. Horeb Lutheran - Chapin, SC.
2. 2017-2020: Leadership for Faithful Innovation (Synod LC and Pastoral Contact person).
3. 2012-2018: NovusWay Planning and Review Committee.
4. 2014-2019: Tanzania Advisory Task Force, Congregational Partnership. Trip to TZ.
5. 2012-2015: Chair, SC Synod Implementation Team (Leadership Summit, Synod restructure around Three Tables, Organizational Chart, Leadership Podcast/'Tablecast').
6. 2011-2013: SC Synod Council. Served on Ministry Team for Outreach.

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**

Worship. Knowing each time we gather around Word and Sacrament, we re-member as a Body of Christ to experience God's presence and share stories which celebrate God's agency, past and present. It is during this central aspect of our faith journey that we experience forgiveness, renewal, and purpose through loving service. During the initial weeks of the pandemic, the Spirit-led innovative efforts to create outdoor Worship was especially joyful. We gathered in cars and lawn chairs as a community.

- **Tell about a time your church was there for you.**

They offered much support through prayer, food, cards, and acts of kindness during several particular illnesses. A special time was when my congregation celebrated my 25th Ordination Anniversary with a special service, cake, and gifts, including two beautiful stoles and

additional weeks of vacation - which I was able to utilize in a special month-long trip visiting National Parks with my spouse.

Committee on Discipline – Rostered Leader - Woman

Term Ending 2028 (Elect 1)

Pastor Mary Anderson

Pastor Jackie Utley

Position Nominated For: Committee on Discipline Rostered Leader Woman

Term Ending: 2028

Full Name: Rev. Dr. Mary W. Anderson

Email Address: mwanderson140@gmail.com

Phone: 803.210.5757

Mailing Address: 140 Shuler Rd.

City, State, Zip Code: Columbia, SC 29212

Congregation: St. Michael's

Congregation City: Columbia

Employment/Profession: Pastor/Intentional Interim

Age Range: Under 30 30-45 46-60 over 60 X

**Service in synod, ELCA, interchurch agencies, local congregation, community, etc.
Please include dates served.**

1. Pastor for 39 years in rural, urban, and small-town congregations in SC and Metro Chicago Synods (1983-present)
2. Served on ELCA churchwide staff (1988-1990) and as faculty at LTSS (2017-2019)
3. Podcaster, Blogger, Teacher/Mentor in Preaching, Church Administration and Leadership (2005-present)
4. Community work with our homeless neighbors (1990-present), work with children's literacy (2011-present)

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**
- **Tell about a time your church was there for you.**

As one of the pioneer women pastors in the LCA and the ELCA, the church has been a place of both pain and possibilities for me. There have been wonderful opportunities to serve and develop my gifts. I'm so grateful! The church has been a broken place for me where I've been hurt and rejected. But the church is also the one that preaches Christ and not herself.

Being centered in the gift of the gospel, I have always had my joy restored even after difficult times. While serving at the ELCA in Chicago, my family and I were members of Christ the King in the Loop. During those years in 1989-90, my brother-in-law who was gay, who had long ago rejected the church, and who came to live with us during the last months of his life with AIDS; was embraced by our congregation and had his hope and faith restored in Christ and in humanity. They also supported us in those years when families with AIDS were shunned from fear. Our little family felt like lepers touched by Christ. Unforgettable!

Position Nominated For: Committee on Discipline Rostered Leader Woman
Term Ending: 2028

Full Name: Jacqueline Utley

Email Address: Jackie.utley@gmail.com

Phone: 843-260-7396

Mailing Address: 827 Wildwood Ave

City, State, Zip Code: Columbia, SC 29203

Congregation: Ascension Lutheran

Congregation City: Columbia

Employment/Profession: Pastor/Clergy

Age Range: Under 30 30-45 46-60 **over 60**

**Service in synod, ELCA, interchurch agencies, local congregation, community, etc.
Please include dates served.**

6. Pastor since 2013
7. Inclusiveness Network, Member since 2012, Chair since 2016
8. Candidacy Committee Member 2016-2022
9. Pastoral Advisor of SCLMM 2016-2018
10. Rotary Club of Eau Claire/North Columbia President 2018-2019

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**
- **Tell about a time your church was there for you.**

My most joyful memory of being a part of my faith community was being voted for, by the congregation I serve, as the first female and the first African American to be called to pastor at an all-white congregation. I will never forget the warm embrace of this faith community.

The church (Ascension) is a small congregation striving to stay afloat financially. It has not grown since my time serving as pastor, but we are being sustained financially. A few years ago there was talk of the church needing to call a part time pastor on the condition that I would have to leave to pursue another full time call. Several members expressed that they would rather take their chance keeping me as pastor full time and pray that our finances will continue.

Committee on Discipline – Lay Woman

Term Ending 2028 (Elect 1)

Diane Ablett

Jerilyn Isaacson

Position Nominated For: Committee on Discipline – Lay Woman **Term Ending:** 2028

Full Name: Diane Ablett

Email Address: diane307@att.net

Phone: 864-578-2679

Mailing Address: 307 Red Fox Lane

City, State, Zip Code: Chesnee, SC 29323

Congregation: Springs of Grace

Congregation City: Inman

Employment/Profession: retired Hospice Nurse

Age Range: **Under 30** **30-45** **46-60** **over 60**

Service in synod, ELCA, interchurch agencies, local congregation, community, etc. Please include dates served.

I have served in many capacities in my local congregations-church council, worship and music especially altar guild chair for many years, youth and education including V.B.S., outreach and fellowship, all roles in our Women's fellowship group.

I was a part of growing two mission congregations-one in Michigan and Springs of Grace in S.C. I was the chairperson for furnishing and finishing of our permanent S.O.G. church building 2015-2016.

I participated in several mission trips in S.C. to repair homes after hurricanes/flooding before COVID sidetracked us.

I have served the communities I have lived in by being a member of and doing fund raising for many service organizations, have been a regular blood/platelet donor, a part of our local congregational nursing group/S.O.G. congregational nurse.

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**
- **Tell about a time your church was there for you.**

One of my most joyous memories of being a part of my faith community goes back to childhood. Even as a little child, I always loved being in the church. Not sure of my exact age when I learned the olden Rule in S.S. class, but it played a huge part part in my church life

and my career choice of being a registered nurse, from which I never wavered. As a 10 year old, I was cleaning the church in some way most every week. I was happy growing up in my small church in northern Illinois.

A time my church was there for me-I have lived away from my family in Illinois all my adult life so my various church families became our support systems. When my father was dying unexpectedly and my husband was out of town at an LSSM meeting for his job, my minister drove me and my sons to where the meeting was in Michigan so we would not waste time having him drive home to get us. Several years ago my husband went through 15 surgeries in 2 years time and continues with major health issues and more serious surgeries. Church members are my love family and a gift from God just like my blood family.

Position Nominated For: Committee on Discipline – Lay Woman **Term Ending:** 2028

Full Name: Jerilyn D. Isaacson

Email Address: edgewater_goatgirl@yahoo.com

Phone: 843-813-6244

Mailing Address: 1476 South Edgewater Drive

City, State, Zip Code: Charleston, SC 29407-7619

Congregation: Holy Spirit Evangelical Lutheran Church

Congregation City: Charleston

Employment/Profession: Self-Employed Bookkeeper

Age Range: Under 30 30-45 46-60 **over 60**

Service in synod, ELCA, interchurch agencies, local congregation, community, etc. Please include dates served.

1. I just joined Holy Spirit this past year, am serving a Chair of Finance Committee, serving on Ad Hoc Stewardship committee, help with acolytes and crucifers
2. Served at Redeemer Lutheran in Charleston for over 25 years on Council, and many committees, Synod delegate

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**

ELCA Youth Gathering in San Antonio, TX in 2006. Best time ever!

- **Tell about a time your church was there for you.**

May 16, 1998, I had to have emergency heart bypass surgery. I will always remember going into the operating room holding Bishop (then Pastor) Ginny Aebischer's hand on one side and Pastor Paul Aebischer's hand on the other. They prayed with me all the way into the OR until they were asked to leave. When I woke up 2 days later, it was Pastor Paul that I saw first. The congregation had prayed me through, and they were there for my family many, many times in the weeks ahead while I recovered. I don't think I would have made it without any of them.

Committee on Discipline – Lay Man

Term Ending 2028 (Elect 1)

Brent Lybrand

Col. Jerome E. Goodrich

Position Nominated For: Committee on Discipline – Lay Man **Term Ending:** 2028

Full Name: Brent B. Lybrand

Email Address: BrentLybrand@gmail.com

Phone: 864-576-8217 (H)

Mailing Address: 242 Donegal Drive

City, State, Zip Code: Moore, SC 29369

Congregation: St. John's

Congregation City: Spartanburg

Employment/Profession: Senior Design Engineer

Age Range: **Under 30** **30-45** **46-60** **over 60**

Service in synod, ELCA, interchurch agencies, local congregation, community, etc. Please include dates served.

1. SCELCA Synod Council 2011 – 2016 (Est.)
2. SCELCA Synod Consultation Committee 2002 – 2008 (Est.)
3. Spartanburg Union Area Thrivent Board 2007 – 2013 (Est.)
4. St. John's Congregation Council President 2001, 2010, 2011; St. John's Financial Secretary mid-1990s; St. John's LMM President 2020-Present; St. John's Senior Choir 1986-Present; many other activities and committees.

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**
 - Numerous large-scale choir performances, with other Spartanburg area church choirs and for St. John's alone
 - Being a part of the congregation leadership and building committee during the planning and construction of our parish life center
- **Tell about a time your church was there for you.**

- My congregation is like family for me, providing social connections, Christian education, and outlets for my gifts and talents. Fortunately, we have not found ourselves in a situation where we have “needed” the church to be there for us.

Position Nominated For: Committee on Discipline, Lay Man **Term Ending:** 2028

Full Name: Col. Jerome E. Goodrich, USMC Retired

Email Address: N/A

Phone: 434-409-3950

Mailing Address: 159 Brookwood Creek Drive

City, State, Zip Code: Landrum, SC 29356

Congregation: Springs of Grace

Congregation City: Inman, SC

Employment/Profession: USMC Retired, Line Officer & Judge Advocate

Age Range: **Under 30** **30-45** **46-60** **over 60 - X**

Service in synod, ELCA, interchurch agencies, local congregation, community, etc. Please include dates served.

1. Youth & Education Chairperson, Springs of Grace
2. USMC –Judge Advocate 20 years; Line Officer 10 years
3. Participation in various Protestant Base congregations during military service

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**

As a youngster... participating in a Christmas pageant where I was asked to be a wise man. I had assumed I would be a shepherd, never thinking of myself as a wise man. It was the first time someone invited me to play a bigger role than I assumed for myself, and it really built self-confidence in a small 8/9-year-old boy. I have never forgotten that moment - including in all the leadership roles I was later asked to fulfill in serving my country.

- **Tell about a time your church was there for you.**

When I served in Vietnam, our chaplain met with us before going out on patrols to share Holy Communion and pray with us: that we would go out with the right attitude, protect each other, bring any fallen home, and remind us that being fed with the Lord's body & blood, we existed in a state of grace as we departed. These pre-patrol services were our "church" because through the chaplain's ministry, prayer & Holy Communion, we were re-connected with God & our faith (the only way we knew Sunday was a Sunday because it was the day we were given our orange malaria pills). After I retired, the church was there for me when Chaplain Jeremiah at the VA answered my request for prayer prior to surgery. His prayer quieted my mind, and later, he even went over the Sunday readings

with one-on-one discussion prior to my emergency surgery. We have continued our relationship, with constant reminders of the Lord's presence in my life.

Consultation Committee – Rostered Leader - Man

Term Ending 2028 (Elect 1)

Pastor Andrew Isenhower

Pastor Wayne Kannaday

Position Nominated For: Consultation Committee Rostered Leader Man

Term Ending: 2028

Full Name: The Reverend Andrew W. Isenhower

Email Address: pastor@gslc.com

Phone: 803-409-8270

Mailing Address: 2500 Stratford Road

City, State, Zip Code: Columbia, SC 29204

Congregation: Good Shepherd

Congregation City: Columbia

Employment/Profession:

Age Range: Under 30

30-45

46-60

over 60

**Service in synod, ELCA, interchurch agencies, local congregation, community, etc.
Please include dates served.**

1. Synod Executive Committee Member (2018-2020)
2. Synod Council Member (2017-2020)
3. Synod Constitution Committee Member (2017-2020)
4. Treasurer and board member for Lutheran Campus Ministry at USC (2012-2019)

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**

My most joyous memory in my current faith community was a weekend congregational retreat this past February. It was one of the first opportunities I've had to be with many of my members in a less formal setting since the pandemic began. The sharing of laughter, stories, grief, hopes and dreams was like a healing salve in the midst of the trauma of the pandemic era. In particular, the gift of seeing the young children of the congregation playing and learning together filled my heart with joy.

- **Tell about a time your church was there for you.**

In March of 2020 my father died. This happened 5 months after I began my call and the very same week the whole world started locking down due to the Covid-19 pandemic. My council leadership and congregation not only stepped up to support me and my family during our time of loss and grief, but they also met to handle the difficult business of church closing and restrictions. At that time, I didn't have the physical or emotional energy to process all of the difficult changes we were going through, but the community of faith rallied to provide meals, cards, encouragement, pastoral coverage, and Covid logistics planning. As a pastor, sometimes it is the hardest thing to allow others to care for you, but my loving and lovely congregation members and leaders didn't take no for an answer! They were there for me even when I couldn't see or admit my own great need.

Consultation Committee – Rostered Leader - Woman

Term Ending 2028 (Elect 1)

Pastor Patti Sue Burton-Pye

Pastor Elise Stringer

Position Nominated For: Consultation Committee Rostered Leader Woman

Term Ending: 2028

Full Name: Patti Sue Burton-Pye

Email Address: psbpye@yahoo.com

Phone: (803) 403-7755

Mailing Address: 337 Spruce Glen Road

City, State, Zip Code: Lexington, SC 29072

Congregation: Providence Lutheran Church

Congregation City: Lexington

Employment/Profession: pastor

Age Range: **Under 30** **30-45** **46-60** **over 60**

**Service in synod, ELCA, interchurch agencies, local congregation, community, etc.
Please include dates served.**

1. Providence Lutheran Church, pastor (2008 – Present)
2. LaVie Pregnancy Care Center (2017 – Present)
3. Congregational Vitality Network (2015 – Present)
4. Midway Elementary Counselor Advisory Board (2021 – Present)
5. Village at Southlake monthly bible study (2008 – Present)
6. SC Via de Cristo Spiritual Director (2011 – 2014, 2017, 2019 – Present)
7. Audit Committee (2021)
8. SC Christian Action Council (2019 – 2021)
9. Synod Council (2019 – 2021)
10. Morningside Assisted Living monthly worship w/Holy Communion (2008- 2020)
11. Mission Lexington (2011 – 2019)
12. Lexington Middle School Advisor Board (2010 – 2018)
13. Lexington Evening of Prayer, coordinator (2017)
14. Synod Assembly Conduct of Elections (2012, 2013, 2014)
15. A New Road chaplain (2012, 2014)
16. Synod Assembly Necrologist (2016)
17. American Missions / Planting & Sustaining Congregations (2010 – 2015)
18. Consultation Committee (2012 – 2015)
19. Commission on Communications (2012 – 2013)
20. Conduct of Elections (2012 – 2013)
21. Operation Inasmuch Committee (2012 – 2020)

22. Revisioning / Restructure / Implementation Committee (2009 – 2015)

23. Audit Committee (2009 – 2015)

24. Girl Scouts of America co-leader (2004 – 2006)

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**

My most joyous memory at Providence is when a member, who did not believe in an afterlife and even questioned Jesus as the son of God came to know and love the Lord. The member had cancer and understood that time was limited. After ministering with the member for two years he thanked me for persevering and helping him to know God and the peace of Christ. He fully embraced the faith into which he had been baptized and told me that he knew without a doubt that he would one day be with Jesus and all of his family and friends. What a privilege and joy to walk that precious journey.

- **Tell about a time your church was there for you.**

When my mother was dying, Providence members ministered to our family by praying, sending cards, preparing meals, visiting, texting, and calling to check on us. It was a very difficult time and our church family truly rallied behind us and supported us and for months to come following her death.

Consultation Committee – Lay Woman

Term Ending 2028 (Elect 1)

Lisa Parker

Diane Wicker

Position Nominated For: Consultation Committee Lay Woman **Term Ending:** 2028

Full Name: Diane D. Wicker

Email Address: thewickers@lowcountry.com

Phone: (843)538-5618- home
(843)562-6818- cell

Mailing Address: 977 Quail Drive

City, State, Zip Code: Walterboro, SC 29488

Congregation: Good Shepherd

Congregation City: Walterboro, SC

Employment/Profession: church organist

Age Range: **Under 30** **30-45** **46-60** **over 60**

**Service in synod, ELCA, interchurch agencies, local congregation, community, etc.
Please include dates served.**

1. synod council from 2014-2020
2. Global Mission/Companion Synod Network, 2010 to present
3. various positions with SC Women of the ELCA since 1995; currently serving as the Amelia Conference Women’s coordinator
4. Lutheroad Day Camp coordinator at Good Shepherd, 2016 to present

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**
- **Tell about a time your church was there for you.**

There have been many joyous memories from the various faith communities that I have been a part of over the years. One memory that stands out for me, though, was the opportunity to travel to Japan in 2009, representing the SC Women of the ELCA at the JELC Women’s Convention and celebrating with them the 80th anniversary of their women’s organization as well as celebrating the connections between our two organizations.

Our church family at Good Shepherd is truly a family- we are all there for one another in all times. One recent time that stands out for me is how the whole congregation came together for our daughter's ordination. Everyone worked together for weeks to make it a very special, Spirit-filled day.

Consultation Committee – Lay Man

Term Ending 2028 (Elect 1)

Larry Rathe

Von Metts

Position Nominated For: Consultation Committee Lay Man

Term Ending: 2028

Full Name: Larry Rathe

Email Address: larryfrathe@aol.com

Phone: 843-333-4692

Mailing Address: 3615 Sun Fish St

City, State, Zip Code: Murrells Inlet, SC 29576

Congregation: Shepherd of the Sea

Congregation City: Garden City

Employment/Profession: Retired Sales

Age Range: **Under 30** **30-45** **46-60** **over 60**

Service in synod, ELCA, interchurch agencies, local congregation, community, etc. Please include dates served.

11. Synod Nominating Committee – 2 terms
12. Synod Council – 2 terms
13. Church Council President – 2 terms
14. Board Member Lutheran Men in Mission 1994-Present, President 2004

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**
- **Tell about a time your church was there for you.**

November 14, 2020 I had a stroke and the 2 days in the hospital, better than 150 prayers were sent up on my behalf. The Bishop and both Assistants to the Bishop came to my house and prayed for me. Total recovery! The power of prayer!

Position Nominated For: Consultation Committee, Lay Man

Term Ending: 2028

Full Name: Von E. Metts

Email Address: vonmetts@yahoo.com

Phone: 803-944-0173

Mailing Address: 4671 SC Hwy 34-121

City, State, Zip Code: Newberry, SC 29108

Congregation: Summer Memorial Lutheran

Congregation City: Newberry

Employment/Profession: ISE America Inc: Newberry Feed Store/Feed Store Manager

Age Range: Under 30 30-45 46-60 **over 60 Yes**

Service in synod, ELCA, interchurch agencies, local congregation, community, etc. Please include dates served.

1. SC Lay Male Delegate for ELCA Churchwide Assembly, 2005 (Orlando, Fla.)
2. SCLMM Gift Fund Director (2010 - Present), SCLMM President (2008)
3. Congregation President (2011), Summer Memorial LMM President (current and past 20 years), Sunday school teacher (various years), evangelism team (various years), Operation InAs Much Co-coordinator (past), former youth advisor
4. Newberry County Cattlemen's Association member (Secretary 2012-Present)

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**
- **Tell about a time your church was there for you.**

How very hard it is to pick one event as my most joyous! But as I reflect back over my life in my faith community, two different yet similar ceremonies are very dear to my heart. About the time our first daughter was baptized, the church was dipping into a change from the old red hymnal into the green one. There were some wording differences in the baptismal sections. My perception at that time was that the green book was more intentional to include the congregation, asking them to also promise and take a more active role to help rear the newly baptized in the Christian faith. We (my wife and I) knew early on that we, as parents, would need help in fulfilling our baptismal responsibility. As I have grown in years and faith, I have come to understand how very important it is to be surrounded by people of like faith who can encourage and support us in our time of weakness. And it is that same faith community that has been there supporting not only my children throughout their lives, but who now support my

grandsons as they grow in faith. Sunday school teachers, camp counselors , LMM, youth leaders, pastors, and fellow church pew sitters are all there, encouraging and supporting one another as each moves along in his/her faith journey. The other ceremony that brings much joy happens at our annual SCLMM convention. As SCLMM Mission Gift Fund Director, I have the pleasure of presenting gift monies to some of our mission churches. Like the new birth of baptisms is the development and growth of new churches. The joy and excitement of each recipient congregation is contagious! Throughout the years, their stories of reaching out to others to share God's work and love in action are always heart-felt. How great it is to play a small part in God's greater work, both in the lives of my own family and in the lives of others that I may only know as Children of God .

As a life-long Lutheran and regular church attendee, the church has always been a part of my life. Whether it has been the joys and sadness, the highs and lows of life, through marriages, births, deaths of loved ones, or the routine of everyday life, I know my church family is there praying and sharing words of comfort and hope. However, the fellowship and relationships grown through Lutheran Men in Mission are one aspect of my church that is very dear to my heart. And it is my hope, my desire, that in time my grandsons will come to appreciate all that Lutheran Men in Mission has to offer. To this goal, I started growing them in LMM activities/meetings when they were only 3 years old and younger. Even at such young ages, the other guys in the group would reach out and help me with them - whether it be to fix their plates, to sit and eat with them, or even to care for them while I led the group in other program activities. Now that my grandsons are ages 16 and 13, the older guys expect to see them at our meetings/activities and they take a personal interest in my grandsons' activities. The church and our men, especially, were there 13 years ago when I first started bringing my grandsons to our LMM meetings and they still stand beside us each step of the way as we move forward.

South Carolina Lutheran Retreat Centers (SCLRC) – Lay Man

Term Ending 2025 (Elect 1)

Justin Cegelis

Robert Freund

Position Nominated For: SCLRC Board Lay Man **Term Ending:** 2025

Full Name: Robert E. Freund (Bob)

Email Address: freund.robert365@gmail.com **Phone:** (864) 804-9549

Mailing Address: 208 Malibu Lane

City, State, Zip Code: Simpsonville, SC 29680

Congregation: Messiah Lutheran Church **Congregation City:** Mauldin, SC

Employment/Profession: Retired Retail Jewelry store owner/operator (R.E. Freund Jewelers & Fine Gifts, Placerville, CA) and former Jewelry Industry Manufacturer's Rep. (40+ years combined in Jewelry Industry.) Prior in the Paper, Packaging and Printing industries, sales then marketing and management.

Age Range: **Under 30** **30-45** **46-60** **over 60**

Service in synod, ELCA, interchurch agencies, local congregation, community, etc. Please include dates served.

1. SCLRC Board; 2019 to present
2. Served in various capacities in my synodical associations. (ELC, ALC, AELC, Missouri and ELCA) 1959 to Present, including being part of the Organizing Convention of the ALC (Combining three synods into one), becoming the ALC's first Golden Gate Conference Luther League President.
3. Service to past and current congregations from 1959 to present include: Sunday School teacher, Luther League president, Youth Advisor, Various Deacon capacities, Church Council President, Chairman of the Board of Elders (MS).
4. Current Congregation service: Choir, Brass Chamber Ensemble (2013 to present), Stewardship Committee (2014 to present) Current Chairperson of ChurchLife Stewardship, Worship & Music Committee (2014 to present), Worship Assistant, Chairman of "EnVISION Messiah", Strategic Planning team (2016-2017.)
5. Service in Community includes: Various Civic and Industry associations in a myriad of capacities.

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

1. What is your most joyous memory from being a part of your faith community?

Most Joyous memory might be being a part of the Organizing Convention team of the ALC. However, meeting my wife at California Lutheran College in 1961 leading to marriage, children and grandchildren is hard to top. Of course, by the grace of God being able to be of service to others, hopefully contributing to their growth in faith always fills my heart.

2. Tell about a time your church was there for you.

My Pastor, Rev. Erwin Tweet during my high school senior year was instrumental in my decision to attend the inaugural year of California Lutheran College in 1961 and assisted me in acquiring a financial "Grant-in-Aid" from the synod. Thus starting me on my quest to serve others.

**ELCA Church Council Rostered Minister Nominee Person of Color/Language Other
Than English
Term Ending 2028**

Rev. Leroy Cannon () Yes () No

NovusWay Ministries – Board Elected/Synod Assembly Ratified

Kami Kinard

Position Nominated For: NovusWay Board Member

Term Ending: June 2024

Full Name: Kay Marie Kinard (Kami)

Email Address: kamikinard@gmail.com

Phone: 843 592 3443

Mailing Address: 2504 Hermitage Road

City, State, Zip Code: Beaufort, SC 29902

Congregation: St. John's Lutheran Church

Congregation City: Beaufort SC

Employment/Profession: Author, Small Business Owner

Age Range: 46-60

**Service in synod, ELCA, interchurch agencies, local congregation, community, etc.
Please include dates served.**

1. Local Congregation: Sunday School Leader, Circle Leader, Vacation Bible School Leader, organizer of various church related activities (2016-present)

2. Volunteer for Beaufort County Schools in roles varying from tutor, to club sponsor, to teacher support, to Odyssey of the Mind coach, to grant writer, etc. (2006-2018). Volunteer of the Year Beaufort Middle School (2009)

3. Volunteer Tutor and Activity Leader for Love House Academy – an after-school program primarily providing tutoring and meals for children from Title 1 Schools (2017-2019)

4. Volunteer for Society of Children's Book Writers and Illustrators (2014-present)

In the past we asked for your resume in regard to your service to your church, community, etc. We place greater value on your faith story. Please take time to answer the following:

- **What is your most joyous memory from being a part of your faith community?**

In the summer of 1985 I was a first year counselor at Lutheridge. I had been a camper for years prior to that, and went on to serve as an area director, and senior staff, but that summer was the summer I learned what it truly felt like to be a member of a community who loved their faith, loved to serve, and loved each other. It was a summer filled with song and soaring spirits and I left feeling embraced by a community I continue to feel at home with. My life was forever changed that year by the joy of experiencing the unconditional love of the Holy Spirit through the camp community. Because of this, I continued to return to work at camp, met my husband there, and raised camp-loving children who have also served on staff as counselors and area directors.

- **Tell about a time your church was there for you.**

A few years ago one of my family members was in the hospital for an extended period of time. The days were the grimmest days of our lives and it was hard to see the light. Then the cards started trickling in. And helpful gifts. And people, mostly from our current congregation, but also from former congregations, reached out to help us in our darkest hours, and those cards, those helping hands... they were the light.

**Report of the Bishop
South Carolina Synod Assembly
2022
“I Love to Tell the Story”**

My hope is that as we, the South Carolina Synod, tell the “old, old story of Jesus and his love” we will be sure to include the various ways that we have experienced our Lord with us in the church of 2021/2022, helping us to move together through the challenges of a Pandemic in new, new ways; teaching us to learn from one another; stretching our imaginations about what it means to be church in *this* time; giving us the courage and strength to put one foot in front of the other even when we were worn out and overwhelmed by sadness, illnesses, loss and grief. Every Council Leader, Deacon and Pastor is to be commended for the work that has been done in being church during this time in history.

We have grown and are learning so much about being church in the world today. I pray we will not toss out all that we learned in favor of snapping back into some past reality that may or may not have been a better time in church history depending on whose perspective is being considered. It is important to move forward as the people of God into a future that recognizes that our God is always creating and inviting the church into something new, and trusts that God is always walking with us wherever this faith journey leads us. That may be challenging, but the Lutheran church in particular will always be, and indeed prays to be, a church that is continually reshaped and reformed by God so that we can respond to the challenges in front of us. The church is not simply called to be a place of complacent comfort, but is called into the work of the gospel, sharing the good news of Jesus Christ, which is not easy, but a challenging call to share with a world that is filled with diversity in body, mind and spirit.

We are learning that to have the capacity and energy for Christ’s mission the church must develop lay leaders as well as rostered leaders who build authentic relationships with one another by listening carefully and talking respectfully to each other even when we disagree. These leaders are called to learn from each other and work together to build vitality and sustainability in mission. Vital and sustainable mission is reflected in communities where there is clear connection with God, with one another and with the world. Questions we might ask ourselves to help define our sense of vitality and sustainability include: In what ways are we experiencing Jesus in our midst? How can we articulate our “God moments” more fully with one another? What is God calling us to do in our context today? Who needs to be invited and inspired to tell the “old, old story of Jesus and his love” in new, new ways? Who is God calling us to connect and collaborate with to make Jesus’ love known in the world today?

If nothing else, we have learned through this Pandemic how much we need one another and need to gather in community around God’s word and the Lord’s Supper. The time of physical separation increased our need for creativity and innovation and rapidly dispensed with any easy thinking about the “way we *always* did things.” If we pay attention we recognize that we are all called into new partnerships with one another to be Christ’s church in the world today. None of us is an Island and we cannot move forward and function well alone. God has made us into a diverse and beautiful community of beloved children of God. God’s people, and Christ’s church, is always better when we move and work together. We need each and every sister and brother if we are to truly be gospel led disciples in mission in the name of Jesus and for the sake of God’s world.

I am thankful for the wonderful partnerships across the South Carolina Synod that connect us and make possible a collaboration as Christ’s church today that continues to be both vital and sustainable. My deepest gratitude is to the congregations and people of the Synod who share the gospel in communities across this state, not only on Sunday mornings, but throughout the week as we tell the story of Jesus and his love through our greetings and actions with our neighbors. Thank you for your mission support that helps make faithful ministry in this Synod and across the world possible.

Many thanks to our dedicated and faithful Synod Staff: Pastor Rick Carter, Pastor Emily Edenfield, Pastor James Henricks, Deacon Sarah Bowers, Wendy Davidson, Charlene Fink, Jenny Spearen, Neal Fischer and Pastor Ozzie Herlong; and to Conference Deans: Pastor Lisa Isenhower, Pastor Maria Miller, Pastor Gregg Hoffman, Pastor Michele Fischer, Pastor Andrew Isenhower, Pastor Wade Roof, Pastor Eric Little, Pastor Nathan Rice, Pastor Jason Lee, Pastor Jane Mitcham and to our Interim Pastors and Stated Supply Pastors who partner with congregations and me to walk together through transitions. Thank you to all those who participate in ministry partnerships with SC Lutheran Men in Mission, SC Women of the ELCA, SC Lutheran Church Youth, and to those who support our Mission Congregations and our ministry of mission through Synod Tables, Networks and Task Forces. Thank you to those who participated in Congregational Events, and to those who serve on Synod Council and Church Councils; and special thanks to those of you who are open to exploring various partnerships with one another, and who recognize the blessing and new life in doing ministry together. You all are the definition of Synod – “walking together” in Christ!

We are also grateful for our six Institutional Partnerships with Lutheran Homes, Lutheran Services Carolinas, Lutheran Theological Southern Seminary, Newberry College, NovusWay, and South Carolina Lutheran Retreat Centers; and for our extended partnership with brothers and sisters across the Evangelical Lutheran Church in America, the South Carolina Fellowship of Bishops and our global companions in the Japan Evangelical Lutheran Church, The Evangelical Lutheran Church of Tanzania – Southwestern Diocese, and the Evangelical Lutheran Church of Colombia.

The story of the South Carolina Synod is people of God, centered in Jesus’ love; gathered by the Holy Spirit in partnerships that make faithful mission happen in a world that desperately needs the good news today. Thank you for serving and for sharing the Story of Jesus’ Love!

In Christ,

+Bishop Ginny Aebischer

Office of the Bishop Official Acts
June 2021 – March 2022

Annual Assembly

June 3, 2021 – Conduct of Elections Committee Meeting, Jenny Spearen
June 15, 2021 – Reference and Counsel Committee, Bishop Aebischer, Pastor Herlong, Wendy Davidson, Pastor Edenfield
June 25, 2021 – Orientation to Assembly
June 26, 2021- Served on Conduct of Elections Committee, Jenny Spearen
November 7, 2021 – Nominating Committee, Wendy Davidson
January 6, 2022 – CAGA Training for Assembly, Bishop Aebischer, SC Synod Staff
February 3, 2022 – CAGA Training for Assembly, Bishop Aebischer, SC Synod Staff

Calls Accepted

June 1, 2021 – The Rev. Christopher Shealy, Mt. Hebron, Leesville
June 1, 2021 – The Rev. Andrea Bates, St. Michael, Greenville
June 1, 2021 – The Rev. Kyle Bates, St. Michael, Greenville
June 20, 2021 - The Rev. Megan Lineberger, Bethel, Whiterock
July 5, 2021 – Deacon Mitzie Schafer, Consultant, GSB Fundraising
July 5, 2021 – The Rev. David Coffman, Patient Care Coordinator, South Carolina House Calls
August 2, 2021 – The Rev. Phillip Coggins, St. Luke, Columbia
August 16, 2021 – The Rev. Mike Shackelford, Chaplain, Affinity Hospice, Greer
August 21, 2021 – Deacon Sarah Bowers, SC Synod Creative Director
September 13, 2021 – The Rev. James Henricks, SC Synod Director of Evangelical Mission
September 19, 2021 – The Rev. Fred Klinker, St. James, Graniteville
October 1, 2021 – The Rev. Chris Christopher, Immanuel, Greenwood
October 10, 2021 – The Rev. Jason Antley, St. Stephen's, Lexington
October 11, 2021 – The Rev. Adam Carnell, Emmanuel, West Columbia
October 17, 2021 – The Rev. Christopher Girardeau, Reformation, Lancaster
November 15, 2021 – The Rev. Amanda Burke, Redeemer, Columbia
December 1, 2021 – Deacon Ashlyn Cox, Holy Spirit, Charleston
December 2, 2021 – The Rev. David Coffman, Newberry College Chaplain
December 19, 2021 – The Rev. Christina Johnson, King of Glory, N. Myrtle Beach
January 1, 2022 – The Rev. Mary Anderson, SC Synod Interim Minister
January 4, 2022 – The Rev. Aaron DeBenedetto, St. Paul's, Mt. Pleasant
January 6, 2022 – The Rev. Ashley Twitchell, RoseCrest, Lutheran Homes of SC
March 1, 2022 – The Rev. Michael Price, Christus Victor, Columbia
March 4, 2022 – The Rev. Christi Pursey, SC Synod Intentional Interim Minister

Candidacy (Pastor Carter, Jenny Spearen, Bishop Aebischer)

July 26, 2021 – Candidacy Committee Meeting, Entrance Decisions
October 5-6, 2021 – Candidacy Committee Meeting, Endorsement/Approval Decisions
December 7, 2021 – Candidacy Committee Meeting, Approval Decisions
January 11, 2022 – Candidacy Committee Retreat

Closing of Congregations (Bishop Aebischer, Pastor Carter, Pastor Henricks)

July 11, 2021 Mt. Olivet, Prosperity
November 21, 2021 Christ the King, Columbia
January 30, 2022 Our Shepherd, Hartsville

Communications (Neal Fischer)

May 2021 Facilitated 9 Zoom Meeting Sessions, Neal Fischer
May 2021 Facilitated Stewardship Network Zoom Meeting Session, Neal Fischer
May 2021 Facilitated 2 Inclusiveness Network Book Club Zoom Meeting Sessions, Neal Fischer
May 2021 Produced 5 Online Worship Services, Neal Fischer
June 2021 Facilitated 9 Zoom Meeting Sessions, Neal Fischer
June 2021 Facilitated Committee of Reference and Council Zoom Meeting Session, Neal Fischer
June 2021 Produced 5 Online Worship Services , Neal Fischer
June 19, 2021 Assisted in Streaming the Juneteenth Service, Neal Fischer
June 25, 2021 Streamed/Produced Voting Member Orientation for Synod Assembly, Neal Fischer
June 26, 2021 Streamed/Produced Synod Assembly, Neal Fischer
June 28, 2021 Produced Assembly News eNews and website articles, Neal Fischer
July 2021 Facilitated 7 Zoom Meeting Sessions, Neal Fischer
July 2021 Facilitated Stewardship Network Zoom Meeting Session, Neal Fischer
July 2021 Produced 4 Online Worship Services, Neal Fischer
July 6, 2021 Record and Produce Ryan Panzer Webinar Promotion Video, Neal Fischer
July 6, 2021 Record and Produce Safe Gatherings Informational Video, Neal Fischer
July 12, 2021 Record and Produce What is Beginning a Culture of Generosity? Video, Neal Fischer

August 2021 Produced 5 Online Worship Services, Neal Fischer
August 2021 Facilitated 6 Zoom Meeting Sessions, Neal Fischer
August 20, 2021 Record and Produce Region 9 Boundaries Training Promotional Video, Neal Fischer
August 25-27, 2021 Continuing Education Event, Neal Fischer
September 2021 Facilitated 18 Zoom Meeting Sessions, Neal Fischer
September 2021 Produced 5 Online Worship Services, Neal Fischer
September 11, 2021 Record and Produce Synod Staff video remembering 9/11, Neal Fischer
September 15, 2021 Helped to Facilitate Online Congregational Vitality Meeting, Neal Fischer
September 27. 2021 Facilitated Online Event for Rostered Leaders with Diana Butler Bass via Zoom, Neal Fischer
October 2021 Produced 5 Online Worship Services, Neal Fischer
October 2021 Facilitated 17 Zoom Meeting Sessions, Neal Fischer
October 13, 2021 Recorded and Produced Video Promoting Inquirers Day of Reflection event, Neal Fischer
October 13, 2021 Helped to Facilitate Online Young Adult Game Night, Neal Fischer
October 15, 2021 Recorded and Produced Video A Ministry Perspective with The Rev. Martin Lopez, Neal Fischer
October 16, 2021 Helped to Facilitate Rostered Leader Boundaries Training Online, Neal Fischer
October 26, 2021 Recorded and produce two videos in the new Luther FAQ series with The Rev. Emily Edenfield, Neal Fischer
October 30, 2021 Assisted with Communication and Registration for The Fellowship of South Carolina Bishops Dialogue with Presiding Bishop Curry at the University of South Carolina, Neal Fischer
November 2021 Produced 4 Online Worship Services , Neal Fischer
November 2021 Facilitated 12 Zoom Meeting Sessions, Neal Fischer
November 2021 Help to Facilitate Change to a new phone system, Neal Fischer
November 2021 Recorded and Produce two videos for the Lutheran FAQ Series Neal Director of Communications
November 2, 2021 Recorded and Produced interview with Chaplain Christopher Otten for Federal Chaplaincy, Neal Fischer
November 10, 2021 Recorded and Produced Video Introducing Our new Advent LFI Devotions, Neal Fischer
December 2021 Produced 4 Online Worship Services , Neal Fischer
December 2021 Facilitated 8 Zoom Meeting Sessions, Neal Fischer
December 2021 Recorded and Produced two videos for the Lutheran FAQ Series, Neal Fischer
December 2021 Recorded and Produced Four Videos in our LFI Dwelling in the Word Series, Neal Fischer
December 9, 2021 Recorded and Produced Churches Helping Kids Introduction, Neal Fischer
December 20, 2021 Recorded and Produced Churches Bishop Aebischer's Christmas Message Video, Neal Fischer
January 2022 Facilitated 15 Zoom Meeting Sessions, Neal Fischer

January 2022 Recorded and Produced one video for the Lutheran FAQ Series, Neal Fischer
January 2022 Recorded and Produced one video for Churches Helping Kids, Neal Fischer
January 2022 Recorded and Produced Four Videos in our LFI Listening Series, Neal Fischer
January 11, 2022 Recorded and Produced Invitation to Winter Retreats Video, Neal Fischer
January 28, 2022 Record and Stream the Region 9 / LTSS Stewardship Symposium, Neal Fischer

February 2022 Produced 8 Online Worship Services, Neal Fischer
February 2022 Facilitated 14 Zoom Meeting Sessions, Neal Fischer
February 2022 Recorded and Produced 2 video for the Lutheran FAQ Series, Neal Fischer
February 2022 Recorded and Produced Four Videos in our LFI Listening Series, Neal Fischer
March 2022 Produced 14 Online Worship Services, Neal Fischer
March 2022 Facilitated 14 Zoom Meeting Sessions, Neal Fischer
March 2022 Hosted Region 9 Communicators Meeting on Zoom, Neal Fischer
March 2022 Recorded and Produced 2 video for the Lutheran FAQ Series, Neal Fischer
March 2022 Filmed and shared video to raise awareness and giving to the Crisis in Eastern Europe with Lutheran World Relief, Neal Fischer
March 2022 Recorded and Produced one video for Churches Helping Kids, Neal Fischer

Community Outreach

May 24, 2021 MORE Justice Columbia, Bishop Aebischer, Assistant to the Bishop Edenfield
June 2, 2021 Neighbors Dedication, Synod Staff
June 19, 2021 Juneteenth Service with Remembrance of Emmanuel 9, St. David, West Columbia, Bishop Aebischer, Assistant to the Bishop Edenfield
June 30, 2021 Kinard Manor Dedication, Bishop Aebischer, Assistant to the Bishop Carter
September 1, 2021 Endowment Grant Committee Meeting, Bishop Aebischer
February 17, 2022 Kinard Manor Gala, Bishop Aebischer, Assistant to the Bishop Carter, Assistant to the Bishop Edenfield, Pastor James Henricks, DEM, and SC Synod Staff members
March 1, 2022 Cristo Rey Site Visit, Bishop Aebischer, Assistant to the Bishop Carter, Pastor James Henricks, DEM.
April/May meetings with potential Mission Developer, Bishop Aebischer, Assistant to the Bishop Carter, Assistant to the Bishop Edenfield, Pastor James Henricks, DEM.
April 4, 2022 – Nehemiah Action Meeting, MORE Justice Columbia

Conference of Bishops (Bishop Aebischer)

Thursdays weekly – COB Conversations/Enrichments (Zoom)
June 16, 2021 – ELCA Roster Committee Meeting
September 29 – October 2, 2021 Fall Conference of Bishops Meeting (Zoom)
January 18, 2022 – COB Meeting (Zoom)
January 24-27, 2022 - COB Retreat (2020 Bishops)
February 24, 2022 - COB Antiracism Training (Zoom)
March 2-5, 2022 – Spring Conference of Bishops Meeting (In Person)
September 23, 2021 – ELCA Roster Committee Meeting (Zoom)
October 15, 2021 – ELCA Roster Care Committee Meeting (Zoom)
February 28, 2022 – ELCA Roster Committee Meeting (Zoom)
March 16, 2022 – ELCA Roster Committee Meeting (Zoom)

Conference of Deans/Conference Meetings

(Bishop Aebischer, Assistant to the Bishop Carter, Assistant to the Bishop Edenfield)

Summer 2021 Deans meet with Barbara Keller for Continuing Education on Ministry Boundaries with Sex Offenders
September 28, 2021 – Meeting of Deans (Zoom)
March 24, 2022 Meeting of Deans (Zoom)
Each Conference Dean schedules their own weekly or monthly meeting with Rostered leaders of the Conference and Conference Meetings as needed throughout the year.

Congregational Partnership Visits (Includes meetings with Pastors/Deacons/Council Presidents & Worship Leadership)

June 1, 2021 – St. Matthew, Lexington, Bishop Aebischer
June 13, 2021 – Lutheran Church by the Lake, McCormick, Bishop Aebischer
June 27, 2021 – Epiphany, Rock Hill, Bishop Aebischer
July 7, 2021 – Our Shepherd, Hartsville, Bishop Aebischer & Pastor Carter
July 11, 2021 Reformation, Lancaster, Bishop Aebischer
July 25, 2021 – New Life, Socastee Council Conversation, Pastor Carter, Bishop Aebischer
August 17, 2021 – Council Presidents Exploration meeting, Bishop Aebischer
August 18, 2021 - Council Presidents Exploration meeting, Bishop Aebischer
September 1, 2021 – Council Presidents Exploration Meeting, Bishop Aebischer
September 7, 2021 – Heartland Conference Fish Fry, Staff
September 8, 2021 – Pilgrim Leader Meeting, Bishop Aebischer, Pastor Carter, Pastor Edenfield
September 12, 2021 – Sandy Run, Swansea, Bishop Aebischer
September 13, 2021 – Leone House Blessing, West Columbia, Bishop Aebischer
September 26, 2021 – Lutheran Church by the Lake, Consultation, Bishop Aebischer, Pastor Edenfield
October 3, 2021 – Restoration Chapel Worship, Immanuel, Greenwood, Bishop Aebischer
October 6, 2021 – St. Matthews, Charleston, Bishop Aebischer
October 17, 2021 – Lutheran Church by the Lake, First Vote, Bishop Aebischer, Pastor Edenfield
November 4, 2021 – St. Barnabas, Charleston, Leadership Meeting, Bishop Aebischer, Pastor Carter
November 4, 2021 – St. Paul, Mt. Pleasant, Bishop Aebischer
November 15, 2021 – Beloved Leadership Meeting, Bishop Aebischer
December 1, 2021 – Holy Trinity, Pelion, Leadership Meeting, Bishop Aebischer
December 19, 2021 – Union, Leesville, First Vote, Bishop Aebischer, Pastor Edenfield
January 4, 2022 – St. David, West Columbia, Executive Leaders Meeting, Bishop Aebischer
January 13, 2022 – St. Mark, Leesville, Council Leader meeting, Bishop Aebischer
January 31, 2022 – Christ Mission, Congregational Meeting, Bishop Aebischer, Pastor Carter
February 6, 2022 – Sandy Run, Swansea, Holy Trinity, Pelion, Leaders Meeting, Bishop Aebischer
February 16, 2022 – Holy Trinity, Pelion, Congregational Visit, Bishop Aebischer
March 1, 2022 – Cristo Rey, West Columbia, Site Visit, Bishop Aebischer, Pastor Carter, Pastor Henricks
March 1, 2022 – Christ the King, Columbia, Walk through, Bishop Aebischer, Pastor Carter, Pastor Henricks
March 14, 2022 – Summer Memorial, Newberry, Council Leaders, Bishop Aebischer

Council Meetings, Congregational Events and Call Committee Meetings

May 23, 2021 – Wittenberg, Leesville, Council Meeting, Bishop Aebischer
May 26, 2021 – St. James, Graniteville Council Meeting, Bishop Aebischer
June 1, 2021 – St. Matthews, Lexington Council Meeting, Bishop Aebischer
June 6, 2021 – Emmanuel, West Columbia Congregational Event, Bishop Aebischer, Assistant to the Bishop Carter
June 8, 2021 – Christus Victor, Columbia, Council, Bishop Aebischer
June 13, 2021 – Nazareth, Lexington, Council, Bishop Aebischer
June 23, 2021 – Emmanuel, West Columbia, Call Committee, Bishop Aebischer
July 7, 2021 – Mt. Tabor, West Columbia, Council, Bishop Aebischer
July 8, 2021 – Immanuel, Greenwood, Congregational Event, Bishop Aebischer, Pastor Carter
July 18, 2021 – St. Stephens, Lexington, Council, Bishop Aebischer
July 19, 2021 – Emmanuel, West Columbia, Call Committee, Bishop Aebischer
July 21, 2021 – St. Paul, Mt. Pleasant, Congregational Event, Bishop Aebischer, Pastor Carter
July 22, 2021 – Immanuel, Greenwood, Call Committee, Bishop Aebischer
July 25, 2021 – King of Glory, North Myrtle Beach, Congregational Event, Pastor Carter
August 15, 2021 – Holy Spirit, Charleston, Council, Bishop Aebischer
August 19, 2021 – Christus Victor, Call Committee, Bishop Aebischer
August 31, 2021 – Lutheran Church by the Lake, Council, Bishop Aebischer
September 15, 2021 – Good Shepherd, Walterboro, Congregational Event, Bishop Aebischer, Pastor Carter

September, 19, 2021 – St. Paul, Mt. Pleasant, Call Committee, Bishop Aebischer
 September 23, 2021 – King of Glory, Call Committee, Bishop Aebischer
 September 28, 2021 – Faith, West Columbia, Council, Bishop Aebischer
 October 11, 2021 – St. John, Spartanburg, Council, Bishop Aebischer
 October 13, 2021 – Wittenberg, Leesville, Call Committee, Bishop Aebischer
 October 21, 2021 – Christus Victor, Call Committee, Bishop Aebischer
 October 3, 2021 – Mt. Tabor, West Columbia, Call Committee, Bishop Aebischer
 November 11, 2021 – St. Paul, Gilbert, Council, Bishop Aebischer
 November 16, 2021 – St. James, Lexington, Council, Bishop Aebischer
 November 22, 2021 – Orangeburg, Orangeburg, Council leadership, Bishop Aebischer, Pastor Carter, Pastor Edenfield
 December 5, 2021 – St. Johannes, Charleston, Council, Bishop Aebischer
 January 9, 2022 – Mt. Hermon, Peak & Mt. Olivet, Chapin, Joint Council Meeting, Bishop Aebischer
 January 12, 2022 – Wittenberg, Leesville, Call Committee, Bishop Aebischer
 January 30, 2022 – St. Matthew, Lexington, Congregational Event, Pastor Henricks
 February 13, 2022 – St. Paul, Gilbert, Congregational Event, Bishop Aebischer, Pastor Carter
 February 15, 2022 – Ebenezer, Columbia, Council, Bishop Aebischer
 March 9, 2022 – St. Mark & Corinth, Leesville, Joint Council Meeting, Bishop Aebischer
 March 13, 2022 – Union, Leesville, Council, Bishop Aebischer
 March 13, 2022 – St. James, Council, Bishop Aebischer
 March 15, 2022 – St. Stephens, Lexington, Call Committee, Bishop Aebischer
 March 20, 2022 – St. James, Lexington, Congregational Event, Bishop Aebischer, Pastor Carter
 March 24, 2022 – Summer Memorial, Newberry, Council, Bishop Aebischer
 Throughout the year – Zoom Meetings with Rostered Ministers from outside the SC Synod who wish to be considered for call, Bishop Aebischer, Pastor Edenfield

Deaths

July 21, 2021 – Sylvia Faye Pitts Cumbee, spouse of the Rev. Luria E. Cumbee
 August 22, 2021 – The Rev. James Campbell
 September 6, 2021- The Rev. Rick Inman
 September 13, 2021 – Charlotte Diegel, spouse of the Rev. Ronald Diegel
 September 16, 2021 – The Rev. Dr. D. Murray Shull
 September 18, 2021 – Loretta Haigler, spouse of the Rev. Alvin Haigler
 October 13, 2021 – Caroline D. Swicegood, spouse of the Rev. D. Luther Swicegood
 October 29, 2021 – The Rev. Robert E. Snyder
 December 6, 2021 – The Rev. Frank Lyerly
 December 20, 2021 – The Rev. Everett Ray Price
 December 27, 2021 – Merrillyn Rickert Sease, spouse of the late Rev. Milas “Mike” Sease, III
 March 9, 2022 – The Rev. James Milligan

Ecumenical

September 2021 – Fellowship of SC Bishops Planning Meeting, (Bishop Aebischer)
 October 30, 2021 – Fellowship of SC Bishops Annual Dialogue, University of South Carolina, Presiding Bishop Michael Curry, Keynote Speaker, (Bishop Aebischer, Pastor Edenfield)
 October 30, 2021 – Fellowship of SC Bishops Meeting and Dinner (Bishop Aebischer)
 February 25-26, 2022 – Consecration of Bishop Daniel Richard, Upper Diocese of South Carolina, Columbia (Bishop Aebischer)
 March 31, 2022 – Fellowship of SC Bishops Lunch Meeting (Bishop Aebischer)

Finance (Charlene)

June, 22, 2021- Finance Committee Meeting with Outside Auditors, Charlene Fink
 September 1, 2021 – Mission Endowment Grant Committee Meeting, Bishop Aebischer, Charlene Fink
 October 26, 2021 – Campus Ministry Task Force Budget Meeting, Charlene Fink
 November 11, 2021 – Finance Committee Meeting, Charlene Fink
 January 11, 2022 – Finance Committee Meeting, Charlene Fink
 January 13, 2022 – Audit Committee Meeting, Charlene

Inclusiveness Network

June 19, 2021 – Worship to Celebrate Juneteenth and Commemorate the Emanuel Nine (Bishop Aebischer, Pastor Carter, Pastor Edenfield)
July 13, 2021 – Table Read for The Journey, Zoom. (Pastor Edenfield)
January 18, 2022 – Inclusiveness Network Meeting
February 10, 2022 – Latino Ministry Meeting (Pastor Edenfield)
February 14, 2022 – Upstate Latino Ministry Task Force, Bishop Aebischer, Pastor Henricks, Pastor Carter

Installations

July 11, 2021 – The Rev. Megan Lineberger, Bethel, White Rock. Installed by the Rev. Michael Price.
July 18, 2021 – The Rev. Christopher Shealy, Mt. Hebron, Leesville. Installed by the Rev. Lisa Isenhower.
August 15, 2021 – The Rev. Rebecca Lord-Phillips, Christ the King, Greenville. Installed by the Rev. Maria Miller.
October 10, 2021 – The Rev. Josh Knutson, Christ Community, N. Charleston. Installed by the Rev. Nathan Rice.
November 14, 2021 – The Rev. Adam Carnell, Emmanuel, West Columbia. Installed by the Rev. Nathan Gragg.
November 28, 2021 – The Rev. Jason Antley, St. Stephen's, Lexington. Installed by the Rev. Nathan Gragg.
January 9, 2022 – The Rev. Phillip Coggins, St. Luke, Columbia. Installed by the Rev. Emily Edenfield.
January 30, 2022 – Deacon Ashlyn Cox, Holy Spirit, Charleston. Installed by the Rev. Nathan Rice.
February 6, 2022 - The Rev. Christina Johnson, King of Glory, N. Myrtle Beach. Installed by the Rev. Jason Lee.

Institutional & Auxiliary Partnerships

August 2021 - February 2022 Weekly NovusWay Board Meetings (Zoom)
August 26, 2021 –NovusWay Board
September 14, 2021 – NovusWay Listening Team Member (Zoom), Bishop Aebischer
September 16, 2021 –LTSS Lutheran Polity and Leadership Guest Presenter, Bishop Aebischer
October 14, 2021 – SCLRC Board (Zoom) Bishop Aebischer
November 13, 2021 – NovusWay Board (Zoom) Bishop Aebischer
January 10 & 12, 2022 – NovusWay Interview Team Meetings, Bishop Aebischer
January 12, 2022 – SC Lutheran Men in Mission Western Conference Dinner, Bishop Aebischer
January 22, 2022 – SCLRC Board (Zoom) Bishop Aebischer
February 9-11, 2022 – NovusWay Interviews, Bishop Aebischer
February 18-19, 2022 – SC Lutheran Men in Mission Annual Convention, St. John, Beaufort, Bishop Aebischer, Pastor Carter
March 11-12, 2022 – NovusWay Board Meeting, Arden, NC, Bishop Aebischer

Interim Pastors

The Rev. Christi Pursey, St. James, Lexington
The Rev. Kevin Ogilvie, St. Mark/Corinth
The Rev. Matthew Lash, St. Paul, Gilbert
The Rev. Rich Donoughue, St. Johannes, Charleston
The Rev. Jane Mitcham, Grace, Prosperity
The Rev. Linda Anderson, Mt. Olivet, Chapin/Mt. Hermon, Peak
The Rev. Gary Brandenburg, St. Paul, Pomaria
The Rev. Mary Anderson, Wittenberg, Leesville
The Rev. Steve Counts, Nazareth, Lexington
The Rev. Christi Pursey, St. Paul's, Mt. Pleasant
The Rev. Wayne Young, Lutheran Church by the Lake, McCormick
The Rev. Christine Parham, Orangeburg, Orangeburg
The Rev. Craig Boehlke, Good Shepherd, Walterboro
The Rev. Karen Hawkins, Summer Memorial, Newberry
The Rev. Art Turfa, Faith, West Columbia
The Rev. Bill Ebener, Union, Leesville

Leadership Events

June 29, 2021 – Interim Gathering at Christus Victor, Columbia, Bishop Aebischer
August 23-25, 2021 – Leadership for Faithful Innovation Workshop, Bishop Aebischer, Pastor Ralph Hill
August 30, 2021 – Interim Planning Team, Bishop Aebischer, Pastor Carter, Pastor Edenfield
September 7, 2021 – Interim Gathering (Zoom) Bishop Aebischer
September 23, 2021 – Interim Planning Team, Bishop Aebischer, Pastor Carter, Pastor Edenfield
November 9, 2021 – Interim Gathering (Zoom) Bishop Aebischer
November 16, 2021 – Coffee & Conversation with leaders, Columbia Area, Bishop Aebischer, Pastor Carter, Pastor Edenfield, Pastor Henricks
November 17, 2021 - Coffee & Conversation with leaders, Greenville Area, Bishop Aebischer, Pastor Carter, Pastor Edenfield, Pastor Henricks
November 18, 2021 - Coffee & Conversation with leaders, Newberry Area, Bishop Aebischer, Pastor Carter, Pastor Edenfield, Pastor Henricks
November 22, 2021 - Coffee & Conversation with leaders, Orangeburg Area, Bishop Aebischer, Pastor Edenfield, Pastor Henricks
November 23, 2021 - Coffee & Conversation with leaders, Myrtle Beach Area, Bishop Aebischer, Pastor Edenfield, Pastor Henricks
November 29, 2021 - Coffee & Conversation with leaders, Summerville Area, Bishop Aebischer, Pastor Carter, Pastor Edenfield
November 29, 2021 - Coffee & Conversation with leaders, Mt. Pleasant Area, Bishop Aebischer, Pastor Carter, Pastor Edenfield
November 30, 2021 - Coffee & Conversation with leaders, Lexington Area, Bishop Aebischer, Pastor Carter, Pastor Edenfield, Pastor Henricks
November 29, 2021 - Coffee & Conversation with leaders, Bateburg-Leesville Area, Bishop Aebischer, Pastor Carter, Pastor Edenfield
December 6, 2021 - Coffee & Conversation with leaders, Spartanburg Area, Bishop Aebischer, Pastor Carter, Pastor Edenfield
December 8, 2021 - Coffee & Conversation with leaders, Anderson Area, Bishop Aebischer, Pastor Carter, Pastor Edenfield
December 9, 2021 - Coffee & Conversation with leaders, Rock Hill Area, Bishop Aebischer, Pastor Carter, Pastor Edenfield
December 13, 2021 - Coffee & Conversation with leaders, Bluffton Area, Bishop Aebischer, Pastor Carter
January 6, 2022 – CAGA Training for Assembly, Staff
February 1, 2022 – Interim Gathering (Zoom), Bishop Aebischer, Pastor Carter, Pastor Edenfield
February 3, 2022 – CAGA Training for Assembly, Staff
February 21-22, 2022 – Living Forward Retreat, Pastor Carter and Deacon Sarah D. Bowers
March 10, 2022 – Interim Leadership Team Meeting, Bishop Aebischer

Ordinations (Bishop Aebischer)

September 9, 2021 – Fred Klinker, St. Martin's Lutheran Church, Austin, Texas
November 13, 2021 – Christopher Girardeau, Lutheran Theological Southern Seminary Chapel
November 28, 2021 – Amanda Burke, Redeemer Lutheran Church, Columbia
December 3, 2021 – Christina Johnson, Our Savior's Lutheran Church, Arlington, Illinois

Region 9

June 29, 2021 – R9 First Call Consultation (Bishop Aebischer)
July 12-14, 2021 – R9 Bishops Retreat (Bishop Aebischer)
September 22, 2021 – R9 Boundary Training Day
September 23, 2021 – R9 Boundary Training Evaluation (Bishop Aebischer)
September 27, 2021 – R9 First Call Consultation (Bishop Aebischer)
October 9, 2021 – R9 Boundary Training Day (Neal Fischer, Pastor Carter, Bishop Aebischer, Pastor Edenfield)
November 3, 2021 – Boundary Training Day (Bishop Aebischer, Pastor Carter)
November 4, 2021 – R9 Council Meeting (Bishop Aebischer, Pastor Carter)
January 20, 2022 – R9 First Call Consultation (Bishop Aebischer)

February 7, 2022 – R9 Boundary Training Planning Team (Pastor Edenfield)

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

June 20, 2021 –William Seth Gibson

Resignations

May 30, 2021 – The Rev. Phillip Coggins, St. Paul, Gilbert

June 22, 2021 – Deacon Mitzie Schafer, NovusWay

July 2, 2021 – The Rev. David Coffman, Agape

August 11, 2021 – The Rev. Mike Shackelford, St. John, Spartanburg

September 12, 2021 – The Rev. James Henricks, Summer Memorial, Newberry

October 3, 2021 – The Rev. Adam Carnell, St. Paul, Aiken

November 24, 2021 – The Rev. David Coffman, South Carolina House Calls

December 31, 2021 – The Rev. Alvin Shrum, Franke at Seaside

February 20, 2022 – The Rev. Michael Price, Grace, Prosperity

April 17, 2022 – The Rev. Ricki Mason, Ehrhardt Parish

Retirement

July 1, 2021 – The Rev. Wayne C. Kannaday

September 1, 2021 – The Rev. Dr. Patrick W. Riddle

September 1, 2021 – The Rev. Dr. Kevin A. Ogilvie

October 1, 2021 – The Rev. Pamela C. Turfa

December 31, 2021 – The Rev. Alvin Shrum

December 1, 2021 – The Rev. Mark Buchan

February 1, 2022 – The Rev. Beverly Aurand

February 1, 2022 – The Rev. Brent Nichols

February 20, 2022 – The Rev. Diane Bowker

March 1, 2022 – The Rev. James Kinsler

Staff Development

Weekly Staff meetings

Semi-Annual Staff member reviews

December 14, 2021 - Annual Staff Retreat Day

Staff Development Days average once per quarter

Stated Supply Pastors

The Rev. Reggie Cruse, St. Peter, Batesburg-Leesville

The Rev. Rus Stilwell, St. Andrew, Blythewood

The Rev. Colin Kerr, Ecumenical Partner, St. Barnabas, Charleston

The Rev. Paul Williams, St. John, Clinton

The Rev. Paul Williams, St. Timothy, Whitmire

The Rev. Greg Martin, Trinity, Georgetown

The Rev. Jann Boyd, Enon, Leesville

The Rev. Ozzie Herlong, Bethany, Lexington

The Rev. Carroll Robinson, Holy Trinity, Pelion

The Rev. Art Hallman, Bethlehem, Pomaria

The Rev. Floyd Sides, Bachman Chapel, Prosperity

The Rev. Maria Miller, Augsburg, Union

The Rev. John Stoudemayer, Silverstreet, Silverstreet

The Rev. Zeke Hanford, Faith, Newberry

Natalie Cook, Bethany, Newberry

Stewardship (Pastor Herlong)

August 16, 2021, Building a Culture of Generosity, Rev. Ozzie Herlong

August 16, 2021, Lifeline Distribution Team, Rev. Ozzie Herlong

August 18, 2021, Steward Leader's Network Meeting, Rev. Ozzie Herlong
 August 25, 2021, Stewardship for All Seasons, Rev. Ozzie Herlong
 September 15, 2021, Stewardship for All Seasons, Rev. Ozzie Herlong
 September 16, 2021, Stewardship Symposium Planning Team, Rev. Ozzie Herlong
 September 27, 2021, Building a Culture of Generosity, Rev. Ozzie Herlong
 November 4, 2021, First Call Theological Education Stewardship Gathering Planning Team, Rev. Ozzie Herlong
 November 9, 2021, Lifeline Distribution Team, Rev. Ozzie Herlong
 November 15, 2021, Building a Culture of Generosity, Rev. Ozzie Herlong
 November 16, 2021, Lifeline Steering Team Region 9, Rev. Ozzie Herlong
 November 17, 2021, Stewardship for All Seasons, Rev. Ozzie Herlong
 January 12, 2022, Stewardship for All Seasons, Rev. Ozzie Herlong
 January 12, 2022, Steward Leader's Network Meeting, Rev. Ozzie Herlong
 January 27, 2022, LTSS/Region 9 Council for Stewardship Education, Rev. Ozzie Herlong
 January 28, 2022 – Stewardship Symposium, Lutheran Theological Southern Seminary, Bishop Aebischer, Pastor Carter, Pastor Edenfield, Pastor Henricks, Pastor Herlong
 June, July, August, Mission Support Video, Rev. Ozzie Herlong
 February 9, 2022, Stewardship for All Seasons Preview, Rev. Ozzie Herlong
 March 30, Stewardship for All Seasons, Rev. Ozzie Herlong
 March 31, 2022, Lifeline Steering Team Region 9, Rev. Ozzie Herlong
 April 1-2, 2022, LTSS Senior Class Symposium, Rev. Ozzie Herlong
 April 20, 2022, Steward Leader's Network Meeting, Rev. Ozzie Herlong
 April 21, 2022, Lifeline Distribution Team, Rev. Ozzie Herlong
 May 11, 2022, Lifeline Distribution Team, Rev. Ozzie Herlong
 May 25, 2022, Lifeline Distribution Team, Rev. Ozzie Herlong
 May 26, 2022, Stewardship for All Seasons, Rev. Ozzie Herlong

Synod Council (Bishop Aebischer, Pastor Carter, Pastor Edenfield, Pastor Henricks)

July 29, 2021 – Executive Council Meeting, Bishop Aebischer (Zoom)
 August 21, 2021 – Council Meeting (Zoom)
 August 30, 2021 – Executive Council Meeting, Bishop Aebischer (Zoom)
 September 13, 2021 – Synod Council (Zoom)
 October 27, 2021 – Executive Council Meeting, Bishop Aebischer (Zoom)
 November 11, 2021 – Synod Council (Zoom)
 February 14, 2022 – Executive Council Meeting, Bishop Aebischer (Zoom)
 February 28, 2022 – Synod Council (Zoom)
 March 21, 2022 – Executive Council Meeting, Bishop Aebischer (Zoom)
 Throughout the year – regular meetings with Synod Lifeline Distribution Team for debt reduction

Transfers Granted

December 15, 2021 – The Rev. Alejandro Mejia, Transfer to Delaware-Maryland

Transfers Received

May 29, 2021 – The Rev. Andrea Bates, Transfer from NC Synod
 May 29, 2021 – The Rev. Kyle Bates, Transfer from NC Synod
 October 1, 2021 – The Rev. Chris Christopher, Transfer from Texas-Louisiana Gulf Coast Synod
 December 12, 2021 – The Rev. Arnold G. Johnson, Transfer from Northern Texas-Northern Louisiana Synod
 December 12, 2021 – The Rev. Marie-Claude M. Herrenschildt, Transfer from Northern Texas-Northern Louisiana Synod
 December 14, 2021 – Deacon Judith Aebischer, Transfer from Southeastern Synod
 January 1, 2022 – The Rev. Aaron DeBenedetto, Transfer from Saint Paul Area Synod

Worship Celebrations and Special Events

July 2021 – 40th Anniversary Worship and Celebration with The Rev. Jim Kinsler and Lutheran Church by the Lake, McCormick
 September 5, 2021 – St. Paul's, Columbia (Pastor Edenfield)

September 27, 2021 – Diana Butler Bass, Zoom Convo
October 31, 2021 – Reformation Worship, Mt Tabor, West Columbia (Pastor Edenfield)
November 7, 2021 – Holy Spirit, Charleston, Advent Hymn Fest, Bishop Aebischer
January 16, 2022 – Good Shepherd, Ascension, Columbia; Worship (Pastor Edenfield)
February 13, 2022 –Hope, Vance; Worship (Pastor Edenfield)
February 17, 2022 – Kinard Manor Gala, Columbia, Staff
February 20, 2022 – The Rev. Brent Nichols, St. Paul, Pomaria, Retirement Drop-In, Bishop Aebischer
February 27, 2022 – Ebenezer, Columbia, Baptism of Rosamond Solveig Aebischer, Bishop Aebischer, Pastor Paul Aebischer
February 27, 2022 –St. Luke, Prosperity, Worship (Pastor Edenfield)
March 27, 2022 – St. David, West Columbia, Sending Service for Pastor Greg Brown, Bishop Aebischer
March 27, 2022 – Incarnation, Columbia. Worship. Pastor Edenfield

Youth (Pastor Edenfield)

June 19, 2021 – SCLCY Convention, St. David, West Columbia
July 18-23, 2021 –Camp Hugg, Camp Kinard, Batesburg-Leesville
July 26, 2021 –Preached at GraceWorks, Columbia
August 28, 2021 – SCLCY Cabinet Meeting, Redeemer, Columbia
September 26, 2021 –SCLCY Cabinet Meeting, Zoom
October 24, 2021 –Youth Gathering Planning Meeting, Zoom
November 13, 2021—LCY Cabinet Meeting, Zoom
November 11, 2021—Youth Gathering Planning Meeting, Zoom
December 11, 2021—SCLCY Cabinet Meeting, Zoom
January 15, 2022—Leader Training for (cancelled) 9th and 10th retreat, Zoom
February 17-19, 2022—11th and 12th Grade Retreat, Coastal Retreat Center
March 5, 2022—LCY Cabinet Meeting, Redeemer, Columbia
March 6, 2022—GraceWorks Columbia Planning Meeting, Ebenezer, Columbia
March 18-20, 2022—9th and 10th Grade Retreat, Middle School Retreat, Camp Kinard

Young Adult (Pastor Emily Edenfield)

August 30, 2021 – Young Adult Ministry Task Force
October 13, 2021—Young Adult Zoom Event

Campus Ministry (Pastor Emily Edenfield)

July 12, 2021—Visited Winthrop LCM
July 13, 2021—Campus Ministry Task Force Meeting, Zoom
July 15, 2021—Visited Clemson LCM
October 26, 2021 –Campus Ministry Task Force Meeting, Zoom



Report of the Synod Vice President, Deacon Lexanne Graves



Your South Carolina Synod Council gathered in August 2021 over Zoom under the theme, *“What have we learned? Asking the Right Questions!”* Our scripture texts that guided our conversations were from Isaiah 43:19, **“Behold, I am about to do a new thing. Do you see it?”** and Mark 2:22, **“And no one puts new wine into old wineskins; otherwise, the wine will burst the skins, and the wine is lost, and so are the skins.”** It was a blessing to hear from your Council leaders what the Covid pandemic

has taught us on how to be God’s church in new ways, how we can do leadership in creative ways, how we might try holy experiments in God’s church, and how we might step out of our comfort zones to facilitate God’s church in raising up new lay and rostered leaders. Ideas were shared and hearts expanded on ways we might be inclusive of all our sisters and brothers, no matter where we live/work/worship. THIS is how we lean into the vision of the church God intended.

Here in the SC Synod we have had to be creative on many aspects of ministry, from recorded sermons from our Bishops staff so that tired rostered ministers may take much needed vacation, to doing drive-thru communion options, to being flexible with work from home options, to holding bible studies and committee meetings online just so that we remain connected as God’s people. While not ideal, we remained connected in community and connected to Jesus in spirit-filled, new ways. We all have had to stretch our minds and respond with a compassionate heart in these challenging times; and God’s presence remained constant, as it has throughout many challenging generations.

God continues to speak through your 22 elected Synod Council members and its four officers throughout the year. It is 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 139 congregations. We are truly blessed to be a blessing!

- + Reinvigorated our Synod Organization by adding two new engaged, organized leaders as Table Conveners which has provided greater communication and enhanced ministry;
- + Gave financial freedom to Rostered Ministers through our SC Lifeline Distribution Fund who have been saddled with large educational and seminary debts;
- + Unanimously welcomed in our new Director of Evangelical Mission 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;
- + Financially and prayerfully supported a new mission start called Restoration Chapel, Greenwood, SC;
- + Maintained the Rosters of both Ministers of Word and Service (Deacons) and Ministers of Word and Sacrament (Pastors) who are active, retired, as interim and on leave from call;
- + Improved Compensation Guidelines for rostered ministers, designed to promote healthy conversations about defined compensation;
- + Inspired each congregation to partner with a local school to help with learning gaps; and
- + Encouraged congregations to tell God’s Amazing story of what the Spirit is doing in our congregations!

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
South Carolina Synod Assembly
2022**

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; Rev. James Henricks, Director for Evangelical Mission; 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. Wendy Davidson, Administrative Assistant, and Kelley Mintz have ably prepared the *Directory and Minutes of the South Carolina Synod 2021* and the *Bulletin of Reports* for voting members of this assembly, respectively. 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 archive 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 105 congregations out of 143 congregations that filed reports at the end of December 31, 2020. The baptized membership decreased by 1,050 persons from 41,155 to 40,105 at the end of 2020 (*the latest year that statistics were available at the time this report was written*). The average size of a congregation in this synod is 273 baptized members. Regular giving by members in congregations decreased by \$1,638,805 from \$34,471,940 to \$32,833,135. Average giving per confirmed member decreased in 2020 by \$44.05 from \$1,244.26 to \$1,200.21. The average weekly worship attendance per congregation (on-site) was 64 persons and the average weekly worship attendance per congregation (on-line) was 175 persons. Source: *Summary of Congregational Statistics* are available on the synod website. Go to <https://scsynod.com/about/> and download the 2021 *Directory and Minutes*.

In accordance with S7.32.A20.f. of the Constitution, Bylaws and Continuing Resolutions of the South Carolina Synod, ELCA, I recommend that two copies of the Minutes of the 2021 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, 2022
 Referred to as 2021-22

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 such a joy.

Mission Support

Below is a summary of mission support from our congregations for the year 2021-22 as compared to 2020-21:

	<u>2021-22</u>	<u>2020-21</u>
Mission Support Budgeted	\$2,472,645	\$2,400,000
Mission Support Received	\$2,438,086	\$2,315,512

As you can see, the Synod received \$122,574 more than the prior year. We attribute this increase to congregations returning to in-person church. Thanks to all of you for your contributions. They are greatly appreciated. In addition to mission support, the Synod received \$485,986 in 2021-22 for other funds (ministries) such as World Hunger, World Relief, Domestic and International Disaster Relief, Missionary Support, etc. Mission support from the 151 congregations is presented in the schedule on the following pages.

Expenditures

Below is a summary of expenditures for the year 2021-22 as compared to 2020-21:

	<u>2021-22</u>	<u>2020-21</u>
Mission Benevolence	\$1,044,708	\$ 998,341
Institutions	\$ 183,550	\$ 186,800
Deepening Discipleship Table	\$ 163,083	\$ 167,770
Community Engagement Table	\$ 178,049	\$ 182,338
Communication/Technology Table	\$ 67,815	\$ 69,407
Operating Expenses	<u>\$ 819,334</u>	<u>\$ 677,881</u>
Total Expenditures	<u>\$2,456,539</u>	<u>\$2,282,537</u>

The ELCA support for 2021-22 was 43.25% of unrestricted mission support. For a comparison of expenditures with the budget, see the following financial statements.

Budget

The budget approved by the Synod Assembly for 2022-23 is \$2,616,500 with support for the ELCA at 43.25%. The budget approved by the Synod Council to be recommended to the 2022 Synod Assembly for 2023-24 is \$2,698,554 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, 2022, was \$80,673 as compared to the \$105,947 for the year ending January 31, 2021.

Other Items

The SC Synod acquired the following real estate from the closing of a congregation. The upkeep and sale of this property is under the property committee. The property committee has enlisted a Real Estate Agency to market and sell this property.

Christ the King Church (Columbia) Property

The remaining three lots of the Callahan Lake Property were sold by May 21, 2021. The Trinity Church (Saluda) Property sold on October 6, 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 ELCA. I believe that the work we do together is a great benefit to God's people.

Raymond L. Hendrix, Jr., Treasurer

South Carolina Synod, ELCA

Mission Support, SC Synod Support & Other Funds

February 1, 2021 through January 31, 2022

	Organization	Mission Support	SC Synod Support	Other Funds	Total
1	All Saints 07396, Mt. Pleasant	\$59,583.29	\$0.00	\$200.00	\$59,783.29
2	Ascension 05596, Columbia	\$1,000.00	\$0.00	\$0.00	\$1,000.00
3	Atonement 05658, Laurens	\$200.00	\$0.00	\$0.00	\$200.00
4	Augsburg 05648, Union	\$1,200.00	\$0.00	\$150.00	\$1,350.00
5	Bachman Chapel 05640, Prosperity	\$8,850.00	\$0.00	\$1,260.00	\$10,110.00
6	Beth Eden 05628, Newberry	\$250.00	\$0.00	\$0.00	\$250.00
7	Bethany 05627, Newberry	\$8,054.00	\$0.00	\$0.00	\$8,054.00
8	Bethany 05721, Lexington	\$4,938.00	\$0.00	\$2,115.00	\$7,053.00
9	Bethel 05620, White Rock	\$20,625.00	\$0.00	\$0.00	\$20,625.00
10	Bethlehem 05608, Irmo	\$17,870.04	\$0.00	\$0.00	\$17,870.04
11	Bethlehem 05637, Pomaria	\$10,000.00	\$0.00	\$2,820.40	\$12,820.40
12	Bethlehem 05703, Leesville	\$10,000.00	\$0.00	\$0.00	\$10,000.00
13	Cedar Grove 05705, Leesville	\$0.00	\$25,000.00	\$602.00	\$25,602.00
14	Christ 07329, Hilton Head	\$0.00	\$0.00	\$267.82	\$267.82
15	Christ Community 31261, N. Charleston	\$3,600.00	\$0.00	\$20,004.00	\$23,604.00
16	Christ Mission 31117, Columbia	\$0.00	\$0.00	\$0.00	\$0.00
17	# Christ the King 05621, Columbia	\$3,750.00	\$0.00	\$0.00	\$3,750.00
18	Christ the King 16415, Greenville	\$1,440.00	\$0.00	\$0.00	\$1,440.00
19	Christus Victor 07571, Columbia	\$21,712.89	\$0.00	\$0.00	\$21,712.89
20	Colony 05630, Newberry	\$7,820.00	\$0.00	\$0.00	\$7,820.00
21	Corinth 05724, Saluda	\$0.00	\$7,100.00	\$20,515.00	\$27,615.00
22	Cristo Rey 30851, West Columbia	\$1,509.60	\$0.00	\$0.00	\$1,509.60
23	Cross and Crown 07503, Florence	\$12,143.00	\$0.00	\$900.00	\$13,043.00
24	Crossroads 30706, Fort Mill	\$10,068.00	\$0.00	\$1,325.00	\$11,393.00
25	Ebenezer 05598, Columbia	\$33,275.00	\$0.00	\$2,870.39	\$36,145.39
26	Ehrhardt Memorial 05677, Ehrhardt	\$3,000.00	\$0.00	\$0.00	\$3,000.00
27	Emmanuel 05614, West Columbia	\$25,247.30	\$0.00	\$2,345.00	\$27,592.30
28	Enon 05704, Leesville	\$0.00	\$0.00	\$0.00	\$0.00
29	Epiphany 30081, Rock Hill	\$5,300.00	\$0.00	\$1,354.00	\$6,654.00
30	Faith 05615, West Columbia	\$11,000.00	\$0.00	\$2,200.00	\$13,200.00
31	Faith 05631, Newberry	\$0.00	\$0.00	\$0.00	\$0.00
32	Faith 05683, Johns Island	\$5,616.72	\$0.00	\$1,060.00	\$6,676.72
33	Faith 05696, Batesburg-Leesville	\$2,662.00	\$0.00	\$0.00	\$2,662.00
34	Faith Lutheran Chapel 30683, Pickens	\$3,850.00	\$0.00	\$613.22	\$4,463.22
35	Good Hope 05727, Ward	\$0.00	\$0.00	\$250.00	\$250.00
36	Good Shepherd 05600, Columbia	\$42,423.26	\$0.00	\$3,404.10	\$45,827.36
37	Good Shepherd 05612, Swansea	\$2,606.97	\$0.00	\$0.00	\$2,606.97
38	Good Shepherd 05692, Walterboro	\$9,350.00	\$0.00	\$2,063.00	\$11,413.00
39	Grace 05611, Rock Hill	\$73,806.80	\$0.00	\$0.00	\$73,806.80
40	Grace 05643, Prosperity	\$12,433.52	\$0.00	\$3,970.64	\$16,404.16
41	Grace 05698, Gilbert	\$12,999.96	\$0.00	\$2,490.00	\$15,489.96
42	Holy Communion 05659, Spartanburg	\$1,920.00	\$0.00	\$1,060.00	\$2,980.00
43	Holy Spirit 30725, Charleston	\$15,583.42	\$0.00	\$0.00	\$15,583.42
44	Holy Trinity 05651, Anderson	\$17,999.96	\$0.00	\$13,739.00	\$31,738.96
45	Holy Trinity 05722, Pelion	\$0.00	\$0.00	\$4,870.00	\$4,870.00
46	Hope 30080, Vance	\$3,300.00	\$0.00	\$0.00	\$3,300.00
47	Immanuel 05657, Greenwood	\$39,163.00	\$0.00	\$1,560.00	\$40,723.00
48	Incarnation 05601, Columbia	\$11,104.21	\$0.00	\$2,000.00	\$13,104.21
49	Joy 30418, Moore	\$46,449.96	\$0.00	\$1,700.00	\$48,149.96
50	King of Glory 07449, North Myrtle Beach	\$13,549.17	\$0.00	\$476.49	\$14,025.66
51	Living Springs 07829, Columbia	\$48,500.00	\$0.00	\$6,951.87	\$55,451.87
52	Lord of Life 30351, Bluffton	\$30,125.00	\$32.41	\$2,227.50	\$32,384.91

South Carolina Synod, ELCA

Mission Support, SC Synod Support & Other Funds

February 1, 2021 through January 31, 2022

	Organization	Mission Support	SC Synod Support	Other Funds	Total
53	Lutheran Church by the Lake 30369, McCormick	\$19,771.61	\$0.00	\$1,846.00	\$21,617.61
54	Macedonia 05644, Prosperity	\$0.00	\$15,000.00	\$16,610.00	\$31,610.00
55	Martin Luther 05668, Charleston	\$10,800.00	\$0.00	\$1,955.00	\$12,755.00
56	Messiah 05663, Mauldin	\$24,000.00	\$0.00	\$1,955.00	\$25,955.00
57	Messiah 05687, Hanahan	\$9,729.65	\$0.00	\$4,308.00	\$14,037.65
58	Mt. Calvary 05701, Johnston	\$9,750.00	\$0.00	\$52,327.50	\$62,077.50
59	Mt. Hebron 05706, Leesville	\$10,000.00	\$0.00	\$2,323.00	\$12,323.00
60	Mt. Hermon 05616, West Columbia	\$13,200.00	\$0.00	\$0.00	\$13,200.00
61	Mt. Hermon 05636, Peak	\$10,020.00	\$0.00	\$1,866.00	\$11,886.00
62	Mt. Horeb 05589, Chapin	\$55,741.67	\$0.00	\$9,868.00	\$65,609.67
63	# Mt. Olivet 05645, Prosperity	\$0.00	\$0.00	\$0.00	\$0.00
64	Mt. Olivet 05650, Chapin	\$9,999.98	\$0.00	\$1,350.00	\$11,349.98
65	Mt. Pilgrim 05625, Prosperity	\$600.00	\$0.00	\$404.00	\$1,004.00
66	Mt. Pleasant 05678, Ehrhardt	\$6,000.00	\$0.00	\$0.00	\$6,000.00
67	Mt. Pleasant 05729, Saluda	\$0.00	\$0.00	\$220.00	\$220.00
68	Mt. Tabor 05617, West Columbia	\$59,351.16	\$0.00	\$2,552.00	\$61,903.16
69	Mt. Tabor 05626, Little Mountain	\$28,290.16	\$0.00	\$6,133.00	\$34,423.16
70	Nazareth 05710, Lexington	\$770.00	\$0.00	\$4,464.00	\$5,234.00
71	Nuestro Salvador 31098, Greenville	\$0.00	\$0.00	\$0.00	\$0.00
72	Orangeburg 05688, Orangeburg	\$5,240.00	\$0.00	\$0.00	\$5,240.00
73	Our Saviour 05618, West Columbia	\$15,000.00	\$0.00	\$2,025.00	\$17,025.00
74	Our Saviour 05654, Greenville	\$25,417.00	\$0.00	\$9,155.00	\$34,572.00
75	# Our Shepherd 07234, Hartsville	\$0.00	\$2,200.00	\$0.00	\$2,200.00
76	Parroquia el Mesias, 31362, Mauldin	\$500.00	\$0.00	\$0.00	\$500.00
77	Pilgrim 05712, Lexington	\$8,000.00	\$248.33	\$844.56	\$9,092.89
78	Pine Grove 05684, Lone Star	\$5,200.00	\$0.00	\$480.00	\$5,680.00
79	Pisgah 05713, Lexington	\$32,916.63	\$0.00	\$20,974.29	\$53,890.92
80	Pomaria 05638, Pomaria	\$7,124.96	\$0.00	\$1,386.00	\$8,510.96
81	Providence 05711, Lexington	\$14,237.83	\$0.00	\$0.00	\$14,237.83
82	Redeemer 05623, Columbia	\$60,359.00	\$0.00	\$1,787.50	\$62,146.50
83	Redeemer 05633, Newberry	\$9,411.37	\$0.00	\$10,198.74	\$19,610.11
84	Redeemer 05669, Charleston	\$46,280.46	\$0.00	\$3,767.00	\$50,047.46
85	Redeemer 05730, Greer	\$7,260.00	\$0.00	\$0.00	\$7,260.00
86	Reformation 05602, Columbia	\$27,072.00	\$0.00	\$2,554.86	\$29,626.86
87	Reformation 05610, Lancaster	\$13,300.00	\$0.00	\$600.00	\$13,900.00
88	Restoration Chapel 31394, Greenwood	\$2,200.00	\$0.00	\$117.00	\$2,317.00
89	Resurrection 05665, Cameron	\$24,642.25	\$0.00	\$1,577.75	\$26,220.00
90	Sagrada Familia 31073, Columbia	\$1,229.96	\$0.00	\$0.00	\$1,229.96
91	Sandy Run 05613, Swansea	\$7,560.00	\$0.00	\$5,255.00	\$12,815.00
92	Shepherd of the Sea 07420, Garden City	\$36,352.12	\$0.00	\$700.00	\$37,052.12
93	Silverstreet 05647, Silverstreet	\$2,525.00	\$0.00	\$131.00	\$2,656.00
94	Springs of Grace 30443, Inman	\$2,000.00	\$0.00	\$0.00	\$2,000.00
95	St. Andrew 05585, Blythewood	\$600.00	\$0.00	\$0.00	\$600.00
96	St. Andrew's 05604, Columbia	\$54,383.00	\$0.00	\$9,465.00	\$63,848.00
97	St. Barnabas 05671, Charleston	\$0.00	\$0.00	\$0.00	\$0.00
98	St. David 05619, West Columbia	\$51,920.55	\$350.00	\$5,626.00	\$57,896.55
99	St. James 05590, Sumter	\$2,021.20	\$9,476.60	\$12,042.00	\$23,539.80
100	St. James 05629, Newberry	\$2,375.00	\$0.00	\$1,565.00	\$3,940.00
101	St. James 05700, Graniteville	\$17,499.96	\$0.00	\$4,280.04	\$21,780.00
102	St. James 05708, Summit	\$7,500.00	\$0.00	\$2,500.00	\$10,000.00
103	St. James 05715, Lexington	\$20,000.00	\$0.00	\$2,222.00	\$22,222.00
104	St. Johannes 05672, Charleston	\$1,250.00	\$0.00	\$0.00	\$1,250.00

South Carolina Synod, ELCA

Mission Support, SC Synod Support & Other Funds

February 1, 2021 through January 31, 2022

	Organization	Mission Support	SC Synod Support	Other Funds	Total
105	St. John 05609, Irmo	\$9,500.00	\$0.00	\$800.00	\$10,300.00
106	St. John 05642, Pomaria	\$500.00	\$0.00	\$0.00	\$500.00
107	St. John 05653, Clinton	\$300.00	\$0.00	\$0.00	\$300.00
108	St. John 05661, Spartanburg	\$75,600.00	\$0.00	\$3,056.54	\$78,656.54
109	St. John 05662, Walhalla	\$27,000.00	\$0.00	\$1,500.00	\$28,500.00
110	St. John 05702, Johnston	\$2,788.67	\$0.00	\$0.00	\$2,788.67
111	St. John 05714, Lexington	\$1,500.00	\$0.00	\$0.00	\$1,500.00
112	St. John's 05664, Beaufort	\$46,000.00	\$0.00	\$12,645.35	\$58,645.35
113	St. John's 05673, Charleston	\$9,000.00	\$0.00	\$16,838.00	\$25,838.00
114	St. Luke 05605, Columbia	\$3,750.00	\$0.00	\$1,545.00	\$5,295.00
115	St. Luke 05622, Florence	\$24,850.00	\$0.00	\$7,578.47	\$32,428.47
116	St. Luke 05646, Prosperity	\$23,919.00	\$4,784.00	\$5,805.82	\$34,508.82
117	St. Luke 05691, Summerville	\$45,000.00	\$0.00	\$575.00	\$45,575.00
118	St. Mark 05725, Batesburg-Leesville	\$0.00	\$0.00	\$10,627.15	\$10,627.15
119	St. Mark's 05690, Isle of Palms	\$9,390.00	\$0.00	\$0.00	\$9,390.00
120	St. Matthew 05639, Pomaria	\$8,900.00	\$0.00	\$254.00	\$9,154.00
121	St. Matthew 05666, Cameron	\$2,316.00	\$0.00	\$0.00	\$2,316.00
122	St. Matthew 05716, Lexington	\$0.00	\$0.00	\$0.00	\$0.00
123	St. Matthew's 05674, Charleston	\$94,166.59	\$0.00	\$0.00	\$94,166.59
124	St. Matthias 07330, Easley	\$3,750.00	\$0.00	\$0.00	\$3,750.00
125	St. Michael 05606, Columbia	\$9,600.00	\$0.00	\$5,200.00	\$14,800.00
126	St. Michael 05655, Greenville	\$30,000.00	\$0.00	\$0.00	\$30,000.00
127	St. Michael 05694, Moncks Corner	\$2,640.00	\$0.00	\$20,004.00	\$22,644.00
128	St. Nicholas 05680, Fairfax	\$0.00	\$1,500.00	\$0.00	\$1,500.00
129	St. Paul 05641, Pomaria	\$17,833.37	\$0.00	\$2,305.10	\$20,138.47
130	St. Paul 05695, Aiken	\$54,353.45	\$0.00	\$300.00	\$54,653.45
131	St. Paul 05699, Gilbert	\$675.00	\$0.00	\$2,335.00	\$3,010.00
132	St. Paul's 05607, Columbia	\$40,000.00	\$0.00	\$18,519.00	\$58,519.00
133	St. Paul's 05685, Mt. Pleasant	\$5,985.00	\$0.00	\$2,740.00	\$8,725.00
134	St. Peter 05697, Batesburg-Leesville	\$2,000.00	\$0.00	\$1,300.00	\$3,300.00
135	St. Peter's 07693, Pawleys Island	\$0.00	\$0.00	\$0.00	\$0.00
136	St. Philip 05634, Newberry	\$0.00	\$19,551.00	\$125.00	\$19,676.00
137	St. Philip 05686, Myrtle Beach	\$6,840.00	\$0.00	\$4,281.19	\$11,121.19
138	St. Stephen's 05718, Lexington	\$63,000.00	\$0.00	\$14,793.52	\$77,793.52
139	St. Thomas 05593, Chapin	\$10,000.00	\$0.00	\$350.00	\$10,350.00
140	St. Timothy 05587, Camden	\$10,716.00	\$0.00	\$0.00	\$10,716.00
141	St. Timothy 05649, Whitmire	\$2,290.00	\$0.00	\$0.00	\$2,290.00
142	Summer Memorial 05635, Newberry	\$16,875.04	\$0.00	\$5,195.01	\$22,070.05
143	Transfiguration 05588, Cayce	\$29,487.75	\$0.00	\$1,710.00	\$31,197.75
144	Trinity 05656, Greenville	\$86,750.00	\$0.00	\$26,953.42	\$113,703.42
145	Trinity 05679, Elloree	\$1,852.00	\$0.00	\$0.00	\$1,852.00
146	Trinity 05681, Fairfax	\$0.00	\$0.00	\$0.00	\$0.00
147	Trinity 05682, Georgetown	\$0.00	\$0.00	\$0.00	\$0.00
148	Union 05707, Leesville	\$0.00	\$0.00	\$0.00	\$0.00
149	University 05652, Clemson	\$46,530.00	\$0.00	\$0.00	\$46,530.00
150	Wittenberg 05709, Leesville	\$27,199.56	\$0.00	\$0.00	\$27,199.56
151	Zion 05719, Lexington	\$44,388.58	\$0.00	\$3,850.00	\$48,238.58
	Grand Total:	\$2,352,528.60	\$85,242.34	\$485,986.24	\$2,923,757.18
Note: The Synod and congregational figures may differ due to the closing of the Synod year and the congregational year.					
	# Deactive Contributors at FYE				



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

The South Carolina Synod Treasurer's Letter

March 15, 2022

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, 2022. These statements are being distributed for your information.

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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FOR SYNOD COUNCIL DESIGNATED AND FOR DONOR RESTRICTED

SCHEDULE OF REVENUES AND EXPENSES – GROWING IN GOD'S

MISSION APPEAL AND SAFE WATER FOR TANZANIA

**SOUTH CAROLINA SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA
STATEMENT OF FINANCIAL POSITION
January 31, 2022**

Assets		Totals
Cash and Cash Equivalents	\$	1,514,236
Investments		2,676,594
Prepaid Expenses		15,775
Property Available For Sale		595,000
Land, Building & Equipment, Net of Depreciation		1,773,341
Building Under Construction		<u>954,107</u>
Total Assets	\$	<u>7,529,053</u>
Liabilities and Net Assets		
Accounts Payable	\$	198,444
Notes Payable, Secured by Property		<u>156,000</u>
Total Liabilities	\$	<u>354,444</u>
Net Assets		
Donor Restricted	\$	2,315,634
Undesignated		
Council Designated		1,195,261
Unrestricted - Operating		<u>3,663,714</u>
Total Net Assets	\$	<u>7,174,608</u>
Total Liabilities and Net Assets	\$	<u>7,529,053</u>

Unaudited - See Synod Treasurer's Letter

**SOUTH CAROLINA SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA
SCHEDULE OF CHANGES IN OPERATING NET ASSETS - BUDGET VS ACTUAL
January 31, 2022**

	Budget	Actual
SUPPORT AND REVENUE		
Congregational Mission Support	\$ 2,403,000	\$ 2,352,844
Congregational SC Synod Support	69,645	85,242
Assembly Fees	62,000	13,040
Youth Ministry Income	25,000	1,895
SC Lutheran Subscription Income	13,500	
Rental Revenue	3,600	12,000
Miscellaneous Income	0	1,500
Investment Income	25,000	80,673
	<hr/>	<hr/>
TOTAL SUPPORT AND REVENUE	2,601,745	2,547,194
EXPENSES		
Support Programs		
ELCA Support	1,039,283	1,017,605
Joint Ministries of Region 9 Support	10,000	10,000
Archives Support	6,000	5,748
Bishop's Discretionary Fund	3,000	1,355
Regional Gift Planner - ELCA	10,000	10,000
Institutions	183,550	183,550
Total Support Programs	<hr/>	<hr/>
	1,251,833	1,228,258
Synod Programs		
Deepening Discipleship Table	178,700	163,083
Community Engagement Table	217,690	178,049
Communication/Technology Table	157,250	67,815
Total Synod Programs	<hr/>	<hr/>
	553,640	408,947
Administration and Operating Expenses	<hr/>	<hr/>
	796,272	806,301
	<hr/>	<hr/>
TOTAL EXPENSES	2,601,745	2,443,505
Increase in Net Assets Before Transfers and Other Changes	<hr/>	<hr/>
	0	103,689
Transfers and Other Changes in Net Assets		
Gain on Sale of Property		50,384
Transfers to Council Designated		(134,000)
Transfers from Council Designated		183,000
Non Cash Donation		595,000
Discount On Note Payable		4,156
Interest Expense		(4,156)
PPP Loan Forgiven		118,000
Non Budgeted Repairs		(8,874)
Increase (Decrease) in Transfers and Other Changes		<hr/>
		803,510
Increase (Decrease) in Net Assets		<hr/>
		907,198
Net Assets Beginning Balance		<hr/>
		2,756,516
Net Assets Ending Balance		<hr/>
		3,663,714

Unaudited - See Synod Treasurer's Letter
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**SOUTH CAROLINA SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA
SCHEDULE OF CHANGES IN SYNOD COUNCIL DESIGNATED NET ASSETS
YEAR ENDED JANUARY 31, 2022**

Accounts	Net Asset Balance 2/1/2021	Transfers/ Offerings/ Receipts	Net Investment Income	Net Assets Released from Restrictions Transfers/ Expenditures	Net Asset Balance at 1/31/22
Callahan Property	481,800			481,800	0
Campus Ministry - Principal	160,000				160,000
Capital Improvements Reserve	150,032	10,000	10,583		170,614
Synod Endowment Fund	457,735		34,548	25,840	466,443
Computers Upgrade	6,457				6,457
Cristo Rey - Building Donation	258,091				258,091
Lifeline Fund (Ministers in Debt)	30,000				30,000
Synod Staff Salaries	25,000				25,000
COVID-19 Congregation Grants	52,000			3,000	49,000
Discipleship/Stewardship	26,000				26,000
Other Properties' Maintenance	8,476			4,820	3,656
Total Council Designated Net Assets	1,655,590	10,000	45,131	515,461	1,195,261

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, 2022**

Accounts	Net Asset Balance 2/1/2021	Transfers/ Offerings/ Receipts	Net Investment Income	Net Assets Restrictions Transfers/ Expenditures	Net Asset Balance at 1/31/22
Trust Accounts	212,575				212,575
Growing in God's Mission Appeal	380,294	2,367		9,517	373,144
Safe Water for Tanzania	122,969	640			123,609
Mission Congregations Accounts	718,561	585,299		391,868	911,992
Special Contributions - Received & Remitted Hunger, Disaster, Institutions, etc.	0	365,862		365,862	0
Youth Ministry Accounts	24,799	5,162			29,961
Stewardship	14,212	32,074		32,677	13,609
Mission Director	17,101	10,275		1,790	25,586
Global Missions Accounts	6,519	6,820			13,339
Trust Income Accounts	323,459	16,517	44,056	12,413	371,619
Campus Ministry	28,127	4,298		1,788	30,637
Candidacy Scholarship Support	54,031	22,651		21,401	55,281
Resurrection SC Youth Fund	83,316		6,978	1,962	88,332
Others Accounts (19 accounts)	54,389	47,050	0	35,489	65,949
Total Donor Restricted Net Assets	2,040,352	1,099,015	51,034	874,767	2,315,634

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, 2022**

Goal of the GGM Appeal	1,750,000.00
Revenue	
From GGM Appeal	1,810,788.72
Proceeds from St Matthews	36,453.68
Investments Income	81,178.35
Total Revenue	1,928,420.75

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				
#1A Evangelism	170,000.00	56,876.01	40,315.51	16,560.50
#1B Stewardship	170,000.00	163,243.77	127,582.39	35,661.38
#1C Renewing Congregations	127,500.00	189,903.69	144,813.88	45,089.81
Planting and Sustaining Mission Cong				
#2A Missions Under Development	160,000.00	358,681.20	272,933.70	85,747.50
#2A1 MUD - Donor Designated	95,000.00	95,000.00	51,790.64	43,209.36
#2B Planting and Sustaining	212,500.00	133,072.01	48,299.18	84,772.83
Equipping Congregations				
#3 Equipping Congregations	255,000.00	254,866.59	203,223.82	51,642.77
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	245,374.60	234,914.48	10,460.12
Totals GGM Appeal	1,750,000.00	1,928,420.74	1,555,276.47	373,144.27
TANZANIA				
Safe Water		337,817.78	214,209.00	123,608.78
Totals GGM & Tanzania		2,266,238.52	1,769,485.47	496,753.05

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

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

FOR MANAGEMENT USE ONLY

REPORT OF THE SYNOD COUNCIL
Bulletin of Reports
South Carolina Synod, 2021-2022

Preface: Meeting Dates and Organization of Synod Council Committees

- I. Appointments
 - II. Proposed 2023 Compensation Guidelines*
 - III. Congregations
 - IV. Constitution, Bylaws and Continuing Resolutions
 - V. Financial Matters*
 - VI. Organization Chart
 - VII. Personnel
 - VIII. Agencies and Institutions
 - IX. Legacy Plan
 - X. Nominations and Elections 2022
 - XI. Property: Advisory Task Force and Property Manager
 - XII. Synod-Authorized Worshiping Communities
 - XIII. Synod Assembly
 - XIV. Synod Council
 - XV. Synod Office Holiday Schedule
 - XVI. Proposed Budget South Carolina Synod 2023-2024*
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PREFACE

Since the 2021 South Carolina (SC) Synod Assembly, Evangelical Lutheran Church in America (ELCA), the Synod Council has met on the following dates: August 21, 2021; September 13, 2021; November 15, 2021; February 28, 2022; and April 4, 2022. The Synod Council organized itself into the following committees:

Executive: The officers of this synod and two members of the Synod Council: Rev. Rachel Hoffman (Rostered minister-at large) and Ms. Cindy Davis (at large).

Constitution: Rev. W. Osborne Herlong Jr., chair; Rev. Frank W. Anderson; Ms. Gail Buchaman, Ms. Becky Koch, 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 Ms. Jessica Maxheimer.

Personnel: Rev. Rachel Hoffman, chair; Kayla Audette, Ms. Kathy Hendrix, Mr. John Kinard; and Mr. LaVone Griffin.

Property: Mr. Larry Rathe, chair; Mr. Robert Epting, and Rev. Rusty Kehl.

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. Megan Lineberger, Convener

Communications and Technology Table: Rev. Matthew B. Titus, Convener

Community Engagement Table: Ms. Emily Bugay, 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 Riggin, Liaison
 Communication and Technology Table: Deacon Katie Justice, Liaison
3. Appointed the Mr. Tex Davis, 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. Gayle Sims.
5. Appointed the following persons to the South Carolina Synod Assembly Nominating Committee for a term of two-years, 2022-2023: Mr. Kevin Wicker, Good Shepherd, Walterboro, Amelia Conference; Mrs. Ashley Shealy, Holy Spirit, Charleston, Coastal Conference; Rev. Jason Lee, St. Philip, Myrtle Beach, Epiphany Conference; Mr. Ken Heckel, Lutheran Church of Our Saviour, Greenville, Foothills Conference; Von Metts, Summer Memorial, Newberry, Heartland Conference; and Ms. Lauren Rawls, Transfiguration, Cayce, Saxe Gotha Conference. Those persons serving 2022– 2023 terms include: 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.
6. Appointed The Rev. Eric Fink, as chair, 2022 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 2022.
8. Appointed Mrs. Virginia Herlong, Synod Council, to the Audit Committee.
9. Appointed Rev. Patti Sue Burton-Pie, to the Audit Committee for a three-year term expiring 2024.
10. Appointed Mr. Russ Burleson, as chair of the Audit Committee for the calendar year 2022.
11. 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 Ms. Cheryl Smith and the Rev. Joanna Gragg, respectively.
12. Appointed, in accord with *S10.03. Constitution, Bylaws and Continuing Resolutions, South Carolina Synod*, The Rev. Michael Sherman, Pastor, Messiah, Mauldin, to fill the vacancy of the Rev. James Henricks, term expiring 2022, until the next regular meeting of the Synod Assembly.
13. Approved Steven Reed, Shepherd of the Sea, Garden City, as a voting member from the South Carolina Synod to the Churchwide Assembly, August 8-12, 2022, Columbus, Ohio, to fill the vacancy of Sergio Lorenzo, in accord with bylaw *S9.03.01.*, which provides for the alternate to come from nominees receiving the next highest number of votes on the ballot cast at the meeting of the Synod Assembly, June 26, 2021.

II. PROPOSED 2023 COMPENSATION GUIDELINES*

RECOMMENDATION FOR ASSEMBLY ACTION ON 2023 COMPENSATION GUIDELINES

- 1. Recommends the 2023 Compensation Guidelines for Rostered Ministers, South Carolina Synod, for adoption by the 2022 South Carolina Synod Assembly.**

The 2023 Compensation Guidelines for Rostered Ministers will be found on the documents page of the South Carolina Synod Assembly Web site under Recommendations and Notices. All documents to be used at assembly will be live at <https://scsynod.com/assembly/documents/>

The 2023 Compensation Guidelines for Rostered Ministers will be moved, upon approval by the 2022 South Carolina Synod Assembly, to the Call Process and Compensation page of the South Carolina Synod Web site. After adoption by the assembly the document will be live at <https://scsynod.com/call-process/>

III. CONGREGATIONS

1. Ratified the action of Mt. Pleasant Lutheran Church, Saluda, a congregation of the Evangelical Lutheran Church in America (ELCA) on April 18, 2021, to approve a *Plan of Agreement for a Federated Congregation*, formed with Saluda Presbyterian Church, Trinity Presbytery, Presbyterian Church USA, a full-communion partner, with the expectation that Mt. Pleasant, Saluda amend the congregation constitution to bring all sections into conformity with the *2019 Model Constitution for Congregations of the ELCA*, the current model, and submit the amended constitution for review by the Synod Council in the meeting on November 15, 2021.

Minutes of the Synod Council Meeting, August 21, 2021

2. Received the directives of the Legacy Plan, Christ the King Lutheran Church, 7239 Patterson Rd., Columbia, South Carolina 29209, upon the vote in a legally called meeting of the congregation on July 11, 2021, to dissolve the congregation and officially close on November 26, 2021; and to develop another plan to distribute the assets in the spirit of the gift, if for any reason, the South Carolina Synod cannot distribute the assets according to the wishes stated in the Legacy Plan; and to give thanks to God for the 58 years of ministry and partnership in the gospel with Christ the King and the South Carolina Synod.

Minutes of the Synod Council Meeting, August 21, 2021

3. Received a report on Mt. Olivet, Prosperity. A letter dated January 27, 2022, was received from Lisa R. Senn, Wicker & Senn, P. A., Attorneys and Counselors at Law, Newberry. In the letter she reported on the dissolution of Mt. Olivet, Prosperity; termination of its corporate status with the South Carolina Secretary of State; arrangements for the care and maintenance of the cemetery via an easement for the same written into the deed of conveyance from the church to The Palmetto Trust for Historic Preservation; and protected the church property in perpetuity by the recording of a protective conservation easement.

Minutes of the Synod Council Meeting, February 28, 2022

IV. CONSTITUTION, BYLAWS AND CONTINUING RESOLUTIONS

1. Amended S12.01.C19., *Constitution, Bylaws and Continuing Resolutions, South Carolina Synod.*

*To amend S12.01.C19. under *S18.31, Constitution, Bylaws and Continuing Resolutions, South Carolina Synod, by a two-thirds vote of the Synod Council to add a synod-authorized worshiping community.*

Additions are underscored.

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

~~S12.01.C19.21.~~ *The congregations, authorized worshiping communities, and congregations under development of this synod shall be organized into the following conferences and geographic areas in accord with S12.01.20., S12.01.21., and S12.01.22.*

NORTHERN AREA

Foothills

Synod-authorized Worshiping Community

Greenwood, Restoration Chapel

Minutes of the Synod Council Meeting, August 21, 2021

2. Amended S11.01.A14., *Constitution, Bylaws and Continuing Resolutions, South Carolian Synod*, in the following manner:

To amend S11.01.A14. under *S18.31, *Constitution, Bylaws and Continuing Resolutions, South Carolina Synod*, by a two-thirds vote of the Synod Council to approve the realignment, terminations, and additions to the networks.

Additions are underscored.

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

S11.01.A14.21. The Deepening Discipleship Table

The Deepening Discipleship Table will support and serve the people of the South Carolina Synod, by equipping current and future disciples for leadership. This table includes the following networks:

- a. ~~The Equipping Evangelism Leaders Network will train leaders who will equip people to experience evangelism creatively by going to those who need to hear the good news.~~
- ba. The Equipping Rostered Leaders Ministers Network will assist the rostered leaders ministers of the South Carolina Synod as they live their baptismal vocation through self-care, learning, discerning and fellowship.
- e. ~~The Equipping Youth and Young Adults Network will gather, equip, and inspire youth and young adults, by promoting opportunities for fellowship, service, and baptismal vocational engagement.~~
- db. The Equipping Steward Leaders Network will train leaders who will assist people in understanding the biblical relationship between resources and mission and equip them to live accordingly.
- c. The ~~Equipping~~ Lifelong Faith Formation Network will assist congregations by supporting their capacity to develop and to nurture the Christian faith for all ages.

S11.01.B14.21. Community Engagement Table

The Community Engagement Table will work to inspire and equip the people of the South Carolina Synod to discern and live out God's justice, peace, and wholeness as they accompany their neighbors in their local communities and beyond. This table includes the following networks:

- a. The Global Mission and Companion Synod Network will assist people to become aware of opportunities to interact with and support brothers and sisters in Christ around the world. This Network promotes a missional view of accompaniment- walking alongside the communities with whom it interacts, learning each community's story and recognizing how God is already at work with their communities.
- b. The Community Outreach Network will assist people to make Christ known by partnering with neighbors and congregations as they work to address the specific needs of their communities.
- c. The Inclusiveness Network will assist people in actively inviting and welcoming all persons regardless of race or culture by sharing the grace and love of Jesus Christ.
- d. The Ecumenical Network will assist people in the activity of ecumenical and interreligious relationships and enhance the public commitments of this synod to Lutheran, ecumenical, and interfaith cooperation, promoting unity among Christ's people.
- e. ~~The Planting and Sustaining New Congregations Network will assist in identifying locations on the territory of the South Carolina Synod for establishing congregations under development or Synodically Authorized Worshiping Communities (SAWCs). This network will provide oversight and assist the synod in sustaining their mission.~~
- f. ~~The Renewing Existing Congregations Network will work with people in congregations to renew and strengthen their relationship with God, with one another, and with the communities around them.~~
- e. The Equipping Youth and Young Adults Network will gather, equip, and inspire youth and young adults, by promoting opportunities for fellowship, service, and baptismal vocational engagement.
- f. The Hunger Relief Network will work to encourage and equip people, communities of faith, and organizations within the South Carolina Synod to support sustainable solutions that get at the root causes of hunger and poverty.
- g. The Vision of The Indigenous Peoples Accompaniment Network is to learn and educate churches and other groups about the need to seek truth, justice, and reconciliation with all Indigenous Peoples in South Carolina, and practice accompaniment with Indigenous Peoples.

S11.01.C44.21. *Communication and Technology Table*

The Communication and Technology Table will assist the people of the South Carolina Synod to develop communications through digital media, print media, web development and technology. This table includes the following networks:

- a. ~~Our Real Stories Network will provide ways for South Carolina Lutherans to communicate what God is doing in local ministry settings.~~*
- ba. The Communication Assistance Network will assist congregations in developing the tools necessary to tell their story.*
- eb. The Synod Technology Advisory Network will work in consultation with Synod staff and Information Technology professionals to make recommendations regarding hardware and software needs.*
- c. The Assembly Communications Network will provide information leading up to Synod Assembly, real-time updates during the Synod Assembly through social media and the website, along with news and stories following up after Synod Assembly.*

Minutes of the Synod Council Meeting, November 15, 2021.

3. *The Constitution, Bylaws and Continuing Resolutions, South Carolina Synod, Evangelical Lutheran Church in America* provides the following constitutional provisions, bylaws and continuing resolutions to guide the procedures and elections in the 2022 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 8.
OFFICERS**

†S8.01. The officers of this synod shall be a bishop, a vice president, a secretary, and a treasurer.

S8.30. Secretary

†S8.31. The secretary shall be elected by the Synod Assembly. The secretary shall be a voting member of a congregation of this synod. The secretary may be either a layperson or a rostered minister.

†S8.32. The secretary shall:

- a. Keep the minutes of all meetings of the Synod Assembly and Synod Council, be responsible for the printing and distribution of such minutes, and perform such other duties as this synod may from time to time direct.
- b. Be authorized and empowered, in the name of this synod, to attest all instruments which require the same, and which are signed and sealed by the bishop.
- c. In consultation with the bishop, classify and arrange all important papers and documents and deposit them in the archives of this synod.
- d. Submit to the secretary of this church at least nine months before each regular Churchwide Assembly a certified list of the voting members elected by the Synod Assembly.

S8.32.01. The secretary shall be responsible for the preparation, printing, and distribution of the *Bulletin of Reports* for the meetings of the Synod Assembly.

S8.40. Treasurer

†S8.41. The treasurer may be elected by the Synod Assembly or may be appointed by the Synod Council. The treasurer shall be a voting member of a congregation of this synod. The treasurer may be either a layperson or rostered minister.

S8.42. The treasurer shall provide and be accountable for:

- a. Management of the monies and accounts of this synod, its deeds, mortgages, contracts, evidences of claims and revenues, and trust funds, holding the same at all times subject to the order of this synod.
- b. Investment of funds upon the authorization of the Synod Council.
- c. Receipt and acknowledgment of offerings, contributions, and bequests made to this synod, collecting interest and income from its invested funds, and paying regular appropriations and orders on the several accounts as approved and directed by the Synod Council. The treasurer shall transmit each month to the treasurer of the Evangelical Lutheran Church in America the funds received by this synod for the general work of this church.
- d. Maintenance of a regular account with each congregation of this synod and informing the congregation, at least quarterly, of the status of this account.
- e. Rendering at each regular meeting of the Synod Assembly a full, detailed, and duly audited report of receipts and disbursements in the several accounts of this synod for the preceding fiscal year, together with the tabulation, for record and publication in the minutes, of the contributions from the congregations.
- f. Giving of corporate surety in the amount determined by the Synod Council, which shall be in the custody of the secretary, and the premium therefore shall be paid by this synod. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement. Obtaining a fidelity bond in the amount determined by the Synod Council for persons

handling synod funds, which bond shall be in the custody of the secretary. The premium for the bond shall be paid by this synod. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement.

S8.50. General Provisions

- †S8.51. **The terms of office of the officers of this synod shall be as follows:**
- a. **The bishop of this synod shall be elected to a term of six years and may be reelected.**
 - b. **The vice president and secretary of this synod shall be elected to a term of six years and may be reelected. The officer shall serve until his or her successor takes office.**
 - c. **The treasurer of this synod shall be elected to a six-year term and may be reelected. The treasurer shall serve until his or her successor takes office.**
- S8.51.01. The terms of office of the bishop and the vice president shall be arranged so that the terms are staggered and do not expire in the same year.
- S8.52. The terms of the officers shall begin on the first day of the third month following election or, in special circumstances, at a time designated by the Synod Council.**
- †S8.53. **Each officer shall be a voting member of a congregation of this synod, except that the bishop need not be a member of a congregation of this synod at the time of election.**
- S8.55. Should the vice president, secretary, or treasurer die, resign, or be unable to serve, the bishop, with the approval of the Executive Committee of the Synod Council, shall arrange for the appropriate care of the responsibilities of the officer until an election of a new officer can be held or, in the case of temporary disability, until the officer is able to serve again. The term of the successor officer, elected by the next Synod Assembly, shall be six years.**

Chapter 9. NOMINATIONS AND ELECTIONS

- †S9.01. **The Synod Assembly shall elect such officers of this synod and such other persons as the constitution and bylaws may require, according to procedures set forth in the bylaws. The Synod Assembly shall elect members of the Churchwide Assembly in accordance with bylaw 12.41.11. of the constitution and bylaws of the Evangelical Lutheran Church in America.**
- S9.01.A08. *The Synod Council Executive Committee shall provide for background checks for persons nominated for synodical office prior to the Synod Assembly at which the election will take place or as soon as possible after the Synod Assembly for newly elected officers nominated from the floor who were not identified as nominees prior to the assembly. The process shall be as follows:*
- a. *Prior to the Synod Assembly appropriate notice of the background check requirement and protocol will be provided to voting members, potential nominees, and others as directed by the Synod Council.*
 - b. *Nominees and newly elected officers are required to provide written consent to a background check and all information necessary to complete a background check, which should be completed prior to the Synod Assembly with respect to nominees and prior to installation for newly elected officers, if possible.*
 - c. *The Synod Council's Executive Committee shall designate one Executive Committee or Synod Council member to obtain the background checks.*

- d. *All background checks for nominees and newly elected officers will entail a criminal background check. A financial background check will be completed for nominees for treasurer. The Executive Committee shall decide whether additional types of background checks are appropriate for each officer position.*
- e. *The background check results shall be provided to that nominee or elected officer and to the Synod Council's Executive Committee. Further disclosure of the results may be determined by the Executive Committee.*
- f. *The Executive Committee may adopt other procedures or protocols as are necessary to provide for background checks for nominees and newly elected synodical officers and shall report such actions to the Synod Council.*

S9.02. In all elections by the Synod Assembly, other than for the bishop, a majority of the legal votes cast shall be necessary for election.

S9.03.03. Any nominations from the floor shall meet the same criteria as required for the position for which nominated.

S9.03.04. Terms of service for members of the Synod Council and for persons elected by this synod to boards of trustees of the institutions to which this synod is related shall be limited to two consecutive terms of three years each. Terms of service begin at the conclusion of the Synod Assembly at which they are elected. Terms of service end at the Synod Assembly at which their successors are elected. Should the constitution of any institution or agency specify a term of office for board members other than three years, the constitution of the institution shall take precedence over this bylaw as far as length of term is concerned. In computing eligibility for continued membership on the Synod Council, boards on which the synod is entitled to representation, or other organizational units where applicable, at the conclusion of a full term, service which preceded such term without interruption shall be disregarded if its duration was shorter than half a term.

S9.03.05. Any qualified person shall be eligible for election to and simultaneous service on one board and one committee. No person, except the bishop of synod, shall be eligible to serve simultaneously on two elective boards. No elected member of the Synod Council shall serve simultaneously on any other elective board or committee.

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

S9.04. The bishop shall be elected by the Synod Assembly by ecclesiastical ballot. Three-fourths of the legal votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Three-fourths of the legal votes cast on the second ballot shall be necessary for election. The third ballot shall be limited to the seven persons (plus ties) who received the greatest number of legal votes on the second ballot, and two-thirds of the legal votes cast shall be necessary for election. The fourth ballot shall be limited to the three persons (plus ties) who receive the greatest number of legal votes on the third ballot, and 60 percent of the legal votes cast shall be necessary for election. On subsequent ballots a majority of the legal votes cast shall be necessary for election. These

ballots shall be limited to the two persons (plus ties) who receive the greatest number of legal votes on the previous ballot.

- S9.04.A94.** *An "ecclesiastical ballot" is an election process:*
- a. In which on the first ballot the name of any eligible individual may be submitted for nomination by a voting member of the assembly;*
 - b. Through which the possibility of election to office exists on any ballot by achievement of the required number of votes cast by voting members of the assembly applicable to a particular ballot;*
 - c. That precludes spoken floor nominations;*
 - d. In which the first ballot is the nominating ballot if no election occurs on the first ballot;*
 - e. In which the first ballot defines the total slate of nominees for possible election on a subsequent ballot, with no additional nominations permitted;*
 - f. That does not preclude, after the reporting of the first ballot, the right of persons nominated to withdraw their names prior to the casting of the second ballot;*
 - g. In which any name appearing on the second ballot may not be subsequently withdrawn;*
 - h. That does not preclude an assembly's adoption of rules that permit, at a defined point in the election process and for a defined period of time, speeches to the assembly by nominees or their representatives and/or a question-and-answer forum in which the nominees or their representatives participate; and*
 - i. In which the number of names that appear on any ballot subsequent to the second ballot shall be determined in accordance with provisions of the governing documents (or, if the governing documents are silent, in accordance with rules adopted by the assembly).*
- S9.06.** **The secretary shall be elected by the Synod Assembly by ecclesiastical ballot as specified in S9.04.**
- S9.07.** **If the treasurer is elected, the Synod Council shall nominate at least one person for treasurer; additional nominations may be made from the floor.**
- S9.08.** **All elections shall be by ballot. In all elections, other than for the bishop, vice president and the secretary, the names of the persons receiving the highest number of legal votes, but not elected by a majority of the legal votes cast on a preceding ballot, shall be entered on the next ballot to the number of two for each vacancy unfilled. On any ballot when only two names appear, a majority of the legal votes cast shall be necessary for election.**
- S9.09.** **The result of each ballot in every election shall be announced in detail to the assembly.**
- †S9.12.** **Background checks and screening shall be required and completed for persons nominated as synod officers prior to their election, if possible, or as soon as practical after their election. The specific procedures and timing of background checks and screening shall be determined by the Synod Council.**

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, go to Constitutions and Directories, scroll down to South Carolina Synod Constitution.

End of constitutional provisions, bylaws, and continuing resolutions to guide the procedures and elections in the 2022 South Carolina Synod Assembly.

V. FINANCIAL MATTERS

RECOMMENDATION FOR ASSEMBLY ACTION*

1. Recommends the following “Budget Procedures” to guide the adoption of the 2023-2024 budget for adoption by the 2022 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 5:30 p.m. on Sunday, June 12. 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. Resolution for Discontinuation of Funding the Capital Improvement Fund

The Executive Committee moved the adoption of the *Resolution for Discontinuation of Funding the Capital Improvement Fund*:

WHEREAS, the Capital Improvement Fund (CIRF) was established on April 19, 1999, to provide funds for capital improvement in the future; and

WHEREAS, the CIRF was funded by the operating fund and the income earned on the CIF; and

WHEREAS, the balance of the CIRF was \$189,770.50 on January 31, 2013; and

WHEREAS, the funding by the operating fund was discontinued for the fiscal year January 31, 2014, and the years thereafter; and

WHEREAS, the CIRF was amended on July 29, 2021, to include major repairs; and

WHEREAS, the interest on the CIRF is approximately \$10,000 a year; and

WHEREAS, the balance of the CIRF was \$162,596 on July 31, 2021; therefore, be it

RESOLVED, that the synod discontinue funding the CIRF from the operating fund.

3. Voted to lay the resolution on the table, and to consider the motion on the *Amendments to the Capital Improvement Reserve Fund, Synod Council, April 19, 1999*, and to recognize Larry Rathe to bring a motion to the floor, *Resolution on the Distribution of Properties Sold by the South Carolina Synod*.
Minutes of the Synod Council Meeting, August 21, 2022

4. Voted to amend the description of the Capital Improvement Reserve Fund in the following manner:

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

The Capital Improvement Reserve fund was established by action of the South Carolina Synod Council on April 19, 1999. This fund was established for capital improvements to South Carolina Synod owned property ~~the synod office building and grounds~~ and is to be administered by the Synod Property Committee in consultation with the Synod Finance Committee. This fund ~~Capital improvements are improvements~~ is to be used for additions, improvements, furnishings, ~~the cost of which would properly be depreciated over their useful life under generally accepted accounting principles~~ and major repairs. This fund is not to be used for ~~repairs and maintenance, building and yard upkeep and minor repairs.~~

The recommendation as amended reads:

The Capital Improvement Reserve fund was established by action of the South Carolina Synod Council on April 19, 1999. This fund was established for capital improvements to South Carolina Synod owned property and is to be administered by the Synod Property Committee in consultation with the Synod Finance Committee. This fund is to be used for additions, improvements, furnishings, and major repairs. This fund is not to be used for maintenance, building and yard upkeep and minor repairs.

Minutes of the Synod Council Meeting, August 21, 2022

5. Approved the *Resolution on the Distribution of Properties Sold by the South Carolina Synod*:

Voted to designate 10% of the net proceeds from properties sold by the South Carolina Synod to the Capital Reserve Improvement Fund, and to pay the fees of closed congregations in the amount of \$5,000 or 5% of the congregation's assets, whichever is larger, in accord with the James R. Crumley Jr. Region 9 Archives fee schedule; and to exclude the current contract with Trinity, Saluda, and to declare this resolution become effective after September 20, 2021.

Minutes of the Synod Council Meeting, August 21, 2022

6. Voted to take the *Resolution for Discontinuation of Funding the Capital Improvement Fund* from the table.

7. Approved the *Resolution for Discontinuation of Funding the Capital Improvement Fund*:

WHEREAS, the Capital Improvement Fund (CIRF) was established on April 19, 1999, to provide funds for capital improvement in the future; and

WHEREAS, the CIRF was funded by the operating fund and the income earned on the CIF; and

WHEREAS, the balance of the CIRF was \$189,770.50 at January 31, 2013; and

WHEREAS, the funding by the operating fund was discontinued for the fiscal year January 31, 2014 and the years thereafter; and

WHEREAS, the CIRF was amended on July 29, 2021, to include major repairs; and

WHEREAS, the interest on the CIRF is approximately \$10,000 a year; and

WHEREAS, the balance of the CIRF was \$162,596 on July 31, 2021; therefore, be it

RESOLVED, that the synod discontinue funding the CIRF from the operating fund.

Minutes of the Synod Council Meeting, August 21, 2022

8. Approved a *Resolution on the Distribution of the Proceeds from the Sale of Trinity Lutheran Church Saluda*

WHEREAS, the property of Trinity Lutheran Church, 430 Trinity Road, Saluda, South Carolina 29138, is under a sale contract for \$240,000 with a proposed closing date of September 17, 2021, and

WHEREAS, the realtor cost will be 7% or \$16,800; and

WHEREAS, the cost of the South Carolina Stamp will be \$600, and the attorney fees will be \$ (TBD); therefore, be it

RESOLVED, to designate \$82,000, to new start and vitality fund, account #3020459-1; and be it further

RESOLVED, to designate \$90,000 to Current Unrestricted Balance, account # 452000-1; and be it further

RESOLVED, to designate \$10,000 to the Capital Improvement Reserve Fund, account #4810346-3; and be it further

RESOLVED, to designate \$27,000 to the Cristo Rey, West Columbia, Building Fund, account 3020328-2 and be it finally

RESOLVED, that the balance be designated to Current Unrestricted Balance, account #4520000-1.

Minutes of the Synod Council Meeting, August 21, 2022

9. Approved the recommendations of the South Carolina Synod Mission Endowment Fund Grant Committee to award grants in 2021 in the amount of \$21,000 to:

Ebenezer Lutheran Church, Columbia	\$ 940
FoodShare	
Lutheran Family Services in the Carolinas, Lutheran Services Carolinas,	\$3,650
Storage Facility	
James R. Crumley Jr. Region 9 Archives.....	\$6,850
“The Least of These: Documenting the SC prison Ministry of Frankie San”	
Lutheran Campus Ministry of the Midlands	\$1,040
Gamecock Lutheran Retreat	
South Carolina Lutheran Retreat Centers	\$5,000
Capital Campaign: Multi-purpose Chapel	
Messiah Lutheran Church, Mauldin.....	\$3,520
Holy Grounds Coffee House	

Minutes of the Synod Council Meeting, September 13, 2021

10. Amended the *Resolution on the Distribution of the Proceeds from the Sale of Trinity Lutheran Church Saluda* approved by the Synod Council on August 21, 2021.

Additions are underscored.

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

WHEREAS, the property of Trinity Lutheran Church, 430 Trinity Road, Saluda, South Carolina 29138, is under a sale contract for ~~\$240,000~~ \$175,000 with a ~~proposed~~ closing date of ~~September 17~~ October 6, 2021, and

WHEREAS, the realtor cost will be 7% or ~~\$16,800~~ \$12,250 and

WHEREAS, the cost of the South Carolina Stamp will be ~~\$600~~ \$647.50, and the attorney fees will be \$550; therefore, be it

RESOLVED, to designate \$82,000, to new start and vitality fund, account #3020459-1; and be it further

RESOLVED, to designate ~~\$90,000~~ \$42,552.50 to Current Unrestricted Balance, account # 452000-1; and be it further

RESOLVED, to designate \$10,000 to the Capital Improvement Reserve Fund, account #4810346-3; and be it ~~further~~ finally

RESOLVED, to designate \$27,000 to the Cristo Rey, West Columbia, Building Fund, account 3020328-2. ~~and be it finally~~

~~RESOLVED, that the balance be designated to Current Unrestricted Balance, account #452000-1.~~

The *Resolution on the Distribution of the Proceeds from the Sale of Trinity Lutheran Church Saluda* reads after amendments:

WHEREAS, the property of Trinity Lutheran Church, 430 Trinity Road, Saluda, South Carolina 29138, is under a sale contract for \$175,000 with a closing date of October 6, 2021, and

WHEREAS, the realtor cost will be 7% or \$12,250 and

WHEREAS, the cost of the South Carolina Stamp will be \$647.50, and the attorney fees will be \$550; therefore, be it

RESOLVED, to designate \$82,000, to new start and vitality fund, account #3020459-1; and be it further

RESOLVED, to designate \$42,552.50 to Current Unrestricted Balance, account # 452000-1; and be it further

RESOLVED, to designate \$10,000 to the Capital Improvement Reserve Fund, account #4810346-3; and be it finally

RESOLVED, to designate \$27,000 to the Cristo Rey, West Columbia, Building Fund, account 3020328-2.

Minutes of the Synod Council Meeting, November 15, 2021

11. Approved as amended the following *Resolution on the Sale of the Property of Christ Mission, Winyah Drive, Columbia*:

WHEREAS, the South Carolina Synod is the owner of the land and buildings located at 1323 Winyah Drive, Columbia, SC, 29203; and

WHEREAS, this is the same property that Christ Mission is using as its sanctuary; and

WHEREAS, the land and building are insured by Southern Mutual Church Insurance Company (Southern), policy number STD 003016914; and

WHEREAS, Southern has notified the Synod by letter that an inspection of the property reveals six (6) adverse conditions on the property; and

WHEREAS, Southern in the letter stated that if these conditions are not corrected by January 3, 2022, the policy referred to above would not be renewed effective March 8, 2022; and

WHEREAS, Larry Rathe, the Chairman of the Synod's Property Committee, has determined the cost to correct these adverse conditions will be approximate \$ 61,000; and

WHEREAS, Larry Rathe, Chairman of the Synod's Property Committee; the Rev. Virginia Aebischer, Bishop, South Carolina Synod of the ELCA; the Rev. James Henricks, Director for Evangelical Mission; and the Rev Leroy Cannon, Pastor, Christ Mission have discussed the future use of the property and has determined that the property should be sold for the best interest of the Synod; therefore, be it

RESOLVED, that the Synod Council meeting on November 15, 2021, ratify the actions of Larry Rathe, Chairman of the Synod's Property Committee; the Rev. Virginia Aebischer, Bishop, South Carolina Synod of the ELCA; the Rev. James Henricks, Director for Evangelical Mission; and the Rev. Leroy Cannon, Pastor, Christ Mission regarding the property on 1323 Winyah Drive in Columbia, S.C.; and be it finally

RESOLVED, to authorize Larry Rathe, the Chairman of the Synod's Property Committee, or his appointee, to negotiate the sale of the property on Winyah Drive in Columbia, S. C.

Minutes of the Synod Council Meeting, November 15, 2021

12. Approved the following *Resolution to Increase Salaries for the Year Beginning February 1, 2022*:

WHEREAS, the approved budget for the fiscal year February 1, 2022, to January 31, 2023 (22 / 23) in the amount of \$2,616,500 includes salaries and related benefits in the amount of \$700,000; and

WHEREAS, the budget for salaries and benefits calls for a 2.5% increase for the rostered ministers and a 3% increase for the staff; and

WHEREAS, the benefits would also increase due to the increase in salaries; and

WHEREAS, the estimated cost for salaries and benefits in 22 / 23 is \$677,780; and

WHEREAS, the US Government has reported an inflation rate of 5.4% for September 2021, a 13 year high, and a 6.2% rate for October 2021, the highest increase in 30 years: and

WHEREAS, the estimated cost of a 5% increase in salaries for each employee would increase the cost of salaries and benefits by \$12,900 for a total cost of \$690,680; and

WHEREAS, the cost of \$690,680 is less than the budgeted amount of \$700,000; therefore, be it

RESOLVED, that the SC Synod Council approve a 5% increase in salaries and benefits for each employee of the synod effective in the fiscal year, February 1, 2022, to January 31, 2023.

Minutes of the Synod Council Meeting, November 15, 2021

13. Approved Christmas Gifts for each of the members of the Synod Staff in the amount of \$600.00.

14. 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; and designated the housing allowances for calendar year 2022.

Rev. Virginia S. Aebischer	\$13,000
Rev. Richard T. Carter	\$40,000
Rev. Emily Edenfield	\$23,000

Rev. Jorge A. Leone	\$20,000
Rev. Joshua R. Knutson	\$22,000
Rev. Martin Lopez-Vega	\$15,585

Minutes of the Synod Council Meeting, November 15, 2021

VI. ORGANIZATION CHART

The *Synod Organization Chart* is located on the South Carolina Synod Web site: <https://scsynod.com/>, go to *Constitutions and Directories* and scroll down to *Synod Organization Chart*.

VII. PERSONNEL

1. Voted to continue On-Leave-From-Call for the second year for the following rostered ministers: The Rev. Sherry Poole Teves, Deacon Ashlyn S. Cox, and The Rev. Alejandro Mejia.

2. Voted to continue On-Leave-From-Call for The Rev. Diane Bowker for the third year.

3. Extended a Call to Non-Congregational Service to Deacon Sarah Delap Bowers as Creative Director, South Carolina Synod, beginning August 21, 2021.

Minutes of the Synod Council Meeting, August 21, 2021

4. Extended a Call to Non-Congregational Service to The Rev. David W. Coffman as Patient Care Coordinator, South Carolina House Calls, 1053 Center St., West Columbia, SC 29169 beginning July 5, 2021.

Minutes of the Synod Council Meeting, August 21, 2021

5. Extended a Call to Non-Congregational Service to Deacon Mitzie Schafer as Consultant, GSB Fundraising 15350 Oriole Ct., Burnsville, MN 55306, beginning July 5, 2021.

Minutes of the Synod Council Meeting, August 21, 2021

6. Extended a Call to Non-Congregational Service to The Rev. Michael Shackelford as Chaplain, Affinity Hospice, Greer, beginning August 16, 2021.

Minutes of the Synod Council Meeting, August 21, 2021

7. 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:

- Rev. James W. Campbell, July 11, 2021
- Rev. Dr. Mary Sue Dreier, May 31, 2020
- Rev. Wayne C. Kannaday, June 30, 2021
- Rev. Kevin A. Ogilvie, September 1, 2021
- Rev. Dr. Patrick W. Riddle, September 1, 2021
- Rev. Pamela C. Turfa, September 24, 2021
- Rev. Mark Buchan, December 1, 2021
- Rev. Beverly Aurand, January 31, 2022
- Rev. Diane Bowker, February 20, 2022
- Rev. Alvin G. Shrum, December 31, 2021
- Rev. D. Brent Nichols, February 1, 2022
- Rev. James F. Kinsler, March 1, 2022

8. 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, August 21, 2021

9. To extend a Call to Non-Congregational Service to the Rev. David W. Coffman as Campus Pastor, Newberry College, beginning December 1, 2021.

Minutes of the Synod Council Meeting, November 15, 2021

10. Converted regular on-leave-from-call roster status of Deacon Lexanne K. Graves to family leave status extending leave for three more years on the roster, in accord with 7.61.08.c., *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America.*

Minutes of the Synod Council Meeting, November 15, 2021

11. Extended a call to interim ministry, South Carolina Synod, to the Rev. Mary W. Anderson beginning January 1, 2022, for a term of two-years, in accord with 7.41.01.c. *Constitution, Bylaws, and Continuing Resolutions of the ELCA.*

Minutes of the Synod Council Meeting, February 28, 2022

12. Extended a call to interim ministry, South Carolina Synod, to the Rev. Christi L. Pursey beginning March 4, 2022, for a term of two-years, in accord with 7.41.01.c. *Constitution, Bylaws, and Continuing Resolutions of the ELCA.*

Minutes of the Synod Council Meeting, February 28, 2022

13. Voted to request the Conference of Bishops, Evangelical Lutheran Church in America, to extend Family Leave beyond six-years for the Rev. Ashley R. Twitchell.

Minutes of the Synod Council Meeting, September 13, 2021

14. Voted to continue on-leave-from-call for the fifth year for the Rev. Steven B. Counts. This is the second year of Conference of Bishops extension.

15. Renewed the call to Interim Ministry, South Carolina Synod, to the Rev. Linda L. Anderson beginning April 15, 2022, for a term of two-years, in accord with 7.41.01.c. *Constitution, Bylaws, and Continuing Resolutions of the ELCA.*

Minutes of the Synod Council Meeting, April 4, 2022

16. Extended a Call to Non-Congregational Service to The Rev Ashley R. Twitchell, as part-time chaplain, RoseCrest, Lutheran Homes of South Carolina, beginning January 6, 2022.

Minutes of the Synod Council Meeting, April 4, 2022

17. Voted to revoke the status of The Rev. Lester H. Cutter Jr. as a retired pastor on the roster of the South Carolina Synod, Evangelical Lutheran Church in America, and remove Pr. Cutter from the roster of ministers of Word and Sacrament, South Carolina Synod, effective April 4, 2022, in accord with 7.31.01.g., *Constitution, Bylaws and Continuing Resolutions, Evangelical Lutheran Church in America*, which requires membership in a congregation of this church.

Minutes of the Synod Council Meeting, April 4, 2022

VIII. AGENCIES AND INSTITUTIONS

1. Ratified the action of the Boards of Lutheran Services for the Aging and Lutheran Family Services in the Carolinas, on February 15, 2021, to re-elect Ms. Anna Williams to each of their respective Boards of Trustees, to a term beginning September 2021 and expiring September 2024; and to ratify the action of the Boards of Lutheran Services for the Aging and Lutheran Family Services in the Carolinas, on April 15, 2021, to elect The Rev. Thulisiwe "Thulie" Beresford to each of their respective Boards of Trustees, to a term beginning immediately upon the ratification by the Synod Council and expiring September 2023.

Minutes of the Synod Council Meeting, August 21, 2021

2. Designated Sunday, October 24, 2021, as Lutheran Services Carolinas Sunday.

Minutes of the Synod Council Meeting, August 21, 2021

3. Approved the payment of \$15,000 to NovusWay Ministries, Inc. from the Non-Budgeted Operating Expense – Donated Gifts, Account #7760003-1; and to designate this contribution toward the cost of the consultation fee to be conducted by Gronlund Sayther Brunkow.

Minutes of the Synod Council Meeting, August 21, 2021

4. Designated April 3, 2022, as Newberry College Sunday and invite congregations throughout the South Carolina Synod to participate.

Minutes of the Synod Council Meeting, February 28, 2022

5. Designated Sunday, June 26, 2022, as Lutheran Services Carolinas Sunday.

Minutes of the Synod Council Meeting, February 28, 2022

IX. LEGACY PLAN

Approved a Legacy Plan for congregations to distribute property and assets received in Holy Closure, in accord with *C7.01., *2019 Model Constitution for Congregations of the ELCA*, that honor certain parameters:

1. legacy plans honor the intentions of the founding and sustaining members, who established this church in witness and in furtherance of the Gospel;
 2. in line with our constitution, all buildings and property of churches are received by Synod Council on behalf of the South Carolina synod;
 3. while the original plan may include the sale of the building, it remains possible the Synod will use the building for other ministry purposes;
 4. all gifts to the synod are received unrestricted; if the property is sold, however, the South Carolina Synod Council invites recommendations from the congregation for the disbursement of up to 20% of the net proceeds allowed by IRS;
 5. to disburse the net proceeds from the sale in the following manner: 10% to Evangelical Lutheran Church in America mission support, 10% to Other Properties Maintenance Account (account number 4810367-1), and the remaining 60% to the South Carolina Synod; and
- To carry out to the fullest extent possible the spirit of the legacy plan.

X. NOMINATIONS AND ELECTIONS 2022

1. Nominated Raymond Hendrix as treasurer, South Carolina Synod.

2. Designated September 1, 2022, as the beginning date of the secretary and the treasurer elected by the 2022 South Carolina Synod Assembly.

3. Instructed the 2022 South Carolina Synod Assembly Nominating Committee to place the name of The Rev. Leroy Cannon on the ballot of the 2022 South Carolina Synod Assembly for ratification with a “yes” or “no” vote as the Second Nominee to Church Council ELCA.

XI. PROPERTY: ADVISORY TASK FORCE AND PROPERTY MANAGER

1. Approved a Property Advisory Task Force to assess all properties acquired through Holy Closure.

2. Authorized the Executive Committee to appoint persons to serve on the Property Advisory Task Force for a one-year, renewable term beginning April 2022.

3. Approved a Property Manager, a non-stipend position, South Carolina Synod, to manage and oversee the maintenance, repair and sale of church properties obtained through the Holy Closure Process; and to approve the position annually by the Synod Council; and to approve a Property Manager who is annually appointed to the Property Committee by the Synod Council; and to entitle the person serving in this capacity to indemnification in accord with †S16.02., *Constitution, Bylaws and Continuing Resolutions, South Carolina Synod* as a committee member; and to allow this position to be under the direction of the SC Synod Council and the bishop; and to report to the Synod Council and the bishop; and to authorize the Property Manager to enter maintenance contracts, choose a realtor, and negotiate the selling of church properties received through Holy Closures and approved for sale by the Synod Council and upon the recommendation of the bishop or the bishop’s appointee; and

to pay all expenses of the Property Manager incurred in the fulfillment of said duties, including but not limited to, mileage at the IRS business standard mileage rate, lodging, and meals.

4. Approved the appointment of Larry Rathe as Property Manager, South Carolina Synod, for a one-year, renewable term beginning April 2022.

XII. SYNOD-AUTHORIZED WORSHIPPING COMMUNITIES

1. Approved Restoration Chapel, Greenwood, as a Synod-authorized Worshiping Community on the territory of the South Carolina Synod, Evangelical Lutheran Church in America, for the calendar year 2021.

Minutes of the Synod Council Meeting, August 21, 2021

2. Approved the following Synod-authorized Worshiping Communities on the territory of the South Carolina Synod, Evangelical Lutheran Church in America, for the calendar year 2022.

Synod-authorized Worshiping Communities

Columbia, Sagrada Familia (Holy Family)

Columbia, The Journey

Gaston, Cristo Rey

Greenville, Nuestro Salvador (Our Saviour)

Mauldin, Parroquia El Meslas (Church of the Messiah)

North Charleston, Christ Community

Pelion, Cristo Rey

West Columbia, Cristo Rey (Christ the King)

Greenwood, Restoration Chapel

Minutes of the Synod Council Meeting, February 28, 2022

3. Designated Pastor Chris Christopher, Pastor, Immanuel, Greenwood, as mission developer, Restoration Chapel, a Synod-authorized Worshiping Community of the South Carolina Synod serving women in recovery in partnership with Lutheran Services Carolinas, effective March 2, 2022; and to write a letter of thanks to Pastor Arden Hallman expressing the thanks of this synod for his persistent and faithful work that has brought this ministry to life and for the relationships Pr. Hallman has established that have made the mission of this community possible.

Minutes of the Synod Council Meeting, February 28, 2022

XIII. SYNOD ASSEMBLY

1. Approved the *Minutes of the South Carolina Synod Assembly, June 26, 2021*, in principle, and voted to allow Secretary Herlong and Bishop Virginia S. Aebischer to make editorial changes for publication in the *2021 Directory and Minutes of the South Carolina Synod, ELCA*.

Minutes of the Synod Council Meeting, August 21, 2021

2. Approved registration fees for the South Carolina Synod Assembly scheduled to be held June 12-14, 2022, at Charleston Marriott:

Early Bird Registration \$135

Regular Registration \$150

Minutes of the Synod Council Meeting, November 15, 2021

3. Approved a rotation for in person and online meetings for future synod assemblies:

2023 in person

2024 online

2025 in person

2026 in person

2027 online

Minutes of the Synod Council Meeting, November 15, 2021

4. Approved the city for the meetings of future synod assemblies:

- 2023 in person, Columbia
- 2024 online
- 2025 in person, Columbia
- 2026 in person, Columbia
- 2027 online

Minutes of the Synod Council Meeting, November 15, 2021

5. Designated the offerings received at the worship services of the 2022 South Carolina Synod Assembly to Restoration Chapel, Greenwood:

Restoration Chapel, the newest worshipping community in the South Carolina Synod. Restoration Chapel is a ministry alongside women in recovery in partnership with Lutheran Services Carolinas located in Greenwood. Restoration Chapel shines as a light on a hill as an example of our church rising to the occasion in the middle of a nationwide opioid epidemic through its partnerships and Word and Sacrament ministry.

Minutes of the Synod Council Meeting, February 28, 2022

6. To follow CDC guidelines at the time of Synod Assembly. As we have seen throughout the past two years, the recommendations and severity of COVID-19 can change very quickly. We are ready to make adjustments and put protocols in place, but at this time it seems that use of masks will be optional and there will be no social distancing requirement or limit to the number of gathered persons except those limits determined by local fire and safety codes. This is the standard currently being followed by the city of Charleston and the Marriott. The Synod will have hand sanitizer and masks available throughout the Assembly; and voted to encourage, if eligible, attendees be fully vaccinated and to take a COVID-19 test before traveling. We certainly expect should attendees test positive or exhibit symptoms of COVID-19 prior to Assembly that they stay home. Per the CDC, people with COVID-19 have had a wide range of symptoms reported – ranging from mild symptoms to severe illness. Symptoms may appear 2-14 days after exposure to the virus. Anyone can have mild to severe symptoms. Typical symptoms include:

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

Should an attendee develop any of these symptoms once at Assembly, we expect them to isolate until such time as they can return home. If an attendee develops symptoms, we ask that they report this to their rostered leader who would then report this to Pastor Emily Edenfield, Assistant to the Bishop, immediately. If an attendee does not have a rostered leader to report to, they should immediately report this to Pastor Emily Edenfield, Assistant to the Bishop.

Minutes of the Synod Council Meeting, April 4, 2022

7. To provide ministry display spaces at the South Carolina Synod Assembly, June 12-14, 2022, for the following Synod sponsored Ministries, Institutions, Organizations, Synod related ELCA Ministries and Task Forces:

- Portico Benefit Services
- Stewardship Network, South Carolina Synod
- Mission Investment Fund
- You're On Mute Podcast/My Pocket – Rev. Mary Anderson

South Carolina Lutheran Retreat Centers
Evangelical Lutheran Church in America Foundation
Newberry College
South Carolina Women Evangelical Lutheran Church in America
NovusWay Ministries, Inc.
Lutheran Services Carolinas
South Carolina Lutheran Church Youth
Restoration Chapel, Greenwood
The Journey, Columbia; and

authorized the Executive Committee to approve requests for Ministry Displays received after the Synod Council meeting on April 4, 2022.

Minutes of the Synod Council Meeting, April 4, 2022

8. Fixed the time and place for Synod Assemblies, in accord with S7.11.01., *Constitution, Bylaws and Continuing Resolutions, South Carolina Synod*:

2023 – June 8-10 (Thursday through Saturday), Columbia SC

2024 – June 8 (Saturday), Online

2025 – June 12-14 (Thursday through Saturday), Columbia SC

2026 – June 11-13 (Thursday through Saturday), Columbia SC

2027 – June 12 (Saturday), Online

Minutes of the Synod Council Meeting, April 4, 2022

XIV. SYNOD COUNCIL

1. Voted to conduct an annual review by the Synod Council, following each South Carolina Synod Assembly, the composition of the synod assembly elected committees: Consultation, Discipline, and Mission Endowment Fund Grant Committee; and to recommend to the Synod Council that the name of The Rev. James E. Laurence, Consultation Committee, term ending 2022, be removed from the committee since he is now rostered in another synod and that the position be declared vacant until the position is filled by the elections at the 2022 South Carolina Synod Assembly.

2. Agreed to conduct the meeting of the Synod Council electronically on Monday September 13, 2021, at 12 Noon, due to the Covid-19 Pandemic, if the Executive Committee determines the electronic meeting is needed for the safety of participants.

3. Accepted the resignation of The Rev. James P. Henricks from the Synod Council and voted to send a letter of thanks for his faithful service on the council since his election by the 2019 South Carolina Synod Assembly.

The Rev. James Henricks submitted his resignation from the Synod Council in a letter dated September 9, 2021. Pr. Henricks was serving as Rostered Minister – Northern Area, term Expiring 2022. Pr. Henricks accepted the call to become Director for Evangelical Mission, South Carolina Synod, ELCA beginning September 13, 2021, and coterminous with Bishop Virginia Aebischer.

Minutes of the Synod Council Meeting, September 13, 2021

4. To lay the motion on the table regarding meeting dates and times for the meetings of the Synod Council until the next meeting of the Synod Council on November 15, 2021.

Minutes of the Synod Council Meeting, September 13, 2021

5. Agreed to meet electronically on November 15, 2021; February 28, 2022; and to meet in-person on April 4, 2022; and August 27, 2022, if Covid-19 no longer poses a health risk to participants.

Minutes of the Synod Council Meeting, September 13, 2021

6. Amended the action of the Synod Council on August 15, 2020, by changing the time of the online meeting of the Synod Council on February 28, 2022, to meet from 3:00 to 6:00 p.m.; and to set the time of the in-person meeting of April 4, 2022, to meet from 12 Noon to 4:00 p.m.: and to strike June 20, 2022.

Minutes of the Synod Council Meeting, November 15, 2021

7. Approved the following meeting dates and times of the Synod Council 2022-2023:

August 27, 2022 10:00 a.m. to 3:00 p.m. Synod Council Retreat In-Person
November 14, 2022 3:00 to 6:00 p.m. Online (Thanksgiving Day, November 23, 2023)
February 27, 2023 3:00 to 6:00 p.m. Online (Ash Wednesday, February 22, 2023)
April 24, 2023 12 Noon to 4:00 p.m. In-Person (Easter Day, April 9, 2023)

Minutes of the Synod Council Meeting, November 15, 2021

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

9. Access Synod Council Meeting Highlights by going to the South Carolina Synod website, <https://scsynod.com/>. Click "About" in the top bar, then Synod Council in the bar on the left side, and then scroll down to Meeting Highlights.

XV. SYNOD OFFICE HOLIDAY SCHEDULE

Approved the synod office holiday schedule for 2022-2023:

January 3.....New Year's Day
January 17.....Martin Luther King, Jr. Day
April 14 Good Friday (Thursday is taken off)
May 30.....Memorial Day
June 15-16 Post-Synod Assembly Compensation Days*
July 4 Independence Day Observed
September 5.....Labor Day
November 23-24.....Thanksgiving Day (the preceding Wednesday is taken)
December 22-January 2...Christmas Eve (Thursday is taken off) through New Year's Day (Monday is taken off) 2023

*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.

XVI. PROPOSED BUDGET SOUTH CAROLINA SYNOD 2023-2024*

RECOMMENDATION FOR ASSEMBLY ACTION

Recommends the following budget in the amount of \$2,698,554 for the fiscal year February 1, 2023 – January 31, 2024, for adoption by the 2022 South Carolina Synod Assembly.

See attached 2023-2024 Proposed Budget and Pie Chart Documents



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

**South Carolina Synod, ELCA
Proposed Budget 2023-2024**

	Approved Budget 2022-2023	Proposed Budget 2023-2024
Mission Support and Other Revenue		
Congregational Support Synod-Churchwide (1)	2,470,000	2,515,000
Fees-Assembly	62,000	55,000
Subscription-SC Lutheran	13,500	
Investment Income	40,000	60,000
Other Income	31,000	32,500
Carryover/Constitution Provision S15.14. (2)		36,054
Total Revenue	2,616,500	2,698,554
Benevolence and Expenditures		
Mission Benevolence		
ELCA Support (1)	1,038,000	1,053,138
Joint Ministries Region 9 Support	11,000	11,000
Bishop's Discretionary Fund	3,000	5,000
Archives	6,000	6,000
ELCA Regional Gift Planner	10,000	10,000
Southern Seminary	79,000	77,000
SC Lutheran Retreat Centers	52,000	54,000
NovusWay	13,000	12,800
Newberry College	13,000	12,800
Lutheran Homes	13,000	12,800
Lutheran Services Carolinas	13,000	12,800
Totals	1,251,000	1,267,338
Programs		
Deepening Discipleship Table	178,950	191,850
Community Engagement Table	197,691	239,816
Communication & Technology Table (3)	168,050	153,650
Totals	544,691	585,316
Operating Expenses		
Salaries, Benefits and Related (4)	700,000	720,000
Operating Expenses	120,809	125,900
Totals	820,809	845,900
Total Benevolence and Expenditures	2,616,500	2,698,554

Note #1 ELCA support for 2022/23 is 43.25% of unrestricted congregational support.
ELCA support for 2023/24 is 43.25% of unrestricted congregational support.

Note #2 S15.14. Except when such procedure would jeopardize current operations, a reserve amounting to no more than 16% of the sum of the amounts scheduled in the next year's budget for regular distribution to synod causes shall be carried forward annually for disbursement in the following year in the interest of making possible a more even flow of income to such causes. The exact number of dollars to be held in reserve shall be determined by the Synod Council.

Note #3 The 2022/23 and 2023/24 budgets for the annual assembly of \$120,000 (each) are included in the Communication & Technology Table.

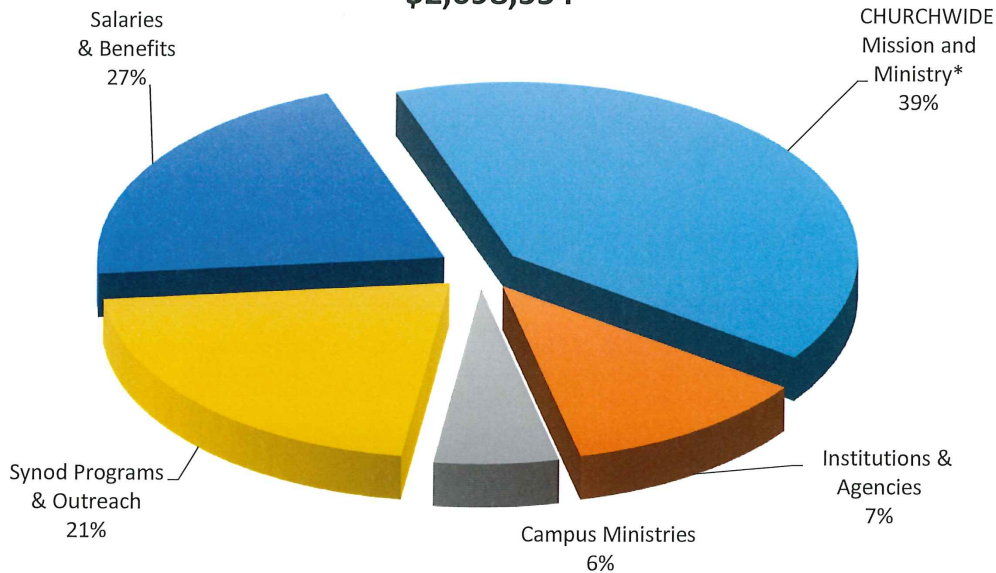
Note #4 The 2023/24 budget for salaries includes a 2.5%-3% cost of living increase for the synod staff.

South Carolina Synod, ELCA 2023-2024 Proposed Budget

\$1,064,138	Churchwide Mission and Ministry
\$182,200	Institutions & Agencies
\$165,116	Campus Ministries
\$567,100	Synod Programs & Outreach
\$720,000	Salaries & Benefits

\$2,698,554	

Mission Support from Congregations to Synod and Churchwide Ministries \$2,698,554



Synod Programs & Outreach

Deepening Discipleship Table

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

Community Engagement Table

- Global Mission/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
- College of Charleston
- Furman University
- Lander University
- Medical University of South Carolina
- University of South Carolina - Aiken
- University of South Carolina - Columbia
- Winthrop University

Institutions & Agencies

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

*ELCA Support for 2023-2024 is 43.25% of unrestricted congregational support
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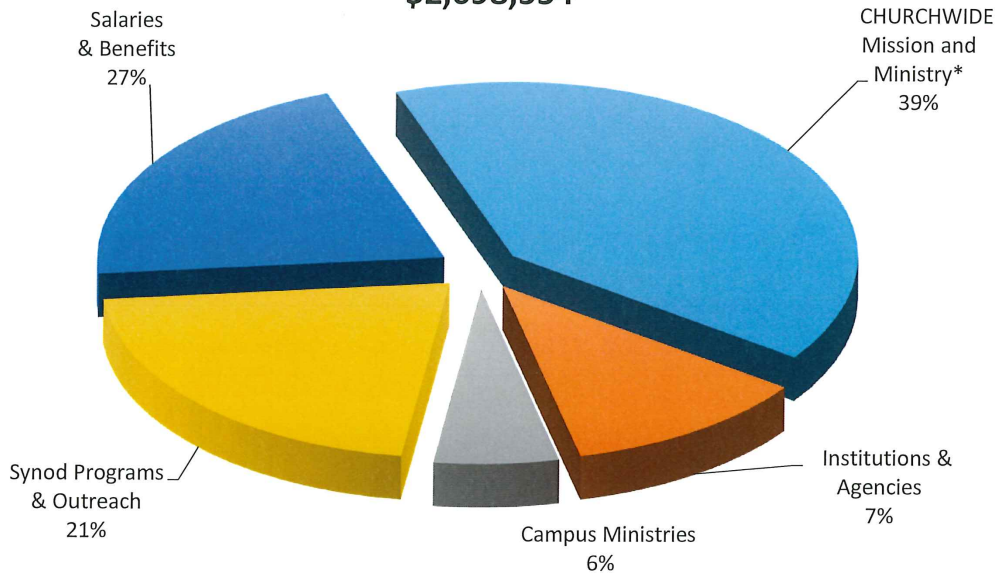
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Synod Programs & Outreach

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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
Lifecycle 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
Latinx Task Force
- Indigenous Peoples Accompaniment Network (IPAN)**

- Ecumenical Council**
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

South Carolina Women of the ELCA

South Carolina Lutheran Church Youth

South Carolina Lutheran Men in Mission

Office of the Bishop

Synod Council

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

SYNOD ASSEMBLY

**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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Ginny@scsynod.com (E-mail)

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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. A 1099-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.

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 $\frac{1}{2}$ time use the Guidelines for their years of experience and divide the base salary in half. If $\frac{3}{4}$ time is the arrangement divide the base salary into $\frac{3}{4}$ 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	
10	\$67,830	=	\$44,803	+	\$13,441	+	\$9,586	
11	\$69,526	=	\$45,923	+	\$13,777	+	\$9,826	
12	\$71,264	=	\$47,071	+	\$14,121	+	\$10,072	
13	\$73,046	=	\$48,248	+	\$14,474	+	\$10,323	
14	\$74,872	=	\$49,454	+	\$14,836	+	\$10,582	
15	\$76,743	=	\$50,690	+	\$15,207	+	\$10,846	
16	\$78,663	=	\$51,958	+	\$15,587	+	\$11,117	
17	\$80,629	=	\$53,257	+	\$15,977	+	\$11,395	
18	\$82,644	=	\$54,588	+	\$16,376	+	\$11,680	
19	\$84,711	=	\$55,953	+	\$16,786	+	\$11,972	
20	\$86,829	=	\$57,352	+	\$17,206	+	\$12,271	
21	\$88,999	=	\$58,785	+	\$17,636	+	\$12,578	
22	\$91,224	=	\$60,255	+	\$18,077	+	\$12,893	
23	\$93,504	=	\$61,761	+	\$18,528	+	\$13,215	
24	\$95,842	=	\$63,305	+	\$18,992	+	\$13,545	
25	\$98,238	=	\$64,888	+	\$19,466	+	\$13,884	
26	\$100,694	=	\$66,510	+	\$19,953	+	\$14,231	
27	\$103,212	=	\$68,173	+	\$20,452	+	\$14,587	
28	\$105,791	=	\$69,877	+	\$20,963	+	\$14,951	
29	\$108,436	=	\$71,624	+	\$21,487	+	\$15,325	
30	\$111,148	=	\$73,415	+	\$22,025	+	\$15,708	
31	\$113,927	=	\$75,250	+	\$22,575	+	\$16,101	
32	\$116,775	=	\$77,132	+	\$23,139	+	\$16,504	
33	\$119,694	=	\$79,060	+	\$23,718	+	\$16,916	
34	\$122,686	=	\$81,036	+	\$24,311	+	\$17,339	
35	\$125,754	=	\$83,062	+	\$24,919	+	\$17,773	
36	\$128,897	=	\$85,139	+	\$25,542	+	\$18,217	
37	\$132,120	=	\$87,267	+	\$26,180	+	\$18,672	
38	\$135,423	=	\$89,449	+	\$26,835	+	\$19,139	
39	\$138,808	=	\$91,685	+	\$27,506	+	\$19,618	
40	\$142,278	=	\$93,977	+	\$28,193	+	\$20,108	

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

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

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

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

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

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

APPENDIX B

MUTUAL MINISTRY EVALUATION PROCESS

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

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

The goals of the review are:

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

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

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

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

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

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

CONGREGATIONAL REVIEW OF PASTORAL MINISTRY

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

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

PREACHING –

Circle one: 1 2 3 4 5

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

TEACHING –

Circle one: 1 2 3 4 5

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

LEADING WORSHIP –

Circle one: 1 2 3 4 5

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

PASTORAL CARE –

Circle one: 1 2 3 4 5

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

LEADERSHIP & PLANNING (ADMINISTRATION) –

Circle one: 1 2 3 4 5

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

COMMUNITY MINISTRY & LARGER CHURCH LEADERSHIP –

Circle one: 1 2 3 4 5

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

PROPHETIC MINISTRY –

Circle one: 1 2 3 4 5

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

PEOPLE SKILLS –

Circle one: 1 2 3 4 5

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

CONTINUING EDUCATION –

Circle one: 1 2 3 4 5

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

PERSONAL LIFE –

Circle one: 1 2 3 4 5

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

YOUTH MINISTRY –

Circle one: 1 2 3 4 5

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

WEDDINGS AND FUNERALS –

Circle one: 1 2 3 4 5

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

CONGREGATIONAL REVIEW OF DEACON MINISTRY

(These are suggested questions and are not all applicable to everyone.)

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

ROSTERED MINISTER(S) MINISTRY REVIEW OF THE CONGREGATION

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

Are members willing to participate?

Circle one: 1 2 3 4 5

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

Is there positive interaction between members?

Circle one: 1 2 3 4 5

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

Is there a feeling of Christian community?

Circle one: 1 2 3 4 5

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

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

Circle one: 1 2 3 4 5

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

Does the congregation serve the needs of the community?

Circle one: 1 2 3 4 5

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

Is there willingness for outreach on the local level?

Circle one: 1 2 3 4 5

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

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

Circle one: 1 2 3 4 5

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

Is there willingness for outreach to the world?

Circle one: 1 2 3 4 5

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

APPENDIX C

APPLICATION FOR SABBATICAL

Name: _____

Address: _____

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

In existing ministry since:

Proposed period of sabbatical from: _____ to _____.

Congregation approved sabbatical

By Call By Resolution.

Date Approved: _____

Brief preliminary explanation of proposal:

Preliminary statement of Intended Benefits:

Site of Study/Experience:

Approximate costs to the Rostered Minister:

\$ _____ Tuition & housing \$ _____ Transportation

\$ _____ Food and incidentals

Available Continuing Education funds are: _____

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

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

Pastor/Deacon

Council President

APPENDIX D

INSTRUCTIONS FOR ONLINE EXCEL COMPENSATION WORKSHEETS

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

Compensation Worksheet Instructions for Rostered Pastors – Housing Allowance

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

1. For the base salary number you should review the Rostered Pastors compensation matrix (**Appendix A**) and find the appropriate amount that reflects your Pastor's years of active service. When this amount is found you should manually input this number into the excel spreadsheet in box C4.
2. If your Pastor has additional education merits, skills, etc. it is appropriate to add an additional amount to the Pastors base salary in box C5.
3. The housing allowance should be equal to at least 30% of the base salary (the sum of boxes C4 & C5). When this number is determined please input it into box C6.
4. You should see additional boxes making calculations at this point. Your Social Security Allowance (composed at the rate of 16.459%), Cash Salary, and Defined Compensation have all been calculated for you, therefore you may proceed to letter K on your worksheet.
5. Letter K calculates Health and Pension plan benefits. You will see that most of the calculations have already been made, with two exceptions in boxes C 24 and C 25. Box C 25 asks for the cost value of your Pastor's healthcare benefits. To calculate this cost value you must use the Portico Benefit Services Cost Benefit Calculator found here:

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

When you click on this link (or enter it into your web browser) you will be taken to the calculators page of the Portico Benefit Services website. Choose the 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) Line E above | \$ _____ |
| I. Housing Allowance (including any household furnishings and utilities allowances if paid directly to pastor) | \$ _____ |
| J. Total Defined Compensation (Total of Lines G, H, & I) | \$ _____ |

- | | |
|--|-------------|
| K. ELCA Health & Pension Plan (Total of Lines K-1, K-2, K-3, K-4, and K-5)
Percentages and rates vary. See current rate schedule online at www.porticobenefits.org | \$ _____ ** |
|--|-------------|

- | | |
|--|----------|
| K-1. Health Benefit*** | \$ _____ |
| K-2. Retirement (applicable rate**** x Line J) | \$ _____ |
| K-3. Disability (applicable rate**** x Line J) | \$ _____ |

K-4. Basic Group Life (applicable rate**** x Line J) \$ _____

K-5. Retiree Support (applicable rate**** x Line J) \$ _____

L. Additional Benefits (i.e., tax sheltered annuity, life insurance, etc.) \$ _____

M. Total of lines K & L \$ _____ (2)

III. EXPENSES

N. Transportation Mileage reimbursement (Check the IRS rate.) \$ _____

O. Continuing Education/Professional Expenses (Synod recommended is \$1,100) \$ _____

P. Official Meetings (includes synod assembly, etc.) \$ _____

Q. Total of lines N, O, & P \$ _____ (3)

TOTAL CONGREGATIONAL CASH OUTLAY (1) + (2) + (3) \$ _____

IV. OTHER BENEFITS

Vacation _____ weeks, including _____ Sundays

Sick/Parental Leave _____ weeks

Continuing Education _____ weeks and sabbatical _____ weeks.

NOTES:

* Housing allowance shall be approved by and recorded in congregational council minutes prior to effective date in order to be considered tax exempt by IRS.

** At least equal full family, dental, and insurance coverage should be provided even if the pastor utilized plans other than the ELCA (formerly Board of Pensions) Plan.

*** Cost Value for this category can be found by using the Portico Benefit Services Benefits Costs Calculator at:

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

**** Furnished by ELCA Portico Benefit Services annually online at www.porticobenefits.org.

**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%)

PORTICO BENEFIT SERVICES CALCULATION – Defined Compensation		
K.	Annual base salary (before reductions for tax-sheltered annuities or reimbursement accounts) – Lines A & B above	\$ _____
L.	Pastor’s Social Security tax allowance (if paid directly to pastor) Line I above	\$ _____
M.	Total of K & L	\$ _____
For Parsonage		
N.	30% of Line M (used to determine housing when living in parsonage)	\$ _____
O.	Household furnishings and utilities allowances (if paid directly to the pastor)	\$ _____
P.	Housing Equity Allowance (if paid directly to pastor)	\$ _____
Q.	Total Defined Compensation (Total of Lines M, N, O, & P)	\$ _____

R. ELCA Health & Retirement Plan (Total of Lines R-1, R-2, R-3, R-4, & R-5) \$ _____ ***
Percentages and rates vary. See current rate schedule online at www.porticobenefits.org

R-1. Health**** \$ _____

R-2. Retirement (Line Q x applicable rate)***** \$ _____

R-3. Disability (Line Q x applicable rate)***** \$ _____

R-4. Basic Group Life (Line Q x applicable rate)***** \$ _____

R-5. Retiree Support (Line Q x applicable rate)***** \$ _____

S. Additional Benefits (i.e., tax sheltered annuity, life insurance, etc.) \$ _____

T. Housing Equity Allowance (If tax sheltered) \$ _____ **

U. Total of lines R, S, & T \$ _____ (2)

III. EXPENSES

V. Transportation mileage reimbursement (Check with the IRS for rate.) \$ _____

W. Continuing Education/Professional Expenses (Synod recommended is \$1,100/year) \$ _____

X. Official Meetings (includes Synod Assembly, etc.) \$ _____

Y. Total of lines V, W, & X \$ _____ (3)

TOTAL CONGREGATIONAL CASH OUTLAY (1) + (2) + (3) – (D) \$ _____

IV. OTHER BENEFITS

Vacation _____ weeks, including _____ Sundays

Sick/Parental Leave _____ weeks

Continuing Education _____ weeks and sabbatical _____ weeks

NOTES:

* It is preferable for the congregation to directly pay the utilities' costs. If money is given to the pastor for covering the cost of parsonage/utilities, this amount becomes a tax liability for the pastor.

** Housing equity allowance (as a benefit) requires prior approval by and entered in congregational council minutes to be considered tax exempt by IRS. If paid directly to the rostered minister, the housing equity allowance is considered part of defined compensation and is taxable. (Housing equity allowance can be tax deferred by contribution made directly to ELCA Portico Benefit Services Optional Pension Plan or other qualified plan.)

*** At least equal full family, dental, and insurance coverage should be provided even if the pastor utilizes plans other than the ELCA Portico Benefit Services Plans.

**** Cost Value for this category can be found by using the Portico Benefit Services Benefits Costs Calculator at:

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

***** Furnished by ELCA Portico Benefit Services annually online at www.porticobenefits.org .

**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%)

PORTICO BENEFIT SERVICES CALCULATION – Defined Compensation	
F.	Annual base salary (before reductions for tax-sheltered annuities or reimbursement accounts) – Lines A & B above \$ _____
G.	Deacon’s Social Security tax allowance (if paid directly to the Deacon) (Line D above) \$ _____
H.	Total Defined Compensation (Lines F & G) \$ _____

I. ELCA Health & Retirement Plan (Total of Lines I-1, I-2, I-3, I-4, & I-5) \$ _____ *

Percentages and rates vary. See current rate schedule online at www.porticobenefits.org

- I-1. Health** \$ _____
- I-2. Retirement (Line H x applicable rate)*** \$ _____
- I-3. Disability (Line H x applicable rate)*** \$ _____
- I-4. Basic Group Life (Line H x applicable rate)*** \$ _____
- I-5. Retiree Support (Line H x applicable rate)*** \$ _____

- J. Additional Benefits (i.e., tax sheltered annuity, life insurance, etc.) \$ _____
- K. Total of lines I & J \$ _____ (2)

III. EXPENSES

- L. Transportation mileage reimbursement (Check the IRS rate.) \$ _____
- M. Continuing Education/Professional Expenses (Synod recommended is \$1,100/year) \$ _____
- N. Official meetings (includes Synod Assembly, etc.) \$ _____
- O. Total of lines L, M, & N \$ _____ (3)

TOTAL CONGREGATIONAL CASH OUTLAY (1) + (2) + (3)

\$ _____

IV. OTHER BENEFITS

L. Vacation _____ weeks, including _____ Sundays

M. Sick/Parental Leave _____ weeks

N. Continuing Education _____ weeks and sabbatical _____ weeks

NOTE:

*At least equal full family dental and insurance coverage should be provided even if the deacon utilizes plans other than the ELCA Portico Benefit Services Plan.

** Cost Value for this category can be found by using the Portico Benefit Services Benefits Costs Calculator at:

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

*** Furnished by ELCA Portico Benefit Services annually online at www.porticobenefits.org .

DEEPENING DISCIPLESHIP TABLE
South Carolina Synod Assembly
2022

Rev. Pat Riddle, who served faithfully as the convener of this table for many years, retired and Rev. Megan Lineberger took on the role as convener. The Network chairs and convener met a few times throughout the year with guidance of the synod to determine which areas are still strong as we move through the pandemic and which areas need work or leadership.

Lifelong Faith Formation Network (Deacon Deborah Poole) coordinated events, resources, activities. Region 9 offered four Faith Formation webinars led by leaders of LifelongFaith.com. The Network is searching for persons to lead Christian Education and Worship and Prayer Task Forces.

Congregational Vitality sponsored three webinars by Ryan Panzer, author of *Grace and Gigabytes*. Congregation Vitality has been meeting monthly and are expanding the team. They are preparing a database of resources for rostered leaders and congregations.

Interim Ministry Task Force (Rev. Jane Mitchum) continued to meet bi-monthly via Zoom with all interim pastors in the synod. This group completed a 6-week workshop led by Mark Tidsworth on Systems Theory and its relevance to congregational life. The interim pastors gathered for a walk through of the new Transitions Manual.

Convocation Planning Team (Pastors Shannon Mullen & Christi Pursey, co-chairs) worked diligently to provide a safe Leader's Convocation at Lutheridge. Unfortunately, the event was cancelled. Another opportunity was hosted online featuring Diana Butler Bass as speaker.

SC Synod Leadership for Faithful Innovation (LFI) Task Force (Rev. Ralph Hill)

-The remaining SC churches concluded their third and final year in May 2021. Some participated in a pastor coaching cohort with other pastors from across the country. The remaining SC Congregations are: St. John's/Walhalla, St. Stephen's/Lexington, St. Andrew's/Columbia, Mt. Horeb/Chapin, Living Springs/Columbia.

-Luther Seminary published its LFI materials and provided to each Synod and pastor in April 2021. The 93-page digitalized document is titled "Faithful Innovation Pastor's Companion: Resources for the Journey."

Rostered Ministers Network (Rev. Jason Antley)

The Invitation to Service was held in November 2021. Three inquirers, deacon candidates, were present. Compensation Guidelines have been updated for 2023.

Steward Leaders Network (Rev. Angela Jennings)

-Stewardship Symposium with Dr. Dan Bell met on January 28 at LTSS

-Reading a new book: *Church Finances for Missional Leaders: Best Practices for Faithful Stewardship*.

-The synod participated in Building a Culture of Generosity with Mike Ward. Several congregations were guided through their fall stewardship appeal.

-Lifeline Fund is being under-utilized. Classes on financial management are required. This is a valuable resource of money for those in debt from seminary.

**Community Engagement Table
South Carolina Synod Assembly
2022**

YAGM – Rev. Rebecca Wicker

Covid has halted most things. Group hasn't met since before covid. YAGM is taking applications and are aiming to have a 2022-2023 group, but things are still up in the area. Encouraging campus pastors to learn if there's interest. Application process opened Nov. 1 and closed Feb 1.

Criminal Justice Task Force – Rev. Reggie Cruse

Haven't done anything since the social statement came out on criminal justice and they met and discussed it for a year and sent recommendations to committee for ELCA. Had an open meeting for anyone to discuss it. 5-6 years ago. Since Covid, nothing really going on now.

There's still a need and something should be done, but there's no committee right now. Need to re-group about what the synod's goals are. Rev. Cruse is willing to take on new goals and sees a great need there. He wants to begin conversation with the Synod office to see where they want to move in the future. The need is still there, but not an organized response. Discussion should include, should we form a new committee, what are the goals of the ministry, etc?

Inclusiveness Network and Race, Reconciliation & Justice Taskforce – Rev. Jackie Uteley

Had 1st meeting in January – Rev. Emily Edenfield, low attendance, tough to get a response from the members. Currently have 11 or 12 members, interested in building the membership. February is Black History Month, Kathy Harris and Pastor Emily Edenfield have discussed doing the LR Race matters class as a group. Looking at potential book studies or movies. The NAACP Columbia chapter is having a parade and festival in February and asked for clergy to come walk – worked with Neal to get it in the e-news. Next key project/focus is Juneteenth (June 19) in connection with Mother Emmanuel remembrance. The workshop – talking together facing racism is powerful and we need more of it. It is a goal to have it in 2023. More Justice.

Latino Taskforce – John Valentin

Meeting with Bishop Aebischer, Rev. Carter, Rev. Edenfield and others on Feb. 14 to discuss the need for Latino ministries in the upstate and at large. He believes that the requirements or realities have changed from the time they started 2 years ago to today. Pandemic of course, but also is there a need for a Latino taskforce? Is this the right title for it? There doesn't seem to be much movement among the taskforce, difficulty to gain participation among the pastors in the area. Needs to be a synod-wide initiative and doesn't seem to be interest or participation. John isn't feeling called to this ministry anymore, but will do it because the Bishop asked him and will seek whether there's a need anymore or if someone else should take the lead. After putting together a conceptual framework and presented it to Rev. Edenfield, John doesn't feel there's momentum or interest. Not sure if it's needed or has energy. Planned for Hispanic heritage month and no one responded. Need to discern if there's a need for this ministry and a willingness of the rostered leaders to be a part of it.

IPAN -Rev. Greg Moore

Wanting to make contact with the participants and stakeholders. Haven't connected since the Fall. Wanting to reconnect February by Zoom, but some are not as interested in Zoom. Purpose to reconnect and review the vision to learn what's important as we move forward. How do we want educate the community, or congregations going forward? Working to get a safe restart.

Christian Action Council – Tex Davis

New director Dr. Regina Moore. Tex has been in contact with her as she begins her role. Board of Directors meeting last Thursday. Grant funds for Covid support in various counties. Will provide more of an update at next Synod Council meeting.

Hunger Relief Network - Rev. Rick Mason and Rev. Lisa Isenhower

Rev. Rick Mason - Rev. Mason has stepped away from this role after faithful ministry, but there are 3 other people on the team. They evaluated domestic hunger grants and sent info to Chicago. Rev. Brad Bellah has great hunger program he shared with Synod e-news. This is a replicable program and we should encourage others to apply for grants that are available. He will seek to get information about these grants to share with others at the Synod Assembly.

Rev. Lisa Isenhower – Willing to continue in leadership role. Main focus has been evaluating applications for domestic hunger grants. Care about World Hunger and feeding ministries. Would like more knowledge of what congregations in the synod are doing to help hunger and not sure how to go about that. Not sure what her role is / should be and what the goals are. Would like to put some definition to the taskforce because that's been the challenge. Would like to meet with Bishop Staff to discuss goals and vision for this taskforce, who around the synod should be a part of this team, and where the Spirit is leading us right now.

Fellowship of SC Bishops –Bishop Ginny Aebischer

This group hosted the Annual Bishops Dialogue on October 30, 2021 at the University of South Carolina Center for Diversity. Presiding Bishop Michael Curry, The Episcopal Church, was our Keynote speaker. The topic for this presentation was Being the Beloved Community. Bishops representing the churches of the SC Fellowship were all present. The Fellowship of SC Bishops had dinner and fellowship together that evening at the home of Bishop Andrew Waldo. Bishop Andrew Waldo is now retired and the Bishop-Elect is The Very Reverend Daniel Richards. The Bishop-Elect was consecrated on February 26, 2022 and Bishop Aebischer was one of the co-consecrators. The SC Fellowship of Bishops has a few some new Bishops in SC who are working to get to know one another better. Meeting on March 30th toward that end and also to consider our plans for the future.

Public Education Taskforce – Bishop Ginny Aebischer

On the agenda of conversation for the Fellowship to talk through. Continue the work that our predecessors outlined but will revisit this goal moving forward.

Global Mission / Companion Synod Network - Bishop Ginny Aebischer

Covid has caused great challenges in this ministry. The Companion Synod Coordinators are appointed by the Bishop because they represent this office when they interact with our companion synods. These relationships and further plans are in process due to Covid challenges We hope to put emphasis on telling the companion story in the SC Synod to help our Synod better understand our companion Synods better and to more fully participate instead of having only a small group of people involved. Perhaps a major change and a challenge to shift direction, but needed. Covid has been challenging in many areas but especially in global mission work. Not currently authorizing travel for members of the SC Synod at this time.

Campus Ministry Task Force, Erica Lybrand

The Campus Ministry Task Force recently met to discuss the wonderful ways our programming has been benefitting students all over the state. We have very active ministries on several campuses, and many are growing! Now that the COVID restrictions have eased up, most campus ministries are holding their weekly meetings and meals again.

Here are some specific updates on a couple of sites:

Clemson has been worshipping more regularly together, enjoying meals that are home-cooked by members of the University Lutheran congregation, and taking advantage of other fellowship opportunities like Root Beer & Hymns, Blessing of Animals, and God's Work Our Hands service projects.

WELCM (Winthrop) has been growing and thriving this fall, continuing to host three programs each week. They have been tabling on campus and building relationships with first and second-year students who are enjoying their first full in-person year of college life. They have had guest speakers on Intersectionality, and Healing from Religious Trauma, and those conversations are helping the ministry grow both in terms of attracting new members, and going deeper in building a safe and healthy, diverse and inclusive community of faith.

Furman University's ministry is active again and the pastoral intern from Trinity is heading up a weekly campus meeting for a meal and fellowship.

Latino Task Force, Rev. Emily Edenfield

Vision: "Lead a life worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, making every effort to maintain the unity of the Spirit in the bond of peace. There is one body and one Spirit, just as you were called to the one hope of your calling, one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all." -Ephesians 4:1b-6

Uno Somos, Somos Uno

Values – P.E.A.C.E

Gathered and sent in the bond of peace, the Latino Task Force:

Proclaims ONE God, ONE faith, and ONE baptism.

Elevates unity among all people.

Affirms diversity and giftedness across generations and languages.

Cultivates hope where there is despair.

Encourages service in communities as a joyful calling of the Christian life.

We are One.

Purpose: The purpose of the South Carolina Synod Latino Task Force is to unite, equip, and encourage English and Spanish speaking congregations and ministry leaders to walk together with Latino communities.

Mission: Our mission is to raise awareness of, advocate for, and be in mutual ministry with our Latino brothers and sisters in Christ.

Tasks: Provide the Synod a focal point for developing strategies and initiatives aimed at assisting our congregations in reaching Latino communities. Engage ministries and congregations through consulting, training, and collaboration to cultivate and enhance leadership within the Latino community. Elevate Latino leaders through continuing education and contextual experiences. Raise awareness of the richness of cultures within the Latino community. Coordinate and collaborate with the ELCA, ecumenical partners, and other organizations to gather and share resources that address needs within the Latino community.

Composition: TASK FORCE COORDINATOR: John Valentin, OFFICE OF THE BISHOP: Pastors Rick Carter and Emily Edenfield, STRATEGIC COMMUNICATIONS: Pastor Michael Sherman, SECRETARY: MEMBERS: Pastor Martín Vegas Lopez, Pastor Ginger Litman-Koon, Pastor James Henricks, Pastor Jorge Leone

LUTHERAN SERVICES CAROLINAS
South Carolina Synod Assembly
2022

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.

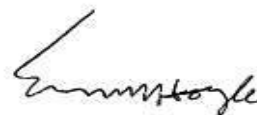
LSC's Transitional Foster Care for Unaccompanied Children program, based in Columbia, continued to serve a very vulnerable population of migrant children and will soon be expanding significantly, doubling the number of children it can serve from 12 to 24. LSC's regular South Carolina foster care program 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.

- All LHSC campuses and programs were in good standing during the year from a regulatory standpoint and continued to successfully operate even in the midst of many operational challenges posed by the Covid virus.
- Lutheran Homes of South Carolina provided employment for 1,604 full or part-time TeamMates to fulfill our Mission serving our older adult Priorities
- Residential and healthcare services were provided for 2,804 independent, assisted living, memory support, skilled nursing long-term residents and short-term rehabilitation 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
- LHSC's annual satisfaction survey received very high marks from our residential and healthcare Priorities and family members about their perception of their community's staff, life enrichment activities, grounds, buildings, meals, direct care and services, and other factors that affect life at their residence. 93% of survey respondents would recommend LHSC to others.
- The Heritage at Lowman opened the new Courtyard pocket neighborhood apartments in early 2021. The innovative residential concept achieved Senior Housing News' (SHN) inaugural first-place winner in the Small Footprint category in its ninth annual Architecture & Design Awards. The SHN recognizes cutting edge design, excellence and innovation in senior living. Future development plans are to expand the Courtyard neighborhood at the Heritage and offer new Courtyard apartments at RoseCrest.
- Franke at Seaside's Rehabilitation and Health Care Center received High Performing short-term and long-term care ratings from US World & News Report.
- Lutheran Hospice supported 478 patients and over 1,434 family caregivers during their end-of-life journey.
- BeWell Home Services caregivers helped 168 clients remain at home with non-medical, supportive services through its Midlands/Aiken, Lowcountry, and Upstate offices.
- BeWell@Home provided continuing care at home wellness programs for 96 members.
- Due to the generosity of 1,689 donors in 2021, the Lutheran Homes of SC Foundation:
 - Provided \$383,196 to help subsidize the care of residents, clients and hospice patients served in our ministries of care.
 - Funded \$1,153,546 in capital improvements to enhance and expand facilities, and \$373,217 to support community programs and services.

As always, we remain most grateful for your partnership in ministry,

Mr. Jack Balling
Chair of the Board

Mr. Frank T. Shepke
President and CEO



2022 Report to the Synod Assemblies of Region 9

Drafting New Mission & Vision Statements

“Seeking Jesus together
in worship, study and service.”

The new LTSS mission statement, above, is still in draft form, but already it is helping us tell our story and focus our work. It points to the way LTSS is moving into a future where vocations in ministry are as varied as the places where God’s Spirit is at work in the world. LTSS will still offer superbly well-trained pastors and deacons to the church; it will also welcome those who are drawn to theological study even as they are still seeking vocational direction.

Hybrid Learning at LTSS

We are currently recruiting for the 2022 fall class, which will feature two paths for our degree programs. **M.Div. Columbia** is for students who live within driving distance of our campus, or in student apartments or dormitory housing. **M.Div. Connect** is for students who need to study most of the time online. All students will take the same classes and will be together for a few days at the start of each semester. Our MA in Christian Ministry will also be available to Connect students. The MA in Religious Leadership is a fully online master’s program, taught by seminary faculty as well as the leadership faculty of the LRU graduate school.

Curriculum Revision

This spring, we announced a new M.Div. curriculum and made similar changes to our MA programs. The M.Div. curriculum includes these changes:

- Requirement of 3 semester hours of biblical languages (the student’s choice of Greek or Hebrew) rather than 9 hours.
- New requirements: 3 semester hours in leadership, and 3 semester hours in exploring theology across contexts and cultures.
- Credit hours have been reduced from 92 hours to 84, while the number of electives has increased.
- Concentrations in disciplines within the university graduate school, such as leadership, counseling, and others.
- A six-year “Bridges to Dreams” BA/M.Div. in cooperation with Lenoir-Rhyne University.

Strategic Planning

Throughout this academic year we have been creating a seminary-specific strategic plan. Our three areas of focus are:

- improving student experience—the curriculum revision is part of that, but so also are upgrades to classroom technology, better internet across campus, a refurbished student gym, and more;
- communicating who we are across integrated marketing and communications efforts, and
- expanding our reach to serve more degree-seeking students and to offer a growing program of non-degree education.

Expanding Partnerships

LTSS Lifelong Learning continues to expand its reach. Most recently, a group of faculty, staff, and students traveled to Charleston, SC, for a hard hat tour of the International African American Museum, which will open in December of 2022. Already we are planning together an event for high school youth next summer. The event will take place on the LTSS campus and at the museum.

Thank You

The synods of Region 9 each provide funds directly to LTSS, offering a combined total of more than 10% of our budget. Thank you! Equally important for the life of the church and the seminary, about half of our students are from congregations in Region 9. We are grateful for your support and the trust you have placed in us.

Grace and peace,

Mary Hinkle Shore
Rector & Dean

NovusWay Ministries
South Carolina Synod Assembly
2022

To proclaim the love of God we first need hear that love in our own faith walk. Many of us have faced challenges to hearing that Word amid the Covid pandemic. Stress and the noise of the world seem like the only voices we can hear as we seek to minister and care for one another.

NovusWay Ministries is committed to create places apart from those noises to intentionally hear and experience the Good News of God's love. Our four ministry sites, Lutheridge, Lutherock, Luther Springs and Lutheranch, provide opportunities for children, youth, and adults to be immersed in a Christ centered community whether at camp, retreats, personal reflection, or hosted ministries. Maybe there has never been a greater time when such intentional time in the Word and community is needed than in these days.

Like all ministries we suffered as we faced and ministered during the pandemic. We had to cancel or adapt many of our ministries for the sake of community health and wellbeing. We faced staff changes and staff shortages. But as opportunities presented themselves, we proclaimed the love of God in new ways. Despite relentless Covid variants, Delta and then Omicron, that required us to limit our summer camp schedule and cancel some fall and winter programming, our total revenue for year ending 12/31/2021 was \$3,612,000. This is an increase of \$1,087,000 over total revenue for 2020 and only \$516,000 behind pre-pandemic's 2019 total revenue.

In a typical year for NovusWay our business model is supported by about 75% of income from programming and hosted ministry; the remaining 25% from the generosity of individuals, congregations and synodical benevolence. Covid changed all that for us in 2020. With camps closed, programs and hosted ministry cancelled or were limited, God provided a dramatic increase in synodical gifts, grants and individual contributions to sustain the ministry. In 2020 only 9% of operating funds came from programs; 19% from hosted ministry, and 72% came from contributions, most of that through the very generous response to our Light the Fire special appeal.

We planned 2021 to be the beginning of a "covid-comeback" for our faith forming ministry. Covid's Delta and Omicron variants impacted plans and reduced our offerings. By the grace of God, the boldness of those who participated in the camp, programs and hosted ministry opportunities, and the generosity of individuals that exceeded the generous response of 2020 to the annual fund by \$139,445, we're growing again! *"And our total income in 2021 shows us moving back to our strong business model,"* said Acting Interim CEO Bishop Leonard Bolick. *"Our income distribution shows that, with 35% of income from programing, 18% from hosted ministry and 47% from gift income."*

Much of that has been made possible through the generous support of our Synod Partners and members. We are deeply grateful for the special financial giving from the Synods which supported us through times of limited program income. Many members of the Synod offered personal support and prayers. Through such generous support we were able to offer \$64,083.25 in scholarship support across our four sites and end 2021 better than 2020.

We highlight some amazing congregations who are supporting our ministries and truly bringing the love of God to the world. In the Knoxville, TN area the program, *Come to the Waters*, works with school and local agencies to identify young students who would benefit from a week at camp and then fully fund scholarships for these youth. Christ Lutheran, Charlotte works with a local school to identify students who would be blessed by a week at camp. They partner with us to offer scholarships to these young people. For some this is their first exposure to the love of God through a church ministry. We hope other congregations and groups will consider such an outreach effort. Lives are changed.

People make up our ministry and so we are grateful to many for their incredible efforts on behalf of our ministries. This year, 2021, has been a painful year. We lost several valuable staff members who worked diligently to see us through the summer and beyond. Special thanks to Bishop Emeritus Leonard Bolick who stepped in following the resignation of Mr. Boyd (Bo) Harris in August to serve as our Acting Interim CEO. His faithful and quiet leadership has been invaluable. We also are extremely grateful to our year-round and summer staff whose faithfulness and commitment has allowed us to continue with ministry through the challenges that faced us. We look to 2022 with renewed enthusiasm, excited by some staff changes and additions in process as 2021 comes to a close.

Despite a lingering Covid variant of one form or another, we enter 2022 with renewed determination and gratitude to God to step out in faith to steadily build back our full year-round schedule of programs for all ages, hosted ministry opportunities for congregational and non-congregational groups, and a full Summer Camp 2022 program. We are grateful for our partnership with the Synod in God's great work of forming faith in all ages. To learn more about this exciting ministry that you support with your prayers, your financial gifts and faithful participation, please visit our website: <https://novusway.org>.



Charles R. Bridgers
President, NovusWay Board of Trustees



Leonard H. Bolick
Acting Interim CEO

Newberry College has enjoyed 165 years of partnership in education and ministry with the Lutheran church. As the church continues to reform and grow, so does the College. Let this report serve as a review of our accomplishments, impossible without the support of our partners in faith, and as a token of gratitude for the \$19,959.22 in synodical giving in 2021.

“Building The Berry”

This spring, Newberry College broke ground on three major construction projects, benefiting every aspect of the College community. The Nursing & Health Science Center, an 11,000-square-foot facility with state-of-the-art classrooms and simulation labs, will become home to the nursing, health science, respiratory therapy and health science programs. Stadium Phase II, the second of three waves of renovations to the athletic stadium, will bring new east-side seating and an 18,000-square-foot field house, including locker rooms, coach's offices and classrooms. The College will also add its ninth residence hall, set to house 104 upperclassmen, adjacent to the Alumni Music Center.

Newberry College Now Offers Master's Degrees

In July 2021, the College announced its first new graduate program, an online Master of Science in Organizational Development and Leadership. Classes began last fall, and the first class of graduates will receive their degrees in August 2022. The program is headed by Dr. Kelli Lynn Fellows, dean of online and graduate programs. Newberry College has offered graduate degrees before, however, awarding 54 degrees between 1885 and 1928, in subjects including mathematics, philosophy, physics, Latin and Greek.

Coffman Becomes Campus Pastor

The Rev. David W. Coffman became Newberry College's campus pastor in December 2021. He returns to his alma mater after serving in hospice care since 2013. Coffman is a 1997 graduate of Newberry College and a 2001 graduate of Lutheran Theological Southern Seminary. Coffman succeeds the Rev. Ernie Worman, who retired in December 2020 after 12 years in the role.

First Endowed Chairs Secure Lutheran's Legacy

Near the end of a life well lived, World War II veteran and devoted Lutheran Cecil Harvey Bowers set aside funds to establish two endowed chairs at Newberry College. Now, that legacy is coming to fruition with the Cecil Harvey Bowers Chair in Religion and the Edith Counts Bowers Chair in Accounting.

Newberry Edge to Prioritize Student Advising

Newberry Edge, the College's new Quality Enhancement Plan, is designed to pave clear pathways for students to graduation. Officially launching in fall 2022, the comprehensive plan seeks to enhance academic advising, a process through which students work with advisors to find courses, internships and other academic opportunities that lead to graduation and further career success.

Newberry College Among Top Five For Best Value

U.S. News & World Report named Newberry College No. 4 for Best Value among colleges in the South, our sixth consecutive year in the top 10. Newberry College also held its place among the top 10 for social mobility and retained its No. 11 position among the overall best colleges in the region.

Newberry College Signs Agreement with S.C. Technical Colleges

In 2021, Newberry College and the South Carolina Technical College System signed an agreement designed to enhance the smooth transfer of respiratory therapy graduates from the state's 16 technical colleges. The move will help meet demand for respiratory care professionals as the bachelor's degree becomes the industry standard. Newberry College's program is the only one of its kind in South Carolina.

Synodical Gifts Support Lutheran Education

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 partner churches, 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 rooted in our Lutheran values. If you would like to make an individual gift, please visit newberry.edu/giving, or contact Whitney Mitchell '09, Assistant Vice President for Institutional Advancement, at Whitney.Mitchell@newberry.edu, or at 803.321.5694.

The total 2021 calendar year Synodical giving is \$19,959.22. This includes the South Carolina Synod, Southeastern Synod and the Florida-Bahamas Synod.



In 1972, at Camp Kinard, our first buildings were dedicated to the Glory of God. In 1982, the building at Coastal Retreat was dedicated to the Glory of God. In 2022, we celebrate 50 years of providing holy spaces for God to change lives! We are grateful to the SC Synod, to the congregations and to the individuals who have supported South Carolina Lutheran Retreat Centers with prayers, with volunteer help and with financial gifts and for all the groups and individuals who have spent time at a camp or on retreat at these holy spaces!

Like many nonprofits and outdoor ministry organizations, Covid 19 provided challenges and opportunities. From 2020 until now, we have had a Covid 19 Task Force that has met regularly to review protocols and policies in an effort to keep our guests safe. We learned that people long to spend time in community and will take necessary precautions in order to be together! Covid 19 also helped confirm what we already knew: the importance of being outdoors in God's glorious creation!

2021 brought sadness but also joy as we experienced some staff changes. We bid a "Happy Retirement" to Terry Shealy who served SCLRC for over 17 years, first as bookkeeper/business manager and then as Director of Camp Kinard. Grounds keeper Bobby Sledge also retired. We were joyful to add Mary Katherine King as Hospitality Coordinator/Registrar and Lauryn Shuler as bookkeeper. And we were delighted that Larry Hamrick returned to Camp Kinard as Interim Director as we search for a new fulltime person to fill that role.

A wonderful addition to Camp Kinard this year is The Jesus Way, a gentle trail that loops around the camp, featuring fourteen signposts around the moderate 1.5-mile trail that allow individuals and groups to stop for scripture, prayer, and meditation at each station, providing a perfect way with our feet by worshipping outdoors, socially distanced, in God's beautiful creation! Portable signs are also now available for use at Coastal Retreat. We were also able to add additional single day and over night retreats especially designed for small groups at both sites.

And now, as we celebrate the previous fifty years of ministry with SC Lutheran Retreat Centers, we realize that it is time for us to make some important changes at Camp Kinard to prepare for the next fifty! We are excited to announce that we are embarking on a Capital Campaign to raise \$2.2 million so that we can build a new, fully accessible swimming pool, create a new, picturesque entry way, and most importantly construct a new multipurpose chapel to the glory of God! We look forward to providing updated information to the people gathered at Assembly.

We are grateful for all our partners in ministry, and we invite you to join us in on the next exciting journey as we provide holy spaces for God to change lives!

Deacon Dallas J. Shealy
Executive Director

The Rev. David Coffman, Chair
Board of Trustees

**SC Women of the ELCA
South Carolina Synod Assembly
2022**

As South Carolina Women of the ELCA, we are a community of women called to discipleship in Jesus Christ. Through the power of the Holy Spirit, and as a response to God's love and grace, we act boldly on our faith as we engage in ministry and action. We strive to be God's light for those who live in darkness.

The Thirty-Third Annual Convention of the South Carolina Women of the ELCA was held virtually on September 26, 2021 with the assistance of SCAV, Inc.

Our theme of Just Love was carried out throughout the day by the Rev. Kathy Harris from Faith Lutheran in Pickens, SC. She based her devotions on I Corinthians; **Let all that you do be done in love.** Pastor Kathy compared our community of faith to a spider's web. As we are woven together as humans together and in our faith. God cannot or will not be stopped or defeated. We were all reminded that the convention is about more than administration it is adding ministry to what we do as a group of women focused on supporting one another in our callings and making a difference in the lives of others and the world.

Video Greeting

Bishop Virginia "Ginny" Aebischer provided a video message welcoming us to our convention and thanking us for all we do.

Report of the Committee on Credentials

President Koch called on Suzanne Heusinger, Chair of the Committee on Credential, who gave the First Report on Credentials as follows:

Voting Members 49 Visitors 0
Officers 4 Young Women Guests 0
Board Members 8 First Timer Guests 0
Voting Strength 61 Other 4

Total Attendance 65

Video Greetings

- Dr. Cathy Milejcek provided greetings from Tanzania
- Jimmy Smith from Lutheran Men in Mission provided a video message with greetings and information about their current status.
- Lutheran Services, Carolinas presented greetings and information about their services.
- The Rev. Danial Rift, Director, ELCA World Hunger and Lutheran Disaster Response

Address of the Churchwide Women of the ELCA Representative – Barbara Thistle

Becky asked Amanda Boatwright to introduce our churchwide representative, Barbara Thistle. She talked about her history with becoming a Lutheran and her participation in WELCA. She explained what happened at this year's churchwide convention and introduced the current officers and Board using photographs. She reviewed Constitutional changes and the organizations and programs they are supporting. She discussed churchwide finances. The current budget is 30% lower than previously and has caused staff reorganization. She thanked all participating women for their service and financial support.

Keynote Speaker: Thomas Knapp, Executive Director of the SC network of Children's Advocacy Centers

Vice President Amanda Boatwright introduced our keynote speaker. He previously served in law enforcement and investigated crimes on children. This led him to his current position. He thanked SC WELCA for their support. Then Thomas explained more about how they assist children and families in crisis.

Mission Action Report on Convention Projects

Board member Rae Davis reported on the results of our SC WELCA that we collected **\$4686.00** for **South Carolina Network of Children's Advocacy Centers (SCNCAC)** and **\$2431** for **Lutheran Disaster Response**. She also thanked everyone who sewed the over 1000 masks for the children.

Report of Offering

Rachel reported that the convention offerings received as of the convention date were **\$2,825**. The donations to the projects, including one half of the convention offerings, are **\$4,686** for SCNCAC and **\$2,440** for LDR.

Committee on Ref. and Counsel

Linda Griffith of Transfiguration Lutheran in West Columbia/Cayce presented resolution on health and our Christian response to the Corona virus. "Whereas, the COVID virus has been an ongoing health issue since 2019; and whereas, SC DHEC's recommendation has been to vaccinate eligible individuals to help reduce the spread of the virus in South Carolina, therefore, be it RESOLVED that the South Carolina Women of the Evangelical Lutheran Church in America encourage prayerful and informed decision-making by individuals in consultation with medical experts as appropriate within the units." MOTION CARRIED

Election Results

President: Risse Snelgrove

Treasurer: Virginia Herlong

Board Member: Dee Bostic (who has been replaced by Karen Freeman since convention)

Board Member: Amanda Sease-Baker

Board Member: Joy Derrick

Board Member: Latynia Taylor

Board Member: Christie Gardner

Closing Devotions and Installation of Officers and Board Members

Pastor Kathy used verses from Ecclesiastes to thank everyone for their patience and sticking around through the online convention process. She blessed the gifts we gave by bringing in a short video. She shared words of thanks to everyone for the gifts of remembrance we sent to all the South Carolina ordained female ministers in recognition of the 50th Anniversary of Ordination of Women. She thanked and outgoing Board members: Becky Koch, Rae Davis, Amanda Cruse West, Rachel Quesada. She installed the newly elected Board: Risse Snelgrove, Virginia Herlong, Christie Gardner, Dee Bostick, LaTynia Taylor, Joy Derick, and Amanda Sease-Baker.

50th Anniversary of Women Ordained in Ministry Celebration

Female Pastors in the South Carolina ELCA were honored on the 50th anniversary of ordination of women in ministry. Each Pastor receive a beautiful cross necklace from the SC Women of the ELCA board.

Invitation to the 2022 SC WELCA Convention

Next year's convention is being planned to be in person again. Becky read the invitation from Pastor Matthew Titus from The Lutheran Church of the Redeemer in Newberry, SC. The dates are June 24 & 25, 2022.

Respectably Submitted by

Risse Snelgrove

President of the SC Women's Organization of the Women of the ELCA

South Carolina Lutheran Men in Mission
South Carolina Synod Assembly
2022

It is hard to believe that it has been a year already since I took over as Executive Director for SCLMM. The time has flown by and I have enjoyed it all. It has not been without some challenges though but none of them we can not handle.

Thanks to SCLMM, the mission congregations under development in our synod continue to grow. South Carolina is one of the very few synods that has not had to close mission congregations due to Covid 19. SCLMM has continued to maintain support of the mission congregations but due to the downfall in Committee of 100 contributions our monetary support is not where we are normally at. With that being said though we have built some new and what we think fruitful relationships that will build some new and vibrant congregations.

For instance, this past year some of our Executive Board made a trip to North Charleston and teamed up with Christ community and delivered lunch to a retired veterans apartment complex. In another instance, the Executive Board delivered dinner to the young adults that are a part of the campus ministry at the University of SC.

We are trying to build new relationships around the state and also trying to rekindle old ones. The opportunities for SCLMM to assist all of these congregations in their individual needs is exciting and also challenging.

The challenges that we have faced these last two years have been like no other. The biggest has been the Units in the conferences have not had many meetings in person. So there is the lack of getting together and reinforcing the community. Some have managed to get together and others have been meeting via zoom which is better than nothing and I applaud those who have toughed it out.

Our President Jimmy Smith had a theme for last year and it was from Joshua 1:9 Be strong and courageous. Do not be afraid; do not be discouraged, for the Lord your God will be with you wherever you go. This has been so true these last two years but we have always known that God will always be with us no matter what.

Thanks to all the hard working men and the support you give to SCLMM. I am excited about our Board of Directors for 2022. They will work hard for Jesus Christ to carry out His work through you.

AMEN for Lutheran Men

Tom Ramsey, Executive Director Cell 864-304-5107

**Director of Communications Report
South Carolina Synod Assembly
2022**

2021-2022 continues to bring new patterns to our communications, helping us be connected. For example, the synod's YouTube and Facebook outlets have helped us supply 85 online worship opportunities. In addition, in conjunction with our synodical partners in ELCA Region 9, we are offering weekly sermons by synod staff members. The intent is to provide an opportunity for congregations who cannot find a pulpit supply or enable rostered leaders to have a week off.

We have also brought two new video series online. These are *Lutheran F.A.Q.*, where The Rev. Emily Edenfield addresses some of the frequently asked questions about why Lutherans do what they do and a series based on *Leadership for Faithful Innovation*. This 2021 Synod Assembly was again held online through the Lumi platform. Thanks to our Facebook page and YouTube channel, we allowed more than just voting members to follow the proceedings. All of this is made possible through online communication platforms and the synod's consistent investment in equipment and technology. Please join me in thanking the Bishop, Synod Council, and members of South Carolina Synod who continue to support the development of top-tier communication.

Some quick statistics about our communications outlets over the last year:

- Over 31,000 individuals watch at least one of our videos.
- Our website traffic was about the same as the year before. We had seen a significant spike in use due to the Bishop Election during the 2020 Assembly. So, maintaining that momentum is very good.
- We have added 36% more subscribers to our YouTube channel, and our other outlets show consistent and significant growth.

Our rotating technology replacement plan has completed its first cycle and started a second cycle. Implementing this plan allowed us to even our expenditures over time. One of these concerns was a failing power supply on the server that ran our phone system. The failure took our phone system offline for 36 hours this winter. As a result, we moved to a new phone system that will suit our future needs. This system includes features enabling the office to work from home or remotely during emergencies.

In the past year, working with the synod staff has been fantastic. I am deeply grateful to my colleagues as we have learned new ways of doing things. They had shown tremendous grace and compassion when things did not go perfectly. Thank you.

Respectfully submitted,
Neal F. Fischer
Director of Communications

Report of the Director for Stewardship 2021-2022

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
- 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.
- 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.
- 4) *Abundance: Creating a Culture of Generosity* by Mike Ward, Fortress Press [2020]

Lutheran Theological Southern Seminary Region 9 Council for Stewardship Education

The 2022 Stewardship Symposium was held on January 28. The symposium was held in-person on the LTSS campus and livestreamed. Dr. Dan Bell's presentation was on the theme: *The Gift of Stewardship as the Mission of the Church*. 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 98 registrants: 46 in-person; 52 online. There were 25 congregations from the South Carolina Synod with rostered ministers or lay persons participating. The video link is: <https://www.youtube.com/watch?v=YBpSG0dt-ZQ&list=PLZapPS4bCOJBfm7iTo5pk1-6WT5Xs3n5t>

The 2023 Stewardship Symposium will be held on January 27. Bonnie Ives Marden is the presenter. She is the author of *Church Finances for Missional Leaders: Best Practices for Faithful Stewardship*: a complete guide to church finances and stewardship for congregations of all sizes. Includes guidelines, tools, worksheets, and strategies for pastors, treasurers, trustees, finance, and stewardship chairs and committees as well as reproducible pages with worksheets and sample policies. Wesley's Foundry Books [2019]

A Senior Class Symposium was held on April 1-2, 2022 in-person and livestreamed, 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 is re-scheduled to be held at Lutheridge, Arden, NC on February 6-8, 2023. 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 Secretary of the LTSS/Region 9 Council for Stewardship Education during the year 2021. I continue to serve on the council as secretary during 2022.

Networking Congregations for Growing Stewards

Building a Culture of Generosity (BCG) was offered in 2021 to assist congregations planning the annual stewardship drive using 6 virtual live training events led by GSB consultant, Mike Ward between August, and November 2022. The synod provided \$200 to each participating congregation toward the total cost of \$450. The following congregations completed the process in 2021 (4): Second Year – Lord of Life, Bluffton. First Year – St. Michael, Greenville; Bethel, White Rock; and St. Paul, Aiken

A 2022 BCG registration flyer is available to congregations for participation between August and November. BCG will launch on Thursday, August 18, 2022, at 9:00 a.m.

Mission Interpretation

The theme of the 2021 Mission Support Video was: *To bodily go....to proclaim*. The Scripture focus: *Lord...grant to your servants to speak your word with all boldness* [Acts 4:29]. The video features Lutheran Campus Ministry, stories on technology infrastructure, a feeding ministry, and *Stewardship for All Seasons*. The video along with a Congregation Council Mission Moment was sent to rostered ministers and lay presidents or vice presidents of congregations. You will find the link to the video in the devotions: YouTube Video: <https://youtu.be/Q9hM7gVDA5Q>.

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

The goal of *Electronic Giving Pilot Project #2: Tithe.ly* is to expand ways of giving in congregations. The project kicked off in May 2021 with three congregations and tithe.ly, a preferred vendor of the Evangelical Lutheran Church in America. The synod pays the cost of the Tithe.ly fees and transactions for a one-year period. Brandon Swain, tithe.ly representative, is working with the congregations. Tithe.ly will give congregations free access to tools for giving for the first year. The following congregations are participating in the project and joined in online meetings in May: St. Thomas, Chapin; Cross and Crown, Florence; and Bethlehem, Pomaria.

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

The SC Synod offers 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 during 2021-2022 included:

Returning Congregations (7) (May 2021 to April 2022):

Fourth Year -St. Matthew, Charleston; St. Luke, Summerville.

Third Year - All Saints, Mt. Pleasant and St. John, Beaufort.

Second Year - Ebenezer, Columbia. Grace, Rock Hill; St. Andrew, Columbia.

First Year (2)- Cristo Rey, West Columbia, and Sagrada Familia in Spanish

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 until the congregation reaches 10% of regular giving by members to Mission Support. SAS is a Growing in God's Mission Appeal and Lifeline Fund 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 participating 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. As of April 21, 2022, the South Carolina Synod has paid \$159,392 to education lenders and eliminated 83 years of education debt for eight rostered ministers and a significant portion of the debt of one other rostered minister. The application for Lifeline Fund education debt repayments is found here: <https://form.jotform.com/200215181602035>

In addition to education debt re-payments, the Lifeline Distribution Team has approved grants in the amount of \$30,290 to ten congregations for participation in stewardship education. Because of the synod's partnership, the congregation's fees for participation in Stewardship for All Seasons (SAS) are greatly reduced and more affordable. An additional amount of \$9,710 was designated for SAS on April 20, 2022.

Thank You

First, we give thanks for those with whom we share faith in Jesus Christ. Second, we give thanks to God for your 2021 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. Select *Deepening Discipleship Table* and choose *Stewardship*.

Rev. Ozzie Herlong, Director for Stewardship
South Carolina Synod of the Evangelical Lutheran Church in America
ovherlong@aol.com

**Director for Evangelical Mission Report
South Carolina Synod Assembly
2022**

The first time my dad went to synod assembly representing a voting member in North Carolina, I can remember him coming back to the congregation and sharing in summary, “I never knew we did so much.” I know it’s easy to lose behind all the Roberts Rules, spreadsheets, votes, discussions that seem to last too long, and the slow drudge through business all it is that we actually accomplish in our time. As the synod, you do important work, and particularly with our mission congregations, I hope you don’t lose the sense of awe about what it is we are able to accomplish with the help of the Holy Spirit.

Take a moment and reflect on what your church means to you, and how important it is in your life. When you support our mission congregations, you give that gift to other people. Behind all the numbers and spreadsheets, what each of these congregations does is give people a spiritual home, every bit as meaningful to them as your church is to you, where the love and grace of God are felt and shared. These aren’t just ‘congregations.’ These are groups of people whose lives our touched by the work that you support.

I hope you’ll be able to find time at this assembly to talk with our mission developers about all the wonderful work the Spirit is up to in their contexts, because my summary is just a glimpse of the wonderful work they are doing. Cristo Rey is close to worshipping in the new building that you all as the synod supported and helped build. Our Latino ministries in the upstate are working to start their “Gospel on Wheels” program that will be a mobile church that can go into the community to meet people where they are. Christ Community Lutheran of North Charleston is continuing its work with homeless veterans and is partnering with the local community to have a Gullah garden on their property that will be used to both feed and educate. Our newest Synodically Authorized Worshipping Community, Restoration Chapel, continues to walk alongside women in recovery as a spiritual home. All of these are just a glimpse into how these missions that you support, and all of them are ministries that deeply touch the lives of the people they serve. God is clearly at work.

In addition to our mission congregations, I want you to know about the work I do with our existing congregations. Thanks to the gifts of many congregations, we have established the “Faith in Action” fund to provide seed money for congregations who want to take steps out into the community and make God’s love known. I’ve started a newsletter, called “This Month in Mission” for any who are interested in ideas and resources for evangelism and outreach ministries. Most importantly, I am here as a resource for any of you who want to talk through what it might look like for your church to do more outreach, be more intentional evangelists, or reengage your communities as we are coming out of the pandemic.

It is a blessing and joy to serve as your DEM, and if I can ever be a resource, I am just a phone call away. I am deeply grateful for the ways you support our new ministries and our new initiatives, and it is an honor to serve the synod in this capacity.

In Christ,

Pastor James Henricks
Director for Evangelical Mission

**James R. Crumley Jr Archives
South Carolina Synod Assembly
2022**

Administration

Personnel and Hours of Operation

The Archives employs four part-time workers: Shannon Smith, director and archivist; Trudy Bouknight, office manager; Scott Reeves, assistant archivist; and Ashley Ragland, junior archivist.

Spring and Summer Archives hours are: **Monday 10:00-3:00**
Tuesday 9:00-3:00
Wednesday by appointment only
Thursday 9:00-3:00
Friday Closed

New and Ongoing Projects

Accessions

New and reoccurring accessions from Region 9 synods, congregations, and individuals are continuously deposited in the Crumley Archives and are processed by staff.

“Lutheran Church Visitor”

Part of Ashley Ragland’s work is to “split” digital images of the Lutheran Church Visitor and send the bifurcated images to USC.¹

“Historic Lutheran Theological Southern Seminary Collection”

Scott Reeves continues to work closely with John Quirk to upload new images. Currently, we have 157 images and records uploaded to the collection.²

Oral Histories

This Spring, please look for an interview with Mrs. Sue Setzer in the “Archival Survey” and on our “Our Lutheran Church Visitor” webpage.³

Frankie San Project

Scott Reeves completed his project, which included interviews with Frankie San and Mrs. Sue Setzer, with funding from the SC Synod Mission Endowment Fund. These interviews have been deposited in the Archives, and we have reported to the grant committee.⁴

Alumni Day Display

The Archives created a visual display to complement Dr Susan McArver’s lecture at Alumni Day. We had a presence at the luncheon, as well.

Development

Rev. Dr. Scott Hendrix Scholarship

Applications for this scholarship are due by April 15th.

Networking, Outreach, and Scholarship

Memberships

The Crumley Archives belongs to two archival organizations in South Carolina: PALMCOP (Palmetto Archives, Libraries, Museums, Council on Preservation) and SCAA (South Carolina Archival Association). We’ve also maintained our membership with the Lutheran Historical Conference.

¹ Issues from 1869-1904 can be “browsed” at <https://historicnewspapers.sc.edu/lccn/sn93060372/>

² “Historic Lutheran Theological Southern Seminary Collection”: <https://scmemory-search.org/?utf8=%E2%9C%93&q=lutheran+theological+southern+seminary>

³ “Our Lutheran Church Visitor”: <https://www.crumleyarchives.com/copy-of-manuscripts>

⁴ Cf. Scott Reeves’s report for more details concerning this project.

Web Presence

We have uploaded a complete inventory to our website, which documents every collection we have in the Archives. This tool allows patrons to check to see if we have a collection on-site. Online collections are being added continuously. We are also adding to the number of congregational finding aids, thanks to the work of Ashley.

“Archival Survey”

The Spring 2022 edition of our newsletter will be published in May.

Technology**Storage and Sharing**

We continue to use Egnyte for our online storage needs and Zoom for our conference calling purposes. A.M.D.G. and respectfully submitted,

Shannon L. Smith

**Inclusiveness Network (INET)
South Carolina Synod Assembly
2022**

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.

In the past year of 2021, we were and are currently weathering the effects of operating during the COVID-19 pandemic. As this has caused a lack of activity by the Network, there has also been a lack of enthusiasm and participation by some of the network members. Whereas the membership of INET has previously consisted of 8 members, last year we welcomed 4 new members. Assistant to the Bishop, Rev. Emily Edenfield was one of the four, and she has been instrumental in encouraging the on-going work of INET. However, there is a need for an increase of our membership.

As we were previously under restrictions of attending public gatherings in the earlier part of 2021, in addition to the virtual Book Study on the book Caste, INET's Race Reconciliation & Task Force planned and carried out a hybrid event in June, in remembrance of the anniversary of *Emmanuel Nine* (June 17th) and the acknowledgement and celebration of *Juneteenth* (June 19th). The in-person worship service was held at St. David's Lutheran Church on June 19th and was also attended via "Streaming." The funding for this event was minimal, as funds were used to cover honorariums and mileage for both a guest speaker and a guest musician.

Unfortunately, due to the still existing pandemic, no other in-person events were planned by any of our task forces, requiring the usage of funds in the remainder of 2021 and thus far here in 2022. In the latter half of January, a few INET members attended an online 14-week class, *Race Matters: A Multidisciplinary Exploration of Race in America*, offered by Lenoir-Rhyne free of charge to the public.

INET has met virtually a couple of times this year and have determined that this year, we will again plan a Remembrance of the Emmanuel Nine and a Celebration of Juneteenth worship service, in-person and virtually, if necessary. INET is hopeful that in the approaching year, this pandemic will be a thing of the past and we will continue the work of the Synod's outreach and reconciliation efforts (i.e., in-person workshops, movie showings, book studies, and various youth events).

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,
Rev. Jackie Utley, Chair
Inclusiveness Network (INET)



ELCA Fund for Leaders

South Carolina Synod Fund for Leaders (9C)

2022 Annual Report

Thank you to the people of South Carolina for making an investment in the future of the church through the ELCA Fund for Leaders. We are grateful for your partnership!

In the 2021-22 academic year, the ELCA Fund for Leaders provided scholarship assistance of more than \$3.2 million in support of 317 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 2021-2022

We are grateful that the South Carolina Synod Fund for Leaders (9C) has provided a total of \$46,335 in scholarship awards since its inception. During the 2021-2022 academic year, you provided a total of \$10,400 in scholarship support to:

- Joel Antley \$5,200 Lutheran Theological Southern Seminary
- Laura Henrickson \$5,200 Lutheran Theological Southern Seminary

Additional information about your fund

New gifts given to your fund in 2021: **\$17,259.85**

Market value as of 12/31/2021: **\$304,973.38**

Total Amount available for you to Award for 2022-2023: \$11,300

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 – 2022" for eligibility criteria and notes on the selection process and timeline.
2. **Submit nominee information to us by May 10, 2022** 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 6, 2022.

For more information, please visit [ELCA.org/fundforleaders](https://www.elca.org/fundforleaders) or call our office at 800-638-3522, ext. 2936. Again, thank you to the people of South Carolina for your generous support – we thank God for you!

ELCA Fund for Leaders

for this church and for our future

Instructions for synod scholarship nominees

NOMINEES: Congratulations! You have been nominated by your synod to receive a seminary scholarship! In order to claim the synod scholarship that you have been nominated for, you must officially apply for the scholarship through ELCA GrantMaker (elca.fluxx.io). **Your window for applying is May 16 to June 6.** As long as you complete this application on time and meet the eligibility criteria below, the scholarship amount allocated by your synod will be awarded to you. You will receive half of the total amount for your Fall semester, and the remaining half for Spring semester. Fund for Leaders automatically sends payment to your seminary in your name.

ELIGIBILITY CRITERIA

To be eligible for nomination for an ELCA Fund for Leaders (FFL) synod scholarship fund, students must meet the following eligibility criteria:

- Enrolled at an ELCA seminary
- Enrolled in MDiv (deacon or pastor candidates), MA (deacon candidates) or TEEM program
- Pursuing rostered ministry (word and service or word and sacrament) in the ELCA
- Considered by the synod to be in good standing in the ELCA candidacy process
- Are taking seminary courses in the upcoming year or enrolled in an internship program

The following types of students ARE eligible:

- Studying full-time, part-time, or registered for internship
- Residential or non-residential students
- TEEM candidates
- Fund for Leaders full-tuition, Mission Developer or Federal Chaplaincy scholarship recipients
- Those fulfilling Lutheran learning and formation (“Lutheran year”) candidacy requirements at an ELCA seminary (funding for required courses only). Students must be affiliated and known to the ELCA seminary for verification purposes before scholarship funds can be sent.
- TEEM graduates who are returning to seminary and entering a MDiv or MA degree program.

TIPS FOR APPLYING FOR YOUR SCHOLARSHIP

1. **Applying is a multi-step process! Give yourself enough time! Complete your application on time!**
 - a. Using the Google Chrome browser, go to <https://elca.fluxx.io> to create a new account and register.
 - i. Select “Application Group 5: ELCA Fund for Leaders”
 - ii. Select the scholarship type “**Synod or Congregation Scholarship.**” There will be a drop-down menu – select the name of the specific synod scholarship for which you are nominated.
 - iii. Indicate that you are applying as an **individual.**
 - iv. Submit your registration.
 - b. When your registration is approved (generally within two days – please be patient!), you should receive an email from ELCA GrantMaker with the subject “New User Information.”
 - c. Set your password by clicking the URL in that email and following the instructions. *(Be sure to use the same email address – and check it regularly!).* You will receive a **password reset** email with a unique link to finalize your password.
 - d. After you set your password, you can log in to the portal using your username (found in the “New User Information” email) and new password. Using Google Chrome, **access the portal** at <https://elca.fluxx.io>.
2. **Now you can complete the application.**
 - a. Read the instructions first! Then in the menu at the left, click on “**Applications.**” Go to “Application Group 5: ELCA Fund for Leaders” and choose “Synod or Congregation Scholarship.” When you **complete the application**, *remember to save and submit!*

Please contact FundforLeaders@elca.org or 773-380-2936 with any questions.

We are happy to help!

ELCA Fund for Leaders *for* *this church and for our future*

Guidelines for synod scholarship funds - 2022

ELIGIBILITY CRITERIA

To be selected for an ELCA Fund for Leaders (FFL) synod scholarship students must meet the following eligibility criteria:

- Enrolled at an ELCA seminary
- Enrolled in MDiv (deacon or pastor candidates) or MA (deacon candidates) degree program
- Pursuing rostered ministry (word and service or word and sacrament) in the ELCA
- Considered by the synod to be in good standing in the ELCA candidacy process
- Are taking seminary courses in the upcoming year or enrolled in an internship program

The following types of students ARE eligible:

- Studying full-time, part-time, or registered for internship
- Residential or non-residential
- TEEM candidates
- Fund for Leaders full-tuition, Mission Developer or Federal Chaplaincy scholarship recipients
- Those fulfilling Lutheran learning and formation (“Lutheran year”) candidacy requirements at an ELCA seminary (funding for required courses only). Students must be affiliated and known to the ELCA seminary for verification purposes before scholarship funds can be sent
- TEEM graduates who are returning to seminary and entering a MDiv or MA degree program.

SELECTION PROCESS

- Synods may make their selection decisions however they wish. Scholarships can be awarded to all nominees equally or in differing amounts. The synod may develop a competitive process to award funds to a select group, based on merit or need. **All awards are meant to be additive to other scholarships and tuition assistance a student may already be receiving and can be used for non-tuition expenses associated with their studies.** Note that scholarship funds used to cover costs beyond tuition, books, and fees (such as room and board, insurance, etc.) will count as taxable income to students. Synod scholarships are awarded for one year only. A synod may choose to award scholarship funds to previous recipients, but this does not happen automatically.
- The synod submits nominee information to Fund for Leaders. All eligible nominees will receive funding.
- If there are no qualified students from your synod, or if your synod chooses not to award a scholarship for a particular academic year, the ELCA Fund for Leaders may reallocate scholarship funds to ensure that ELCA candidates from across all synods are being provided with as much assistance as possible.

2022 TIMELINE

March 4	Synods receive their annual report from FFL, including total funding amount available for 2022-23.
April 16	FFL informs synods of Fund for Leaders full-tuition scholarship recipients
May 10	Deadline for synods to submit nominee names to FFL (using the attached Excel template) and advise nominees to go into ELCA GrantMaker to apply for scholarship. Please be in conversation with your nominees to determine whether they will be registering for the upcoming fall or spring semester and what their seminary plans are.
May 16	Application process opens in ELCA GrantMaker (elca.fluxx.io). All nominated students must apply!
June 6	Application process closes in ELCA GrantMaker (all applications must now be complete)
Sept. 2022	FFL makes fall payment to seminaries (1/2 of yearly award)
Jan. 2023	FFL makes spring payment to seminaries (1/2 of yearly award)

FOR ADDITIONAL INFORMATION

- Instructions for students applying through ELCA GrantMaker can be found at [ELCA.org/fundforleaders](https://elca.org/fundforleaders)
- Any questions? Please contact us, or have students contact us, at fundforleaders@elca.org or 773-380-2936

**South Carolina Fund for Leaders
Synod scholarship recipients
South Carolina Synod Assembly
2022**

Laura Henrickson attending Lutheran Theological Southern Seminary pursuing an MDiv degree

Joel Antley attending Lutheran Theological Southern Seminary pursuing an MDiv degree

ELCA Fund for Leaders

for this church and for our future

NUMBERS FOR THE 2021-2022 ACADEMIC YEAR

ELCA Fund for Leaders Endowment (as of June 30, 2021)		\$81,764,456
FFL churchwide scholarships	152	
Full-tuition	134	
Mission Developer	15	
Federal Chaplaincy	3	
Total amount to be distributed		\$2,479,100
Synod and congregation partner scholarships	206	
Total amount to be distributed		\$792,120
Total number of scholarships awarded	358	
Students supported in 2021-2022	317	
Total amount to be awarded in 2021-2022		\$3,271,220



ELCA Fund for Leaders
Evangelical Lutheran Church in America
God's work. Our hands.

Benefit Stability in Uncertain Times

As the pandemic ebbed and flowed in 2021, Portico's benefits remained a reliable constant for ELCA congregations and organizations, affirming the importance of church together.

- ELCA-Primary health benefits helped to lower stress levels and provided virtual access to health care.
- The ELCA Retirement Plan continued to deliver strong investment returns while offering no- or low-cost access to financial planning and coaching services.

In recent years, we've brought added stability to our program by extending quality, cost-effective benefits to more of those who serve. As we include more ELCA-affiliated social ministry organizations, colleges, and universities, as well as full communion partner denominations, we grow the size of our pool, which, in turn, allows us to secure lower administrative fees and innovative benefits not typically available to smaller groups. In this way, we continue our mission to serve those who serve.



The Rev. Jeff Thiemann
President & CEO

Meeting the Need in 2021

869

Plays of New Portico Podcast

Hosted by an ELCA pastor on current issues impacting our faith community.

34%

Chose New Voluntary Benefit

Through our cost-saving vision care services provider.

643

Retired

In Portico's bundled benefits program — Well done, good and faithful servants!

7.3%

Annuity Payment Increase

Approved for ELCA annuitants in 2022.

2,564

Medical Visits via Text

Through 98point6®, our virtual primary health care service.

8

Large Organizations Joined

In 2021 — 1 ELCA college, 6 ELCA-affiliated social ministries, and 1 full communion partner social ministry.

2,880

Classes Completed in 2021

On Burnalong, Portico's new online fitness and wellness benefit.

76%

More Accessed Financial Coaching

Through LSS of Minnesota in 2021 than during the same period in 2020.

87.8%

Very Satisfied

With our Customer Care Center service.

Necrologist Report, May 1, 2022

Martha Barnhardt McCombs, 90, died April 22, 2020

Wife of The Rev. Earl McCombs Jr.



Martha Barnhardt McCombs, 90, wife of Rev. R. Earl McCombs, Jr., died Wednesday, April 22, 2020 at NHC Health Care Center.

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.

Memorials may be made to Immanuel Lutheran Church, 501 E. Creswell Avenue, Greenwood, SC 29646 or to Hospice and Palliative Care of the Piedmont, 408 W. Alexander Avenue, Greenwood, SC 29646 (www.hospicepiedmont.org).

Cary Dowd Cruse, 92, died March 28, 2021

Wife of the late Rev. Guy Cruse

Mrs. Cary Dowd Cruse joined the Church Triumph on March 28, 2021. She was the daughter of the late Walter and Ida Harmon Dowd of Moore County, North Carolina. Mrs. Cruse obtained her Registered Nurse license from Cabarrus County Hospital. She served as a nurse in area hospitals and nursing homes until her retirement.

While working in Concord, NC, she met her future husband, The late Reverend Guy Cruse. In 1959, they located to White Rock, SC. Mrs. Cruse was the epitome of a pastor's wife, supportive of her husband while attending to her family. She was by his side for 62 years. Mrs. Cruse was a member of Saint Peters Lutheran Church in Batesburg, SC.

Mrs. Cruse is survived by her sons, The Reverend G. Reginald (Amanda) Cruse, and Keith Cruse; daughters, Karen (The Reverend Kent) Peterson, and Joy Cruse. She is also survived by her grandchildren, Joshua (Paulene) Cruse, Rebekah Cruse, and Keller Cruse. Kelsey Peterson, Calvin Lee, Cole Lee. Mrs. Cruse was blessed with a great-granddaughter, Paige Cruse, and a great-grandson arriving later this summer.

Private graveside services will be held in Bush River Memorial Gardens.

Memorials may be made to Saint Peters Lutheran Church, 1117 Marcellus Road, Batesburg-Leesville, SC 29070, or to a charity of one's choice.

The Reverend Timothy D. Bryson, 77, died April 29, 2021



Reverend Timothy D. Bryson, Sr., passed away on April 29, 2021, following a lengthy illness.

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 will be held on Saturday, May 15, 2021, at 1:00 p.m. at Shepherd of the Sea Lutheran Church, 2637 US-17 BUS, Murrells Inlet, SC 29576.

In lieu of flowers, the family requests donations to the church of your choice.

Sylvia Faye Pitts Cumbee, 85, died July 21, 2021

wife of the late Rev. Luria Erastus Cumbee



Sylvia Faye Pitts Cumbee, beloved wife of the late Rev. Luria Erastus Cumbee slipped from this earth into the arms of her Savior of Wednesday, July 21, 2021, at Aiken Regional Medical Center following an illness.

Born in Newberry, SC on September 6, 1935, she was the daughter of the late Madison & Sarah Duncan Pitts. She was retired from Westinghouse where she worked in administration. She was a member of Mt. Calvary Lutheran Church in Johnston. Mrs. Cumbee was committed to Christ first and foremost, and then to the love of her life, Rev. Cumbee until his passing in 2015. She was a devoted mother, grandmother and great-grandmother. In addition she was the former President of the WELCA.

Surviving are her daughter and son in law, Allison C. (John) Haskell of Ridge Spring, SC; two sons and daughters-in-law; Michael (Lisa) Cumbee of Ridge Spring and Stephen Craig Cumbee (Donna Mellott) of Pass Christian, MS.; Grandchildren, Jonathan, Richard, Marc, Laniah, Gabriel, Leah & Kala; Great-grandchildren, Tyler, AnnaLee, Ava Rae, Jayme, Zoey & Vance.

In addition to her parents and husband, Mrs. Cumbee was pre-deceased by a granddaughter, Laura and two brothers, Madison Pitts, Jr. & Fred Pitts

Funeral Services will be conducted on Saturday, July 24, 2021 at 11:00am at Mt. Calvary Lutheran Church with Rev. Mark Smith officiating. Interment will follow in the church cemetery.

The family will receive friends one hour prior to the service in the fellowship hall of the church.

In lieu of flowers memorials may be made to the Mt. Calvary Lutheran Church General Fund, 1186 Mt. Calvary Road, Johnston, SC 29832 or to Newberry College General Scholarship Fund, 2100 College Street, Newberry, SC 29108.

The Historic George Funeral Home & Cremation Center, 211 Park Ave SW, Aiken, SC 29801 (803) 649.6234 has charge of arrangements.

The Reverend James Wilson Campbell, Jr., 73, died August 22, 2021.



The Reverend James Wilson Campbell, Jr., 73, died Sunday, August 22, 2021. Born in Hickory, North Carolina, Rev. Campbell was the son of the late James Wilson, Sr. and Jahaza Yoder Campbell and married for 41 years to Sylvia Nelson-Campbell. A graduate of the Lutheran Theological Seminary in Columbia, he was the pastor of several churches in North and South Carolina. He completed his ministry at Mt. Olivet Lutheran Church in Prosperity, South Carolina.

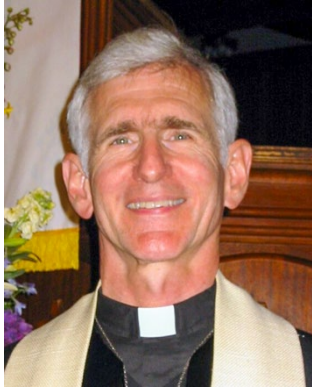
Survivors include his wife, Sylvia Nelson-Campbell, and children, Zachary Nelson-Campbell (Cynthia), Collen Nelson-Campbell, Amber Nelson-Campbell and son-in-law, Carl Sesler; grandchildren, Kylie Campbell, Hunter Sesler, Nessie Deese, and Izzy Deese, his mother-in-law Ruby Nelson, and sister-in-law Debbie Nelson. Special friends include Jane and Will Wyatt. In addition to his parents, he is preceded in death by his brother John Campbell, fathers-in-law Alvis (Al) Nelson and Charles Marthers.

A service will be held at 2 o'clock Sunday September 12, 2021, at Mount Olivet Lutheran Church, Prosperity, 2192 Bethel Church Road, Prosperity, SC 29127. The Rev Ozzie Herlong of the South Carolina Synod ELCA will officiate the service.

The family would like to thank his church family at Mt. Olivet for all the love shown to him, Drs. John Ferguson, Ben Pinner, Chaudhry Mushtaq and Edwina Hallman, NP and the staff at Pinner Clinic for their compassionate and loving care.

Memorials may be made to:
Lutheran Services Carolinas
1416 S. Martin Luther King, Jr. Ave.,
Salisbury, N.C. 28145
PO Box 947
or at: <https://lscarolinas.net/donate/>

The Reverend Dr. Henry McKay, 84, died August 28, 2021



The Rev. Dr. Henry McKay, 84, died Saturday, August 28, surrounded by loving family at his home in Asheville, NC. Pastor McKay was born in Macon, GA to Henry Mann McKay, Sr. and Eleanor Schroder McKay, and spent his youth in both Savannah and Macon, GA. A lifelong learner, Pastor McKay earned a B.A. in Sociology from Lenoir-Rhyne College in 1960 and went on to complete an M.Div. from Lutheran Theological Southern Seminary in 1964. He later received an M.Ed. in Counseling from UNC Charlotte in 1973, and then earned a Dr. of Divinity from the Jesuit School of Theology in 1975.

Pastor McKay's ministry was as far reaching in service as it was in geography. He firmly believed that social justice is central to Christian ministry, and he was an advocate for civil rights and all of God's creation throughout his life. After being ordained at St. Paul's Lutheran Church in Savannah, GA in 1964, he received his first call to Ascension Lutheran Church in Jackson, MS. While in Jackson he led the effort to integrate his congregation and worked with the Committee of Concern to help rebuild churches that had been damaged or destroyed in acts of racial violence. He then moved to Charlotte, NC where he started Advent Lutheran Church in 1967 and served as campus pastor at UNC Charlotte. From Charlotte, Pastor McKay moved to the mountains of southern California in 1973 to serve as Executive Director of Outdoor Ministry and Director of Camp Yolijwa. In 1981 he became Pastor of Community Lutheran Church in Watsonville, CA, and in 1984 moved back to the East Coast to become Executive Director of Lutheran Social Services of Central South Carolina until he retired in 2000.

Pastor McKay is survived by his wife and best friend of 54 years, Dr. Judy McKay, as well as his daughter Elizabeth McKay-Altman (Dennis Altman), and his son Frank McKay (Sonja McKay), along with six beloved grandchildren Alexandria McKay, Iona McKay, AJ Altman, Aela Altman, Ari Altman, and Annika McKay. To family and friends, "Papa" McKay will be remembered as a loving and generous man who never met a stranger and who always buoyed those around him through stories, humor, and his playful spirit.

A Celebration of Life service will be held at 11:00 a.m., Saturday, Sept. 4 starting with singing of favorite hymns at 10:30 a.m. For family and friends who are able to attend in person, the service will take place at the Lutheridge Camp & Conference Center in Arden, NC. For those who would like to attend virtually, Zoom streaming will be available. The service will be led by the Rev. Matt Smith of St. Mark's Lutheran Church Asheville, and will include remarks from Bishop Tim Smith of the North Carolina Synod of the ELCA. Please dress comfortably for an outdoor service. The family invites friends to bring their own picnic lunch and supplies to join in a socially distanced picnic after the service.

If you would like to attend online, please contact St. Mark's office at (828) 253-0043 or admin@stmarkslutheran.net for details. In lieu of flowers, the family requests that gifts be made to one of the following organizations: Lutheran World Relief, Four Seasons Hospice, St. Marks Lutheran Asheville, NC.

The Reverend Richard Conrad Davis Inman, 38, died September 6, 2021



Richard Conrad Davis Inman, 38, passed away on September 6, 2021 from complications of contracting the COVID-19 virus.

Rick is survived by his wife, Kristen Inman; parents, Richard and Mary (Neal) Inman; sister, Stephanie Seay (Chris); nieces, Ansley Seay and Greer Crow (Davis); nephews, Harrison Seay and Samuel Seay; and aunts, Deborah Polson and Cheryl Christian.

He was preceded in death by his grandparents, Robert A. and Alice Inman, Davis O. and Agnes Smith; and Uncles, Robert M. Inman and Howard Polson.

As a graduate of Clemson University with bachelor's degrees in communications and history, Rick continued his studies and earned a master's degree of divinity from Lutheran Theological

Southern Seminary. Rick was an ordained minister of the Evangelical Lutheran Church of America and was serving as pastor at Sandy Run Lutheran Church in Sandy Run, South Carolina.

As an avid fan and supporter of all Clemson athletic teams, particularly his beloved Clemson football Tigers, he could be counted on for loyalty to his alma mater. He loved to take walks with his wife Kristen and their dog Booker, who Rick always spoiled with treats and belly rubs. He was passionate about his ministry as a pastor and loved to talk with people about God and Jesus Christ – even sharing these conversations with people during his final days in the hospital.

The funeral service will be held Saturday, September 11th at 1:30 pm at Good Shepherd Lutheran Church, 3909 Forest Drive, Columbia SC 29204. Masks are required for those attending the funeral. There will also be a live streaming of the service at the link below.

There will also be a viewing on Friday, September 10th from 5:00 to 7:00 pm at Shives Funeral Home, Trenholm Road Chapel, 7600 Trenholm Road Ext., Columbia SC 29223. Masks are required for those attending the viewing.

The family also wishes to thank the caring staff at Lexington Medical Center for their compassionate treatment and support. Donations in lieu of flowers can be made to: Pawmetto Lifeline, Oliver Gospel Mission and Lutheran Services Carolina.

Charlotte L. Diegel, "Chan", (nee Lesemann), 80, died September 13, 2021

Wife of The Rev. Ronald L. Diegel



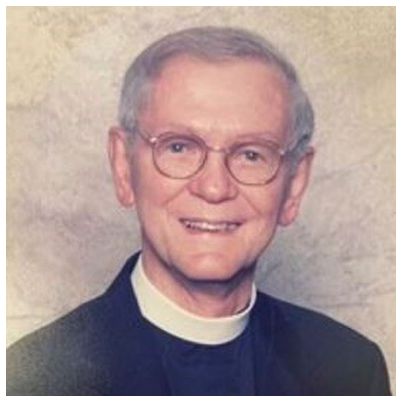
Charlotte L. Diegel, "Chan", (nee Lesemann) passed away peacefully at her home on Monday, September 13, 2021 and went to be with her Lord at the age of 80 years. Born on May 13, 1941, in Charleston, South Carolina, Chan was a Registered Nurse by training but spent her life serving as a homemaker, wife, and mother.

She is survived by her loving husband, Pastor Ronald L. Diegel, to whom she was married on September 11, 1965. She is lovingly remembered by her children, Ronald B. Diegel (Ronnie) and Charlotte Rebecca (Becky) Dezarn; she is also fondly remembered by her grandchildren, Sarah M. Gainey (Madison), Andrew B. Diegel, Jackson S. Jernigan, Ashton M. Jernigan, Ava Coleman Diegel; a step-grandchild, Shelby M. Dezarn; brother, Louis J. Lesemann; and nephew, Mikell L. Lesemann.

The family would like to express their heartfelt thanks to the Lutheran Hospice nurses including Kathy Cooley, Christy Shepler, and Aimee Aline. Additionally, the family would like to thank Grace Caregivers and especially Ashley Kitts. Lastly, sincere gratitude is extended to caregiver Debbie Landis for her help and devotion to the family. The family is appreciative of the ministry of St. Stephens Lutheran Church in Lexington, South Carolina, and Pastor Jason Antley.

A graveside service will be held 3:00 p.m. Thursday, September 16, 2021, at St. Stephens Church Cemetery. The family will receive friends following the service in the fellowship hall at the church. Memorials may be made to St. Stephens Lutheran Church 119 North Church St. Lexington, SC 29072. Barr-Price Funeral Home and Crematorium, Lexington Chapel is assisting the family.

The Reverend Dr. Daniel Murray Shull Jr., 89, died September 16, 2021.



The Reverend Dr. Daniel Murray Shull Jr., age 89, of Spartanburg, passed away Thursday, September 16, 2021.

He is survived by his wife of 65 years, Christine Wessinger Shull, his children Lori Shull Crumpton (George) and Michael Murray Shull (Betty), his grandchildren Megan Shull Coleman (Blake), Andrew Murray Shull (Eliza), Elizabeth Christine Hurd (Grant), and Katherine Evelyn Sexton (Wil) and two great-grandchildren (Karris Jane Coleman and Jayden Shull Coleman). He is predeceased by his father The Reverend Dr. Daniel Murray Shull Sr., his mother Mary Langford Shull, his brother Cyril Langford Shull, and his sister Mary Sue Shull Bedenbaugh (Lester Lee).

Reverend Shull was born on October 14, 1931. He attended Ellore High School and then gained a Bachelor of Arts degree in English from Newberry College in 1953. Following graduation from Newberry, he attended the Lutheran Theological Southern Seminary and was ordained in 1956, on the same day that he and Christine were married, June 10th, 1956. Once married, he continued his graduate studies at Hartford Seminary in Hartford, Connecticut for a year, before departing for Liberia, Africa where he preached in the native Kpelle language and baptized over 430 people. There, he and his wife served as missionaries for five years and had both of their children.

A devoted minister for forty years, he shepherded congregations at the following churches: Emmanuel Lutheran Church in West Columbia, St. James Lutheran Church in Sumter, SC and Holy Communion Lutheran Church in Spartanburg, SC. Even after his retirement, he continued to serve as interim pastor at numerous churches and served as the president of Greater Spartanburg Ministries.

Reverend Shull was also a known lover of reading and writing and served as the Editor of the South Carolina Lutheran for thirty years. He was on the Newberry College Board of Trustees for 16 years and received an honorary doctorate of divinity degree from Newberry College. His friends and family would describe him as a missionary, a wonderful listener, an advocate for social justice, a major sweet tooth and a role model for living a life for the cause of Christ.

A receiving of friends will be held Tuesday, September 21, at Joy Lutheran Church, 3980 Moore Duncan Hwy, Moore, SC 29369, from 9:45-10:45 am, followed by the funeral service at 11:00 am conducted by Pastor Lane Bembenek.

A graveside service will be held at 3:00 pm at St. David's Lutheran Church, 132 St. David Church Road, West Columbia, SC 29170. In lieu of flowers, donations can be made to Newberry College; Office of Advancement, 2100 College Street, Newberry, SC 2910

Loretta Herlong Haigler, 85, died September 18, 2021

Wife of The Rev. Alvin H. Haigler, Sr.

Loretta Herlong Haigler, 85, wife of Pastor Alvin H. Haigler, Sr., passed away peacefully at home surrounded by her family on September 18, 2021. Born January 22, 1936 in St. Matthews, SC, she graduated from St. Matthews High School as Valedictorian of her class in 1954. She earned a BA in Elementary Education from the University of South Carolina. She worked faithfully in the ministry beside her husband, Alvin, for 35 years as a Sunday School teacher and Altar Guild member at all six Lutheran churches that they served.

Her quiet devotion to family and friends, and gentle welcoming presence blessed our lives.

She is predeceased by her parents, Pou and Lucie Herlong; and brother Billy Herlong. She is survived by her husband Alvin; brother, Henry Herlong (Doris); children, Laura Ann Sorrell (Charles), Alvin Hayne Haigler Jr., (Nena), Lisa Ryba (Stuart), Lucie Bias (Alan); seven grandchildren, Elizabeth (Clint), Eric (Jordan), Brooke (Ryan), Kevin, Mitchell, Katharine, and Alexander; and one great granddaughter, Ember.

A graveside service will be held at Sandy Run Lutheran Church on September 23, 2021 at 11:00am. Visitation will be held before and after the service.

Memorials may be made to Sandy Run Lutheran Church, 1927 Old State Road, Swansea, SC 29160

Caroline Derrenbacher Swicegood, 83, died on October 13, 2021

Wife of The Rev. Dermont Luther Swicegood



Caroline Derrenbacher Swicegood of West Columbia, born 5/19/38 in Columbia, SC passed on 10/13/21 leaving all that knew her as a kindred spirit, whose love of life was only exceeded by her love and concern for family and friends. Her wisdom, confidence and loving personality established her as a unique individual that everyone she befriended were truly blessed with unwavering kindness. She was the Daughter of Jack and Elizabeth Derrenbacher of Cayce, SC where she inherited her tough resolve and her sincere compassion. At age 12 she would drive a jeep, shoot a shotgun hunting with her father on Saturday and play a piano sonata on Sunday at Church. She graduated from Brooklyn Cayce High School in 1956 where she was an accomplished clarinet player in the band and the pianist in many musical programs; she was voted best all around by her peers and well represented that title throughout her life.

Upon graduation she attended Columbia College in South Carolina majoring in the musical field of voice and piano. She married her high school sweetheart, D. Luther Swicegood in 1958 and with him answered the call to minister through the Lutheran Church and the communities where they resided. Her wisdom, confidence, personality and genuine concern for others were strong assets to the congregations that they served from Christ the King, Columbia, SC; Saint Michaels, Greenville, SC and King of Glory, North Myrtle Beach, SC where she spent many hours sailing with her husband, family and friends. She never sought attention or acclaim rather lead by example when called upon to share her many talents from Organist, Choir, Sunday School and Nursery Management to Community ministry taking the responsibility of providing clothing, food and transportation to families in need.

She worked with Meals on Wheels in Greenville, SC and received Volunteer of the year Award from The City of Greenville in 1985 for placing Medical Alert Devices in the homes of the elderly and disabled. She was a devoted mother, grandmother and resource to many that would be in need of advice, assistance or just to listen. Her extended family was as large as her unselfish love to assist others. Her contribution, commitment and extension of her love for others was unsurpassed even as she battled cancer and numerous other health issues over 36 years. She will be remembered by the tremendous number of families and individuals touched by her unconditional love and care.

She is survived by her Husband, Dermont Luther Swicegood of West Columbia, SC and oldest son, Dermont Luther Swicegood, Jr. of Lexington, SC. A memorial service was held on 4:00 p.m. Sunday, October 17, 2021 at Mount Tabor Lutheran Church; 1000 B Avenue; West Columbia, SC. In lieu of flowers, memorials may be made to Mount Tabor Music Department, Saint Jude Children's Research Hospital, or Shriners Hospital for Children.

The Reverend Dr. Robert Ellis Snyder, 91, October 29, 2021.



The Reverend Dr. Robert Ellis Snyder, 91, died of natural causes on Friday, October 29th. He was the son of the late Reverend Dr. Ellis Emmanuel Snyder and the late Pauline Walker Snyder. Bob is survived by his beloved wife, Paula Schumacher Snyder, daughter, Carol Elizabeth Snyder (Dan Barham) and her three sons, Andrew, Matthew and Jonathan Wells, and son, Paul Robert Snyder (Melissa) and their two children, Daniel and Kaylee.

Bob earned a B.A. degree from Capital University in Columbus, OH, a M.M. from University of Colorado, Boulder, CA, a M.D. from Trinity Lutheran Seminary, Columbus, OH and a Ph.D. in Choral Literature and Performance from the University of Iowa, Iowa City, IA.

Bob was a pastor at Faith Lutheran Church, Detroit, MI from 1956 to 1966. After completing his doctorate at Iowa, Dr. Snyder was a professor of Music and Director of Choral Activities at Eastern Illinois University in Charleston, IL from 1969 until he retired in 1995. He directed the EIU Concert Choir, which toured Europe two times and performed at the American Choral Directors Association National Convention in St. Louis, MO. Bob was president of IL ACDA and the Central Division of ACDA. He served as ACDA National Treasurer for four years.

Bob served as interim pastor at Trinity Lutheran Church in Mattoon, IL, Trinity Lutheran Church in Shumway, IL, Trinity Lutheran in Olney, IL, St. Andrew Lutheran in Champaign, IL and at St. Paul Lutheran Church in Aiken, SC in 2004.

Bob loved to travel and visited all 50 states and 34 countries. He and Paula retired to Aiken, S.C. in 1999 where he was a member of Woodside Plantation Country Club. Bob enjoyed golf, tennis, bridge and traveling. He spent countless hours at the baseball field with Paul and on the tennis courts with Carol. "I remember when." was the start of many (detailed) stories. Bob would try to make you smile with a joke or tease the younger generation. When the nursing staff would take his blood pressure or need him to cooperate, "That will cost you a dollar" was his response. When his Buckeyes, his St. Louis Cardinals or the Detroit Lions didn't cooperate, he would let the TV and anyone in the room know! He was committed to his faith, family and any choral concert he could attend!

Bob and Paula moved back to Bloomington, IL in February of 2020 and resided at Luther Oaks. The family is grateful for the care and support of the Luther Oaks nursing staff. His jokes and sense of humor will be missed!

A celebration of life service will be held at Christ Lutheran Church in Bexley, OH on Saturday, November 6th at 10am. Internment will be at Reber Hill Cemetery in Ashville, OH. In lieu of flowers, contributions may be made to Trinity Lutheran Seminary, with the Robert E. and Paula S. Snyder Church Music Scholarship in the memo line. Address: Trinity Lutheran Seminary; 2199 East Main St., Columbus OH 43209 or online at <https://www.capconnect.org/donate> with "in memory of Bob Snyder" in the comment line.

The Reverend Frank Edward Lyerly, 91, died December 6, 2021.



The Reverend Frank Edward Lyerly, 91, died Monday, December 6, 2021, at the Newberry County Memorial Hospital. Born on February 26, 1930, in Salisbury, NC, he was the son of the late Burley Franklin Lyerly and Mary Elizabeth Trexler Lyerly.

Pastor Lyerly graduated from Catawba College in Salisbury, NC and the Lutheran Theological Southern Seminary in Columbia, SC. He had obtained his Master in Theology. He was ordained on May 25, 1955. He served Saint Martin Lutheran Church in Maiden, NC, Gloria Dei Lutheran Church on Anna Maria Island, FL, Mount Pleasant Lutheran Church in Saluda, SC, The Lutheran Church of the Ascension in Columbia, SC, Saint Johannes Lutheran in Charleston, SC and Bland-Ceres-Burkes Garden Parish in the Ceres, Virginia area.

He is survived by a daughter, Barbara Elizabeth Boyd (Chris) of Cocoa, FL; a son, Richard William Lyerly of Prosperity; daughter-in-law, Barbara Sue Lyerly of Charleston, WV; four grandchildren, seven great-grandchildren; a sister, Billie Elizabeth Roth of Woodstock, GA. He was predeceased by his beloved wife of 65 years, Barbara Alice Brown Lyerly, his son, Charles Franklin Lyerly and a grandson, Shawn Phillip.

A worship service was offered at Macedonia Lutheran Church on Friday, December 10, 2021. Memorials may be made to the church handbell choir, 49 Macedonia Church Road, Prosperity, SC 29127.

The Reverend Everett Ray Price, 86, died December 20, 2021.



Reverend Everett Ray Price, 86, of West Columbia, passed away Monday, December 20, 2021. He was born May 16, 1935 in Hickory, NC to the late Floyd and Ila Price.

Services will be held 11:00 a.m. December 27, 2021 at Mt. Hermon Lutheran Church officiated by Rev. Gina Metze, Bishop Emeritus David Donges, Rev. Arden Hallman and Bishop Ginny Aebischer. Burial will follow in the church cemetery. The family will receive friends from 3:00 p.m. until 5:00 p.m., Sunday, December 26, 2021 at Barr-Price Funeral Home, Lexington Chapel. Memorials may be made to Mt. Hermon Lutheran Church, 3011 Leaphart Road, West Columbia, SC 29169.

Rev. Price graduated from Lenoir-Rhyne College (now University) in Hickory, NC in 1956 and Lutheran Theological Southern Seminary in Columbia, SC in 1959. He was

ordained as a Lutheran pastor in June of that same year. He accepted a call to develop a new Lutheran congregation in Lincolnton, NC which they named Holy Cross Lutheran Church. In 1968, he moved to Hartsville, SC to develop Our Shepherd Lutheran Church. In 1985, Rev. Price accepted the call to become Pastor of Faith Lutheran Church in West Columbia, SC where he remained until his retirement at the end of 1999. After retirement, Pastor Price remained active by serving as an Interim Pastor (Orangeburg Lutheran – 3 times; St. Thomas, Chapin, SC; St. Luke, Columbia, SC; St. Timothy, Camden, SC) and Supply Pastor which he loved. He was an avid hunter, fisherman and gardener. He delighted in sharing what he grew with friends and family.

Rev. Price is survived by his daughter, Scottie (David) Marsh and cherished grandson, Jacob Mathias Marsh; sister, Wilma Austin of Hickory, NC; brother, Harold (Jean) Price of Conover, NC; sisters-in-law, Dot Mathias and Gloria Mathias of West Columbia, Sandra Price of Conover, NC; as well as numerous nieces and nephews.

Rev. Price was predeceased by his beloved wife, Bernice Mathias Price; sister, Dorothy Killian; brother, Darrell Price; as well as his parents. Special thanks for loving care to Dr. Frederic Smith, Dr. Keith Brightbill, Lutheran Hospice, Kindred at Home and Ms. Andreak Foster.

Merrilyn Rickert Sease, 70, died on December 27, 2021.

Wife of The Rev. Milas “Mike” Yoder Sease, III.



Merrilyn Rickert Sease was a caring wife, mother, grandmother, daughter, aunt, and friend. Most importantly, she was a child of God. She died on December 27, 2021 at age 70.

She was born to Willene Evans Rickert and Harold Russel Rickert on October 21, 1951 in Macon, GA. After graduating from Effingham County High School, she went on to attend Georgia Southwestern and obtain a degree from Armstrong College. She then went on to graduate from Midlands Tech Nursing School. She was a retired nurse.

Merrilyn was the wife to the late Rev. Milas “Mike” Yoder Sease, III. Together they had two children: Angela Sease Reid (Zeb) and Russel Franklin Sease (Jaclyn). She was also the proud Mimi of Zoe and Zarek Reid, Jackson, Elon, and Gordon Sease.

She was predeceased by her parents, husband, and aunt, Mary Wilma Wells.

A memorial service will be held at 2 pm on Thursday, December 30, 2021 at Wiles Chapel of Newberry College, Newberry, SC. Family will greet friends in Smeltzer Hall, following the service. Services will be conducted by Bishop Kevin L. Strickland of the Southeastern Synod ELCA and The Rev. Terry M. Amick of St. Philip’s Lutheran Church of Newberry, SC.

Memorials may be given to The Living Hope Foundation in Newberry, SC and the Chapin We Care Center.

The Reverend Charles B. Dawkins, 91, died April 15, 2022

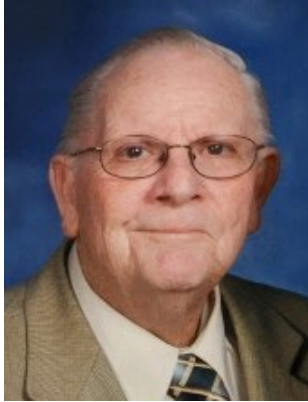


The Reverend Charles B. Dawkins, known by many as "PD" and by his grand and great grandchildren as "Papa," died on Good Friday, April 15th, 2022, at age 91. Pastor Dawkins was a resident of West Columbia, and he is survived by his wife Betty Frierson Dawkins, and their daughters Debra Louise (Walt) Steading and Donna Dawkins (Hank) Ray, five grandchildren, and four great-grandchildren. Son David Lee Dawkins predeceased him.

Pastor Dawkins graduated from Newberry College and then attended the Lutheran Theological Southern Seminary, accepting a call to serve in Japan in 1954. Over the 16 years as missionaries, Charles and Betty lived in Tokyo, and then in Kumamoto, and finally in Yokohama, Japan. While on the one-year expected furloughs, he served in parish ministry in various locations in South Carolina. The family relocated to the United States in 1970, where he served at Holy Trinity Lutheran Church in Little Mountain until 1976 and subsequently at St. Peter's Lutheran Church in Lexington, engaging in interfaith community service organizing efforts and in prison ministry. Following certification in clinical pastoral education, he took a position with the Kiva program at the state hospital in the Department of Mental Health. After retirement he enjoyed many years of supply ministry within the SC Synod of the Evangelical Lutheran Church of America and with Kairos prison ministry.

A memorial service will be on Saturday, April 23rd at 4:00 pm at Saint Andrews Lutheran Church, 1416 Broad River Road in Columbia, South Carolina. The family will accept visitors at the church at 3:00 pm. In lieu of flowers, please consider a donation to Mission Lexington or the charity of your choice.

The Reverend J. Pierce Evans Jr., 84, died April 17, 2022



Rev. J. Pierce Evans, Jr., 84, of Little Mountain died Sunday, April 17, 2022, at the Heritage at Lowman Rehabilitation. Born in Augusta, GA on March 8, 1938, he was a son of the late Johnnie P. Evans, Sr., and Sarah Kilpatrick Evans.

A 1961 graduate of Newberry College, he then began the Lutheran Theological Southern Seminary and was ordained into the Lutheran ministry by the Florida Synod of the Lutheran Church of America on May 23, 1966. He served in the NC Synod at Ebenezer Lutheran, Catawba, NC and Trinity Lutheran, Concord, NC, and the South Carolina Synod at Summer Memorial, Newberry, SC, St. James Lutheran, Leesville, SC, and Faith Lutheran, Newberry, SC. He retired in 2001 after 36 years of active ministry. During retirement Rev. Evans served as a local pulpit supply pastor and from 2008-2016 as the visitation pastor at St. Luke's Lutheran Church, Prosperity.

In 1966, Pierce married Clarice Shealy and they built a family together raising two daughters, Trudy, and Sarah Jo. The two loved traveling and camping, and over their 55+ years together, they were able to visit all the 48 continental states. Upon his retirement, they moved to Little Mountain and became members of Mt. Tabor Lutheran Church.

Always learning, he was an avid reader and an adopter of new technologies. Rev. Evans enjoyed hobbies such as drawing, painting, woodburning, photography and camping. He especially enjoyed sharing his hobbies with his daughters and granddaughters.

He will be remembered for his optimistic outlook on life, his gift of ministry through visitation, and his love of family. In addition to his parents, he was predeceased by his daughter, Trudy, and his brother, Edward Evans.

Graveside services will be conducted by Rev. Richard Johnston at 11:00 AM, Saturday, April 23, 2022, at Mt. Tabor Lutheran Church. The family suggests sending any memorials to Mt. Tabor Lutheran Church, 816 Mt. Tabor Church Road, Little Mountain, SC 29075 or the Little Mountain Rescue Squad 219 N Boundary Street, Little Mountain, SC 29075.

The Rev. James R. Connelly, Jr., 89, died on April 29, 2022



The Rev. James R. Connelly, Jr., 89, formerly of Lexington, SC died on April 29, 2022 in Birmingham, Alabama.

A Native of Sumter, SC, he was a graduate of Newberry College (1954) and Lutheran Theological Southern Seminary (1957). During his ministry, Pastor Connelly served as Mission Developer and first Called Pastor of Gethsemane Lutheran, Columbia, SC; Pastor of Redeemer Lutheran, Macon, GA; Shades Valley Lutheran, Birmingham, AL; and Mt Tabor Lutheran, West Columbia, SC. He served for over 10 years on the staff of Division of Parish Services of the Lutheran Church in America, working in Evangelism and Parish Leadership Development.

Following retirement, he also served five Interim Ministries in SC and AL and for four years served as Director of Church Relations of Newberry College. During his ministry, he served on numerous institutional boards and committees, including Newberry College Board, LTSS Board, serving as Secretary, Lutheridge Board, and many other Synodical committees. He was a delegate to two LCA National Conventions and served as Chair of the Board for National Academy of Evangelists. He was president of Ministerial Associations in Macon and Birmingham, and a life-long member of Sertoma Club. He loved spending time with his family, traveling with his wife and close friends, and a smooth glass of scotch.

Reverend Connelly is survived by his loving wife of 66 years, Faith Bunger Connelly (a native of Savannah, GA) daughters, Kathy Anderson (Lee) and Karen Pierce (Mark) of Birmingham, AL, and the Reverend Dr. Rachel Connelly (Mike Goyne) of Walhalla, SC. sisters Mary Brueggemeier (Garry) and Ellen Hall (Ron) of Tampa, Florida. 8 grandchildren: Jessica Partin (Paul), Jason Pierce (Lauryn), James Pierce (Lindsay), Jared and John Anderson, Jacob Goyne (Lara), Jesse and Faith Goyne, 6 great-grandchildren (Halle and Ben Partin, Charlotte, Hayden, and Avett Pierce, Aribella Anderson, and a host of beloved niece and nephews.

A Celebration of Life service will be held at St. Stephen's Lutheran Church in Lexington, SC on Tuesday, May 3 at 2:00pm followed by burial in the St. Stephen's cemetery. Visitation will be on Monday, May 2 from 6:00-8:00pm at Barr-Price Funeral Home, Lexington.

In lieu of flowers: Memorials may be made to St. Stephen's Lutheran Church, 119 N Church Street, Lexington, SC, 29072 or Newberry College, James and Faith Connelly, Scholarship fund, Newberry, SC 29108.

The Rev. Dr. James Harold Milligan, 83 died March 9, 2022



The Rev. Dr. James Harold Milligan, age 83 of Sevierville, formerly of Chesnee, South Carolina, went into the arms of his Lord Jesus, March 9th.

Jim was an avid student of the bible and had a passion for history, especially the Civil War. He ministered to Lutheran churches for over 33 years - teaching, preaching, counseling and mentoring younger Pastors. Prior to ministry he worked for the IRS for 23 years, last serving as branch manager in Elkhart IN. He enjoyed traveling, camping and visiting the local zoo wherever he was. His hobbies included everything from genealogy to woodworking and more.

He was preceded in death by his parents Clifford and Mary Milligan, his brother Lyle Milligan and his son Russ Milligan.

He is survived by his wife of 60 years, Margaret (Peggy) Milligan; his sons and daughters-in-love, Jim and Katrina Milligan of Sevierville, Scott and Michelle Milligan of Belfast, ME and Alisha Milligan of Greenwood, IN; grandchildren JB Milligan, Jessica Milligan Duncan, Rob Duncan, Joshua Milligan, Jake Milligan, Alex Milligan, Kelsey Milligan, Megan Milligan; great grandchildren Reilly, Patrick, and Sierra Duncan.

A Memorial Service will be held at St. John's Lutheran Church in Spartanburg, SC on April 2nd at 2:00PM. Inurnment will be held at Michigan Memorial Park in Flat Rock, Michigan at a later date.

In lieu of flowers donations can be made to St. John's Lutheran Church, Spartanburg SC or to the U.S. National Park Service.

The Rev. Dr. Robert N. Bacher, 87, died on May 23,



The Rev. Dr. Robert N. Bacher, 87, of Bluffton, S.C., died on May 23, 2022, at his home in the arms of his loving wife Shirley, following a hard-fought battle with leukemia.

Born in Houston, TX, Bacher spent his formative years in multiple cities in the U.S. and Germany as his father was in the U.S. Army. He completed his undergraduate studies in English and Industrial Engineering at Texas A&M University, followed by the Master of Divinity degree from Chicago Lutheran Theological Seminary, a predecessor institution to the Lutheran School of Theology at Chicago, which awarded him a distinguished alumnus award in 2002. He went on to receive a Master of Education degree from Temple University, Philadelphia, and Master and Doctor of Public Administration degrees from the University of Southern California.

Ordained a Lutheran minister in 1961, Bacher was mission developer and pastor of St. Mark Lutheran Church, Lakewood, CO, from 1961 to 1966. He then began serving as a national church executive for the Lutheran Church in America (LCA) in parish services, rising to head a large department and serve on the President's Cabinet of Executives. When the LCA merged with two other national churches to form the Evangelical Lutheran Church in America (ELCA) in 1988, Bacher was named Executive for Administration in the Office of the Presiding Bishop. Many compare the scope of that role to chief of staff at the White House. He served as the large churchwide organization's chief operating officer throughout the terms of the first two presiding bishops, Herbert Chilstrom and H. George Anderson. The Bachers retired to North Carolina in 2001 and later moved to Bluffton, South Carolina in 2011.

Over the course of his career, Bacher became widely known as a consultant to organizations, including internationally through his service as a board member of the Lutheran World Federation-supported Augusta Victoria Hospital on the famed Mount of Olives in East Jerusalem. Author of numerous articles in church and administration publications, he co-wrote two books, *Chasing Down a Rumor: The Death of Denominations*, with Kenneth Inskeep, and *Church Administration: Programs, Process, Purpose*, with Michael Cooper-White. A third book, featuring stories of hope, survival, and accomplishment from seven "Good Troublemakers" was in the proofreading stage at the time of his death. Bacher organized a national ecumenical cohort of ecclesiastical chief administrators and served as an executive coach and mentor to many denominational leaders.

In Chilstrom's autobiography, *A Journey of Grace*, the ELCA's first churchwide bishop described Bacher as "a sterling leader and committed churchman . . . the one who would become my alter ego." Chilstrom concluded his praise for Bacher writing, "Because he served so well for me and my successor, I can only wish that I might have been able to clone him."

Reflecting on Bacher, Anderson said, "I came to depend on Bob so much. His vision and creativity were vital in shaping the mission of the ELCA. There are many of us who cherished him and have thanked God for him."

On a personal note, Bobé, as he was known to his loved ones, dearly loved his wife, his three "girls," his sons-in-law, and grandchildren. He loved Shirley's paintings and was exceedingly proud of his daughters. He was blessed to have been the presiding minister at each of his daughter's and his grandson's

weddings. He was always interested in his grandchildren's activities—baseball, swimming, acting, art, costume design, show choir, volleyball, horseback riding—all of which he traveled to see and support. He was also an avid reader and Duke (crazy, over-the-top, out-of-control) basketball supporter.

Bob was grateful that the Lutheran Church took him—a lapsed Methodist—in and called him to do the work he was best at—starting a church, leadership training, and administration. He was dedicated to actively promoting and supporting fairness, justice, and equality, marching with Martin Luther King, Jr. when he was younger, and even going “viral” on social media in 2020 for an inspiring photo with Shirley in support of the Black Lives Matter movement. He made 17 trips to the Holy Land in support of better health care for Palestinians.

Bob died just three days shy of his 65th wedding anniversary with Shirley. He is survived by her and their three daughters and their spouses, Carol and Kevin March of Dallas, TX, Laurie and Charlie Tucker of Bluffton, SC, and Joy and Ivan Cropper of Indianapolis, IN; and five grandchildren, Sean (spouse Carolina), Shannon, Christina, Ella, Olivia; and great-granddaughter Hollynd.

A celebration of Bob Bacher's life will be held on Friday, June 3 at 11:00 am at Lord of Life Lutheran Church in Bluffton, SC.

In lieu of flowers, donations may be sent to ELCA World Hunger, ELCA Disaster Response, or Augusta Victoria Hospital in Jerusalem.

The Reverend Charles Ward Easley, DD, 91, died on May 27, 2022.



The Reverend Charles Ward Easley, DD (Pastor Easley) of West Columbia died on May 27, 2022. He celebrated his 91st birthday on Wednesday, May 25.

Charles was born to the late Laura Louise Colbert Easley and Lefflette Teed Easley on May 25, 1931 in Georgetown, SC. Pastor Easley graduated from Winyah High School, Newberry College and Lutheran Theological Southern Seminary. He was ordained in June, 1956 and gave his life in Christian service. In 1984, Newberry College bestowed upon him the honorary degree of Doctor of Divinity.

He served Lutheran congregations in Albany, GA, Lexington, SC, Kannapolis, Kings Mountain and Albemarle, NC, West Columbia, SC, and Roanoke, VA. Prior to retiring he served 5 years as chaplain of Brandon Oaks Life Plan Community in Roanoke, VA. Easley continued his ministry in the Columbia area as

a supply and interim pastor for many years following his retirement. He enjoyed being called Pastor Easley because he felt the title best reflected his calling to shepherd God's flock. Pastor Easley served on the board of trustees for Newberry College and the South Carolina Synod Candidacy Committee. Throughout his years, he was actively involved in community service, functioning in leadership capacities on various boards.

Pastor Easley is survived by Emma Lou Bossart Easley, his loving and devoted wife of 71 years, and children Charles Ward Easley Jr (Wendy) of Belfast, ME, Irene Louise Moye (Richie) of Lexington, William Teed Easley (Cheryl) of Cayce and Penelope Easley Summer (Jay) of Trenton. He is also survived by grandchildren; Laura Moye (Stephen), Anna Maria Hutchins (Chris), David Moye (Lisa Li), Jenny Kronner (Shawn), Ashley Owens, Charles Moye, Benjamin Easley, and Shannon Bolick (Nick), and six great grandchildren.

He is predeceased by his son, David Harry Easley and brother, Lefflette Teed Easley Jr (Jerry).

His family extends their gratitude to his caregivers at Laurel Crest, All Seasons Healthcare and Lexington Medical Center. In lieu of flowers, he requested that donations be made to the Corpus of the Charles and Emma Lou Easley Scholarship funds at either Newberry College or Lutheran Theological Southern Seminary.

The funeral service will be held at 2:00 PM on Monday, May 30th at Mt. Tabor Lutheran Church, 1000 B Avenue in West Columbia. Visitation will be held following the service in the sanctuary. Barr-Price Funeral Home and Crematorium, Lexington Chapel, is assisting the family.