

BULLETIN OF REPORTS

**South Carolina Synod
Evangelical Lutheran Church in America
Thirty-Sixth Assembly**

**198th Annual Meeting
of the
Lutheran Church in South Carolina**

June 8-10, 2023

**Marriott Columbia
1200 Hampton Street
Columbia, South Carolina 29201**



I  **See JESUS**

Were not our hearts
burning
within us?

LUKE 24:32

**SOUTH CAROLINA SYNOD ASSEMBLY
JUNE 8TH-10TH, 2023**

CHAPTER 1: REPORTS OF ASSEMBLY COMMITTEES	
Agenda and Program Committee with recommendations and Rules of Procedure	5
Report of the Nominating Committee	15
CHAPTER 2: REPORTS OF OFFICERS	
Bishop with Official Acts	39
Vice President	53
Secretary	56
Treasurer	55
CHAPTER 3: REPORTS OF SYNOD COUNCIL	
Synod Council	65
Proposed budget	86
Recommended Compensation Guidelines	89
CHAPTER 4: REPORTS OF SYNOD MINISTRY TABLES	
Deepening Discipleship Table	119
CHAPTER 5: REPORTS OF INSTITUTIONS	
Lutheran Services Carolinas	121
Lutheran Homes of South Carolina, Inc., including financial report	122
Lutheran Theological Southern Seminary of Lenoir Rhyne University	123
NovusWay Ministries	124
Newberry College	126
South Carolina Lutheran Retreat Centers	127
CHAPTER 6: REPORTS OF ORGANIZATIONS	
SC Women of the ELCA	129
CHAPTER 7: REPORTS OF STAFF AND COORDINATORS	
Director of Communications	131
Director for Stewardship	132
Director for Evangelical Mission	135
CHAPTER 8: OTHER REPORTS	
James R. Crumley Archives	137
Inclusiveness Network	138
Portico Benefit Services	139
Necrology Report	140



“Were not our hearts burning within us?”
Luke 24:32

The 2023 SC Synod Assembly will be held June 8-10, 2023 at the Marriott Columbia.

Our Theme: I See Jesus

Scripture Reference: “Were not our hearts burning within us?” Luke 24:32

I see Jesus in... unexpected places

We worship a God who came to Earth, to be with us, to be among us. We worship a God who could have come as a mighty warrior but instead entered this world just as we did, as a baby. Let us gather together to hear stories of God’s work in this Synod in unexpected places.

I see Jesus in... those that are different from me

Conflict and disagreement are all around us and our congregations are not immune, but yet we worship a God who calls us into community with one another. Let us gather to share tools of how best to work together through conflict.

I see Jesus in... our spaces

Jesus flipped over tables when he saw temples being turned into spaces that were not worshipping and honoring God. Let us gather to hear stories of creative ways congregations are using their space to honor God and serve their communities.

I see Jesus in... community

In worship, in the sacraments in congregational meals, in grief support groups, in small groups, in Bible studies, in youth group – when we gather in community and live out the kind of radical love Jesus modeled for us, we see and experience Christ's love. Let us gather to hear stories of the incredible work of congregations who are radically gathering in community.

I see Jesus...in unexpected places, in those I disagree with, in our buildings, and in community as we gather for worship and the sacraments.

In Luke 24 we read the story of the Road to Emmaus where two disciples are walking with Jesus and yet they don't see him. How often do we go about our daily lives not noticing God's presence around us, in the people, places, and experiences? How often do we look at what is wrong with our congregations and think about what it used to be, rather than what it is and can be?

Working with the overall theme, "I see Jesus," we have identified four subthemes to highlight for where we see Jesus, a scripture passage to go along with them, as well as a story from across our Synod of the work being done in congregations that fits with the subtheme.

We are so excited to be able to gather with one another and not only do the business of the Synod, but to hear the amazing stories of ministry going on across the Synod and learn from each other. We are a Synod gifted with so many incredible and creative leaders and we hope this enables us to celebrate that in a new and creative way.

Report of Committee on Agenda and Program
(Proposed Agenda)
2023 SOUTH CAROLINA SYNOD – ELCA ASSEMBLY
June 8-10, 2023

The Committee on Agenda and Program recommends:

1. That nominations from the floor of candidates for any elections held at this 2023 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 ***Thursday, June 8, 2023 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 2023 Assembly of the South Carolina Synod of the Evangelical Lutheran Church in America.

Respectfully submitted,
Wendy Davidson

2023 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
Katherine Davidson
Kelley Mintz

Worship & Music Leadership Team

The Rev. Michael Price, Chaplain
Mr. David Turner, Music Director,
Musician
The Rev. Linda Gragg, Necrologist
The Rev. Martin Lopez Vega, Spanish
Language Translator

Houseband

Pastor Chris Girardeau
Pastor Chris Shealy
Pastor Jesse Canniff-Kuhn
Deacon Lexanne Graves

Communications & A/V Technology

Neal Fischer, Director of
Communications
Kelley Mintz, Bulletin of Reports
Celie Addy, Editor
The Rev. Michele Fischer, Writer
The Rev. Christopher Girardeau, Writer
The Rev. Lisa Isenhower, Writer
The Rev. Greg Brown, Writer

The Rev. Jane Mitcham, Writer
The Rev. Shannon Mullen, Writer
George Cartledge, Photographer
Deacon Katie Justice, Photographer
The Rev. Matthew Titus, Social
Media Coordinator
Lumi Global
Encore

South Carolina Synod Council

Bishop Ginny Aebischer
Deacon Lexanne Graves
The Rev. Ozzie Herlong
Mr. Raymond Hendrix
Mary Katherine King
The Rev. Rachel Hoffman
Kathy Riggin
The Rev. Linda Gragg
Jeffrey Stringer
Deacon Deborah Poole
LaTynia Taylor
Robert Epting
LaVone Griffin

Cheryl Smith
Cindy Davis
Sheila Caughman
William Newmyer
Daniel Crofts
The Rev. Josh Kestner
Becky Koch
The Rev. Bobby Morris
Tex Davis
Virginia Herlong
Ben Bernstein
Deacon Katie Justice
Gracie Bellah

Nominating Committee

Kevin Wicker, Chair
Deacon Sandra Holland
Mary Maercklein
Deacon Katie Holland
The Rev. Carl Taylor

Ashley Shealy
The Rev. Jason Lee
Ken Heckel
Lauren Rawls

Von Metts
The Rev. Christopher
Girardeau
Robert Epting

Conduct of Elections Committee

The Rev. Rachel Hoffman,
Chair The Rev. Mike Watson
Ms. Jenny Spearen
Mrs. Charlene Fink
The Rev. Heather Apel
The Rev. Adam Carnell
Mr. Zachary Lindler
Mr. Ben Bullock

The Rev. Megan Lineberger
Mr. David Lucas
Mrs. Karen Lucas
Mrs. Elsa Hope
Mr. Kai Joergensen
The Rev. Larry Hagerty
Mr. Earl Wells

Committee of Reference and Counsel

Mrs. Linda Shealy, Chair
The Rev. Hank Moody, Parliamentarian
The Rev. Ginny Aebischer, Bishop
Deacon Ashlyn Cox

The Rev. Christina Johnson
The Rev. Gregg Hoffman
Mr. Robert Epting
The Rev. Fred Klinker

South Carolina Synod Assembly Cotton Patch Gospel Storytellers

Cast

Mrs. Janet Boatwright
Mr. Jim Boatwright
Ms. Dotti Harbaugh
Mr. Bill Newmyer
Mrs. Martie Newmyer
Ms. Joanne Shrigley
Mrs. Judy Urso

Instrumentalists

The Rev. Chris Girardeau
The Rev. Michael Price
The Rev. Jason Schaffer

Accompanist

Ms. Lois McLeod

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

Thursday, June 8, 2023

Pre-Assembly

8:00 AM Load In

11:00 Staff Meal

Noon Display Table Check In and Set Up

1:00 General Check In Opens

1:00 Light Check with Bishop

1:30 Staff Meeting

2:00-3:00 Committee - Reference and Counsel (by invitation, as needed)
Committee - Conduct of Elections (by invitation)

2:30-3:00 Orientation for Voting Members

Session 1 – 3:00 PM - 6:00 PM

Gathering Time

Order for Opening of Assembly

Welcome and Announcements

Introduce Voting Procedure

Organization of Assembly

Reference and Counsel Introduction of Advisory Members and Special Guests

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

***Nominating Committee Report**

** Nominations from the floor of this Assembly must include a completed biographical information form. This form is available at the Secretary's desk. Please see Secretary Ozzie Herlong. We ask anyone bringing a nomination from the floor complete this form and turn in to Secretary Herlong. He will need to receive this completed form by no later than 5:30 PM at the close of the first session.*

Cotton Patch Gospel Storytelling

Keynote 1 – Rev. Chris Christopher

Report of Synod Council (Part 2) Proposed Budget and Treasurer's Report & 2024 Proposed Compensation Guidelines for Rostered Ministers

Ministry Story – SCLRC

New to Synod Introduction

Ministry Story – Lifeline Fund

Announcements

Prayer
Travel Bags and Dismissal for Worship
Dinner on Your Own
Young Adult Pizza Run following Worship

Session 2 – 9:15 AM *-1:30 PM

**We have a later start to allow for participation in the SCLMM Breakfast at St Paul's*

Gathering Time

Opening Prayer

Ministry Story - SCLMM

Report of Reference and Counsel 1

Ministry Story – Campus Ministry

Prayer of Thanks

Cotton Patch Gospel Storytelling

Keynote 2 – Rev Kara Stewart

Ministry Story – Global Missions (Tanzania)

Prayer of Thanks

Break

Report of Synod Council (Part 3) Proposed Amendments, Proposed Amendments to Recommended Provisions, South Carolina Synod Constitution and Report of the Secretary Approval of 2022 Minutes of the South Carolina Synod Assembly

Report of Registration

Prayer for Election

General Elections Ballot 1 Majority needed to elect

Ministry Story – NovusWay

Prayer of Thanks

Camp Song/Stretch

Report of Bishop

50th Anniversary of Ordination Slides

Announcements

Prayer for Lunch

Lunch with Celebration for 50th Anniversary of Ordination

Gathering Time
Opening Prayer
Ministry Story - LTSS
Lutheran Disaster Response Coordinators
Ministry Story – Tom Cassem
Prayer of Thanks
Report of Registration (if needed)
Prayer for Elections (if needed)
General Elections Ballot 2 (if needed)
Ministry Story – ELCA Foundation
Report from VP
Ministry Story – Newberry
Prayer of Thanks
Report from ELCA Representative
Report of Registration (if needed)
Prayer for Elections (if needed)
General Elections Ballot 3 (if needed)
Break with Snacks
Report of Synod Council (Part 4) Report on Resolutions
Ministry Story – WELCA
Prayer of Thanks
Cotton Patch Gospel Storytelling
Keynote 3 – Rev James Henricks
Ministry Story – Lutheran Homes
Announcements
Prayer
Dinner
Worship with Necrology Report
Social with Dessert Bar and Beer and Hymns

Gathering Time
Opening Prayer
Ministry Story – LCY
Cotton Patch Gospel Storytelling
Keynote 4 – Rev Mike Shackelford
Ministry Story – Lutheran Services Carolinas
Report of Reference and Counsel 2 (if needed)
Report of DEM (and Mission Support Video)
Break
Ministry Story – Candidacy
Prayer of Thanks
Report of Reference and Counsel 3 (if needed)
Report of Synod Council (Part 5) Report of the Secretary, Approval of 2024
Compensation Guidelines for Rostered Ministers, Adoption of 2024-25
Budget
Unfinished Business
Report of Reference and Counsel (Final Resolutions)
Installation of Synod Council
Announcements
Closing of Assembly

BIOGRAPHICAL INFORMATION
2023 South Carolina Synod Assembly Elections

2023 South Carolina Synod Assembly Nominating Committee

2022-2023 Terms

Mr. Kevin Wicker, Chair
Mrs. Ashley Shealy
Rev. Jason Lee
Mr. Ken Heckel
Mr. Von Metts
Mrs. Lauren McClure

2023-2024 Terms

Deacon Sandra Holland
Deacon Katie Holland
Mrs. Mary Maercklein
Rev. Carl Taylor
Rev. Christopher Girardeau
Mr. Robert Epting

Positions open for election with description summaries of responsibilities:

SYNOD COUNCIL

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

1. Lay Woman (Eastern Area which includes Amelia, Coastal, and Epiphany Conferences)
2. Lay Man (Northern Area which includes Foothills, Heartland, and Upstate Conferences)
3. Lay Man (At Large)
4. Lay Woman (At Large)
5. Lay Women (POC/LOE)
6. Rostered Minister (Central Area which includes Midlands, Saxe Gotha, and Western Conferences)
7. Rostered Minister (At Large)
8. Young Adult (At Large)

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 rostered ministers 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.

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/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 Grnd Committee shall be responsible to the South Carolina Synod through the Synod Council and shall provide annually a report of disbursements to the Synod Assembly. (c.) The Endowment Grant Committee shall meet at least annually and provide the means, dates, and deadlines for grant requests, review such requests, and make recommendations for disbursements to the Synod Council through the synod's Finance Committee.

1. Lay Man
2. Lay Woman

SOUTH CAROLINA LUTHERAN RETREAT CENTERS, INC.

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

1. Lay Woman

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 mid-October.

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 ENews which allows us to receive nominations from the general population of our Synod.

At the October 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 that 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.

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

Slate of Positions and Nominees

Biographical Information is included for those nominees who completed the form.

Synod Council – Lay Woman – Eastern Area

Term Ending 2026 (Elect 1)

Cindy Davis

Sarah Fitch

Synod Council – Lay Man – Northern Area

Term Ending 2026 (Elect 1)

Ken Heckel

Jeffrey Stringer

Full Name: **Verne Kennedy (“Ken”) Heckel, III**

Email Address: vkheckel@AOL.com

Phone: (864) 609-0182 (landline); (864) 419-6877 (mobile)

Mailing Address: 324 Holmes Drive

City, State, Zip Code: Greenville, SC 29609

Congregation: Our Saviour

Congregation City: Greenville

Employment/Profession: Retired attorney (worked for U.S. District Court, 1987-2016).

Age Range: over 60

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

1. Executive Director of SC Lutheran Men in Mission, 2016-2020.
2. SC Synod Committee on Discipline, 2010-2016.
3. President South of SC Lutheran Men in Mission, 2010.
4. Church Council, Lutheran Church of Our Saviour (Greenville), 2002-2004, 2013-2015, 2021-present.
5. Church Council, Lutheran Church of the Incarnation (Columbia), 1999-2000.
6. Office Coordinator, Combined Federal Campaign, 2002-2015.

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? The development and of success of mission congregations supported by SC Lutheran Men in Mission [E.g., Joy Lutheran Church [Moore], Cristo Rey (West Columbia-Lexington), Parroquia Nuestro Salvador (Greenville), Springs of Grace (Inman).]

- Tell about a time your church was there for you. Both the Lutheran Church of the Incarnation (Columbia) and the Lutheran Church of Our Saviour (Greenville) helped when my wife and I had young grandchildren residing with us.

Full Name: **Jeffrey Stringer**

Email Address: stringerjd@msn.com

Phone: 864-360-3727

Mailing Address: 420 Golden Amber Lane

City, State, Zip Code: Greer, SC 29651

Congregation: Redeemer

Congregation City: Greer

Employment/Profession: Group Pension Plan Consultant

Age Range: 46-60

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

1. Synod Council – 2020 - Present
2. USC Lutheran Campus Ministry Board – 2020-2021
3. March of Dimes, Fund the Mission Chair – 2013 Board Member 2013-2016
4. Church Basketball Coach – 1993-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 was celebrating the 150th anniversary on my home church (First Presbyterian – Greer) in 1991. Learning about past generations of my family's service in the church along with the history of the congregation helped form the person I am today. Embracing and learning our history, from Reformation to present, helps the church grow and evolve.

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

Over the past 2 years, my father and my mother-in-law both entered the Church Triumphant. Redeemer, Greer loved our family very well through those tough times. And they continue to love us very well today. Also, numerous individuals that we built relationships with in prior congregations (both where Elise served and where we worshipped just as members) reached out, willing to help in any way possible.

Synod Council – Lay Man – At Large
Term Ending 2026 (Elect 1)
Tom Counts
Randy Fellers

Full Name: **Thomas R. Counts**

Email Address: counttr@gmail.com

Phone: 803-528-7008

Mailing Address: 121 Wayne McCaw Rd

City, State, Zip Code: Irmo, SC 29063

Congregation: Christus Victor

Congregation City: Columbia

Employment/Profession: Computer Engineer/Project Manager

Age Range: 46-60

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

1. Church council member (multiple times 1996-2022), President (multiple times 1996-2022)
2. SCLMM Secretary (2021), Vice President (2022), President (2023)
3. Local LMM unit President, Vice President and Secretary (multiple times 1979-2020)
4. Columbia Rotary Club (1990-present), Sergeant-at-Arms (1986-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?
One of my most joyous memories as part of our faith community was the baptism and confirmation of our two daughters. It was an amazing experience celebrated not only by my family but with our church family joining us in this glorious experience.
- Tell about a time your church was there for you.
When my wife was pregnant with our second child, she had complications and was confined to the bed at 6 months. Our other daughter was about 3 years old, and in daycare, so I had my hands full caring for my wife and daughter along with my job. When our church family found out about our situation, they didn't hesitate to offer help by bringing meals, taking my wife to doctor

appointments and generally checking to make sure we were okay. The love and caring of our church family in a very chaotic and stressful time, provided the assistance needed to help us get through the difficult time and celebrate the birth of a healthy baby girl.

Full Name: **Randall E. Fellers (Randy)**

Email Address: fellersphoto@yahoo.com

Phone: 803-331-9082

Mailing Address: 237 Hall Street

City, State, Zip Code: Batesburg-Leesville, SC 29006

Congregation: Wittenberg

Congregation City: Batesburg-Leesville

Employment/Profession: Retired

Age Range: over 60

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

1. 1980-1983 Congregational Council (Trinity, Greenville)
2. 1985-1990 Youth Advisor (Trinity, Greenville)
3. 1990-2006 Resident Director Camp Kinard
4. 1992-1995; 2017 Community Arts Council
5. 2011-2014 Congregational Council
6. 2012-present Choir Director

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 am grateful for the joy I experienced during my years at Camp Kinard—endless stories of Christ moving among and working within groups of diverse backgrounds, heritage, and abilities. I am privileged to have been able to witness faith in action among them.
- Tell about a time your church was there for you.
There are any number of occasions that would highlight how grateful and fulfilled I am for my relationship with the Church. My life is the same as everyone else's in that there are dips and valleys and the occasional abyss. After the loss of an adult child, and more recently making the decision regarding the continuation of life support for a parent—I could not have hoped for more from the community of faith who supported me through those dark times—surely Christ, alive and present.

Synod Council – Lay Woman – At Large
Term Ending 2026 (Elect 1)
Ann Smith
Beth Trump

Full Name: **Ann Watts Smith**

Email Address: corvette65@windstream.net

Phone: 803-206-7363

Mailing Address: 1045 Calks Ferry Road

City, State, Zip Code: Lexington, SC 29072

Congregation: St. Matthew's Lutheran Church

Congregation City: Lexington

Employment/Profession: Retired

Age Range: over 60

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

1. I joined St. Matthew's in 1978 and have served in various capacities including Sunday School teacher; VBS Director; Altar Guild; Lay Assistant; Mutual Ministry Committee; Call Committee, Chair; WELCA member

2. I have served several terms on Congregational Council including serving as President 2011, 2012

3. In 1983 I joined a service and friendship women's sorority, Beta Sigma Phi. We support Mission Lexington along with many other organizations and local people who need a helping hand.

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 can't pick just one joyful memory. As a church community we have had our share of ups and downs. I am so grateful for the people who always stand by and lift us up as we go through life together. I've seen our congregation come together for those in need, church member or community member, in multiple ways supporting them physically, financially and spiritually.

- Tell about a time your church was there for you.
As a young person and new member, I sometimes felt like an outsider. Our congregation over the years has extended a welcoming hug and hand and has supported me as I grew in my faith and as a Lutheran.

Full Name: **Beth Woolly Trump**

Email Address: btrump6659@gmail.com

Phone: 803-920-3547

Mailing Address: 525 Woodrow Street

City, State, Zip Code: Columbia, SC 29205

Congregation: St. Andrew's Lutheran

Congregation City: Columbia

Employment/Profession: Retired from Dominion Energy's corporate real estate department. Currently working part-time as a paralegal at the Maynard Nexsen Law Firm.

Age Range: over 60

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

1. Member of St. Andrew's since 1974. Have served as Social Ministry Team Chair since 2013. Currently am an adult Sunday School teacher, choir and ensemble member, and worship assistant. In the past have served as Synod Assembly representative, Vacation Bible School director, children's Sunday School teacher, confirmation mentor, youth group leader, SAL Vision Team member, book club leader, altar guild and bell choir member.

2. Family Promise of the Midlands Board of Directors since 2022. Lowman Home Advisory Board 2016 to 2021. Have or are currently volunteering for many community outreach groups including Senior Resources Meals on Wheels program, Leukemia Lymphoma Society Team in Training, Transitions Homeless Facility, United Way Homeless Consortium, Harvest Hope, Homeless No More and Resurrections Ministries.

3. While our children were in school I served in various capacities including PTO, band boosters treasurer, School Improvement Council, and soccer and basketball coach.

4. I served in various leadership service capacities during my work tenure including Chair of SCANA's Good Neighbor Fund, Personal Leadership counselor, and Consolidated Clubs Board of Directors.

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 parents we have always placed a high value on mission and outreach in our twin sons' lives. In 2011 our son Samuel and I went on a church-sponsored mission trip to Haiti. We had been on mission trips before, but the extreme levels of poverty and need in that country were like none we have ever experienced. As we toured Port-au-Prince homeless encampments, food banks, earthquake victims' graveyards, and an orphan shelter I was overwhelmed with the level of commitment, bravery and grace shown by God's servants in that impoverished place. Samuel was too, and that experience was integral in motivating him toward a lifetime of service. In medical

school he worked closely with doctors and fellow students serving Nashville's homeless community, providing field vaccinations and health screenings for that underserved population. Now as an internal medicine doctor at the University of Chicago he continues to work in a lower income clinic and for their own homeless outreach program. I am so proud and grateful that that Haitian experience – and others like it – were instrumental in Samuel's faith and personal journey toward serving others.

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

My dad died in 2009. As an ordained Lutheran minister for 51 years, he developed many relationships in the church and beyond. I was devastated by his death, in part because I was not by his side at the end. The church was there for me and my family. The outpouring of love and support from those who had experienced dad's caring ministry over the years was overwhelming and comforting in our time of grief. But the most inspirational moments came during hymns at the funeral. Hundreds of booming voices rose up in songs of praise, resonating through the church, resounding reminders that God is with us even in our times of sorrow.

Synod Council – Lay Woman – POC/LOE
Term Ending 2026 (Elect 1)
Lisa Parker
Joyce Rose-Harris

Full Name: **Joyce M. Rose-Harris**

Email Address: joyceroseharris@gmail.com

Phone: 803-414-7413

Mailing Address: PO Box 7104

City, State, Zip Code: Columbia, SC 29202

Congregation: Ebenezer Lutheran

Congregation City: Columbia

Employment/Profession: Digital Community Manager at Dream.Org

Age Range: 46-60

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

1. Ebenezer Lutheran Communications Team (Social Media Manager): September 2018 - January 2023
2. Ebenezer Lutheran Church Council (Member): January 2019 - December 2021
3. The Watering Hole Poetry Organization Board (Member): December 2017 - Current
4. Columbia Museum of Art (Gala Committees): 2017, 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?
There are a number of joyous memories but one of my best is related to my women's circle. I am a member of the Ruth Circle at Ebenezer. We meet monthly and each meeting includes a faith centered program but most of all love and laughter. I never ever think that I am different from the women around me. Well let me clarify I don't focus on the fact that I am African American, nor does anyone else. I almost get teary eyed thinking about the love that has been shown to me from the minute I visited Ebenezer to becoming a member. I have formed lasting friendships with my fellow church members that bring my heart joy.
- Tell about a time your church was there for you.
In March 2021, I became a widow after 28 years of marriage. My church family was there even while we were coming out of the COVID pandemic. And they still are checking on me two years later. I get the sweetest cards from a lovely senior couple, invited to dinners, and taken care of by three "church moms". I am truly blessed to have such a loving church family. A testament to Ebenezer is when one of my best friends came for the funeral and said, "I feel better knowing you have such a good church community to look after you." And she was correct!

Synod Council – Rostered Minister – At Large
Term Ending 2026 (Elect 1)
Rev. Rachel Hoffman
Rev. Christina Johnson

Full Name: **The Rev. Rachel Lyn Harriz Hoffman**

Email Address: pastorrachel@gracerockhill.com

Phone: 864-230-3816

Mailing Address: 426 Oakland Avenue

City, State, Zip Code: Rock Hill, SC, 29730

Congregation: Grace Lutheran Church

Congregation City: Rock Hill

Employment/Profession: Pastor

Age Range: 30-45

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

1. SC Synod Elections Co-Chair, 2021 and 2022
2. Served on SC Synod Council 2020-2023, Executive Committee Member 2021-2022
3. Chair, then member of, Winthrop Episcopal (now Ecumenical) Lutheran Campus Ministry Advisory Board

(Dec 2018-June 2021)

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

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

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 faith community is the collective memory of the Baptisms in which I've taken part. Baptisms are my favorite part of liturgy and life together in the church. From infants to adults, I have been blessed time and again to be present in the moment when a person receives new life in Christ, joins the family of faith, and is welcomed into the mission we share. For me, these are moments when God feels incredibly close, and the joy of new life overflows!

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

COVID-19 changed the world for all of us, and pastoring took on new dimensions. As we figured out how to 'do church' in new ways, I was so grateful for the support from our congregation, Grace. Words of thanks and encouragement lifted my spirits when things were more difficult than anticipated. Many members took time to learn how to record themselves speaking and even singing, to contribute to our recorded services. Some took on delivering Sunday School materials door-to-door. Others joined teams focused discerning faithful ways to be together and keep each other safe. As things have evolved over time, people continue to step forward, adapting and learning, to support the congregation. Throughout the last 3 years, I have been continually thankful that we have not been alone in leading – we have been church together, finding new paths and even exciting opportunities to share God's love with one another and with the world.

Full Name: **The Rev. Christina Johnson**

Email Address: pastorchristina024@icloud.net

Phone: 847-212-4211

Mailing Address: 4486 Mandi Ave.

City, State, Zip Code: Little River, SC 29566

Congregation: King of Glory Lutheran church

Congregation City: North Myrtle Beach

Employment/Profession: Pastor

Age Range: 46-60

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

1. King of Glory Lutheran Church 2021-Present
2. ELCA – Churchwide offices 2008-2021
3. St. Mark Lutheran Church 2019-2021
4. Prince of Peace Lutheran Church 2017-2019
5. Good Shepherd Lutheran Church 2015-2017

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:

I am honored to be considered for the rostered minister liaison to South Carolina synod council.

Firstly, I must profess my love for Jesus Christ and feel the Holy Spirit led me to South Carolina, which is my home, and to King of Glory Lutheran Church. I have faith in the people of the church, a love for the fellowship of the people who enter the doors, and a commitment to share God's love through supporting others. My prayer is for the continued growth of the church and for the social ministries we provide to our community. Additionally, I pray for the continued guidance of the Holy Spirit to provide me with the spiritual gifts of wisdom, knowledge, and faith according to God's will for my life (1 Corinthians).

I am a cradle Lutheran I have the unique experience of growing up in the Lutheran and Jewish faiths.

Amidst my earlier faith journey, I studied the bible for ten years, with 200 women at the local suburban ecumenical Community Church. The bible study consisted of weekly lectures, and homework questions that we discussed at length. I found it very interesting to hear the different perspectives of women from other faiths. Some were more open to being free in Christ than the other guilt ridden, have to pay the way to heaven thinkers. The faith community of CBS and St. Paul Lutheran church has supported me through my then nine-year-old son Jacob when he was hit by a car. They provided prayer, food, babysitting my other three children, and emotional support while Jacob went through physical therapy and healing. I would not have made it through that chapter of life without them in our lives.

This biblical study opened my heart to a passion of Experiential Worship; otherwise known as Post Modern Christianity. I was one of five on a team of experiential free-spirited people who, with our pastor, helped to start from scratch, to support and plan an inclusive Experiential/Post Modern worship service called "Kindred". We were creative in our outreach and included the community with door-to-door personal invitations. Among many other activities a Halloween Fall Festival and musical concerts were open and free to the community to help build relationships.

We did not discriminate, for many people of various ages, gender and religions attended our weekly Kindred services. Kindred included the sacrament, dancing, healing oil, prayer stations and contemporary music. With the focus of we're all connected and threaded together, I learned that in serving others I have to be open to the Spirit of God and free myself from my own inner agenda.

While working for the ELCA Churchwide offices I had an opportunity to take classes and events at the Lutheran Center, such as Mentoring, Inner Strength, and Leadership, mission developer

training, grief coaching certification, coaching 1 and 2 certification, boundary training, behavioral interview training, innovation, and design thinking training, and much more accumulating to over 100+ hours of training outside of 7 ½ yrs. of seminary at Lutheran School of Theology in Chicago. I have been trained and educated in the 21 Century way of ministry which is relationship focused and theologically sound in the latest teachings. The inner community of the congregation and the surrounding community is my priority and desire to build relationships. Theological commentaries and books are my passion, along with people in community to share God's love for each other and the world are my passions.

In one event, on the 11th floor conference room, I met a woman at the well, really it was the coffee counter☺. She and I had a long conversation about my life journey, my ministry, and my involvement in preparation for experiential Kindred worships services. In the conversation she says to me "I think you have a call". To my amazement I couldn't figure out how she could hear my cell phone ringing in my purse halfway across the room. No, she says, "Not a call from your cell phone, but from Jesus". Thus started the search at my synod office with conversations with the bishop for what path could be right for me and my call.

I always want to be a pastor from a very young age and my faith community, Trinity Lutheran church provided the lifelong learnings and tool kit for me to attend seminary. I grew up as a cradle Lutheran in the Lutheran church with a very large youth group, Sunday school and Awana. My mother was Swedish Lutheran, and my dad was a German Jew. My five siblings and I grew up next door to my Jewish grandmother and learned very early on the ecumenical values of ethnicity, religious denominations and the importance of community acceptance and building trust.

My faith community supports me in my extroverted personality, I love to be around good people that love each other well and love Jesus the most. Mark 10:43 teaches me that "Let the one who would be great among you be your servant. The education I have received has prepared me for the role of pastor, but the call to serve comes from God. Again, thank you for your consideration as rostered minister for the South Carolina synod council. Pastor Christina Johnson

Synod Council – Rostered Minister – Central Area
Term Ending 2026 (Elect 1)
Rev. Carl Taylor
Deacon Deborah Poole

Full Name: **Carl Taylor**

Email Address: pastorcarl@livingspringscolumbis.org

Phone: 803-414-8597

Mailing Address: 4224 Hardscrabble Rd

City, State, Zip Code: Columbia, SC. 29223

Congregation: Living Springs

Congregation City: Columbia

Employment/Profession: Pastor

Age Range: 46-60

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

1. Mission Developer – New Life Ministries of the ELCA – Prison Ministry 2016-2020
2. Student Body President at Lutheran Theological Southern Seminary – 2019-2020
3. Congregational Vitality Team – 2021 - Present
4. Co-Pastor – Living Springs – 2021 - 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 memory for me was when I was doing my seminary teaching parish assignment at St. Paul's Lutheran Church, where I could participate in the Holy Baptism of both of my daughters, Sydnie and McKenzie Taylor. It worked out to be on April 16, 2018, just three days before my birthday on 4/19. The joy does not end there. During that time as a seminarian and while on internship, I was able to teach both of my daughters in their confirmation classes and be a part of their Confirmations. The joy continues for me as I am able to be in the world blessed by God, meeting people where they are in life and sharing Jesus with them every day.
- Tell about a time your church was there for you.
Since being called to pastor at Living Spring, I have had several bouts with low back pain. I have suffered severely and sometimes unable to walk. I can say in the response that not a day has gone by that the people of my congregation have not been there for me in thought, word and deeds. I am truly blessed to have so many people pray, care for, and help me continue the ministry.

Full Name: **Deborah Poole**

Email Address: deborah@pisgahlutheran.org

Phone: 803-404-9099

Mailing Address: 155 Sherwood Drive

City, State, Zip Code: Lexington, SC 29073

Congregation: Pisgah
Lexington

Congregation City:

Employment/Profession: Deacon

Age Range: over 60

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

1. Synod Council - Current

2. Chair – Synod Faith Formation Task Force - Current

3. Synod Nomination Committee

4. Synod Mission Endowment Fund Committee

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've been in ministry for almost 30 years, so there are countless memories. Most involve the children and youth I have worked with over the years. Youth Gatherings, camp, mission trips, teaching, Kids Club, Sippy Cup Set, the look on their faces when they "get it," the joy on their faces when serving others and in the church.
- Tell about a time your church was there for you.
When my father died after a short illness. The care, comfort and encouragement they shared after his surgery, throughout his treatment and following his death, not just immediately afterward, but for weeks and months.

Synod Council – Youth – At Large
Term Ending 2025 (Elect 1)
Hunter Prest
Kara Burke

Full Name: **Hunter Lazarian Prest**

Email Address: hunteralyssa07@gmail.com

Phone: 704-961-2958

Mailing Address: 108 Hanlon Dr.

City, State, Zip Code: Elgin, SC 29045

Congregation: Living Springs Lutheran Church

Congregation City: Columbia

Employment/Profession: Student

Age Range: Under 30

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

1. GraceWorks Planning team: 2020-Present

2. Church Council: 2023

3. Faithful innovations guiding team: 2020

4. Scouts BSA: 2018-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? A favorite memory of mine is when our church participated in a Martin Luther King Day community worship service at Rehoboth Baptist church. I heard wonderful music from multiple churches and a sermon that really moved me. I love meeting people from other congregations and learning how others worship the Lord!
- Tell about a time your church was there for you. I remember back in 2020 my pastor was talking about a GraceWorks planning meeting coming up soon. I had never been to GraceWorks before, but they needed youth on the planning team. So, I joined the Zoom meeting and agreed to help plan worship. I've been planning and participating in GraceWorks for a few years now and it has changed my life! I've made great friends and experienced so much! None of this could have happened if not for all the ways my church supports GraceWorks and other youth ministries.

Consultation Committee – Rostered Minister
Unexpired Term Ending 2026 (Elect 1)
Rev. Greg Van Dyke
Rev. Wayne Kannaday

Mission Endowment Fund Grant Committee – Lay Man
Term Ending 2026 (Elect 1)
Brent Shealy
Ron Walrath

Full Name: **Brent R. Shealy**

Email Address: bshealy@sc.rr.com

Phone: 803-429-5198

Mailing Address: PO Box 3547

City, State, Zip Code: Leesville, SC 29070

Congregation: Wittenberg Lutheran Church
Employment/Profession: Retail Management

Congregation City: Leesville

Age Range: Over 60

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

1. Wittenberg Treasurer 10+ years
2. Council Member/President – Past many years
3. Sunday School Teacher/Choir

4. Many community activities, boards and youth sports

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.

I believe we are called to serve. We are given various gifts to be leveraged to follow God's calling to serve. It is our Christian duty and blessing of opportunity to use our gifts to serve God, our fellow humanity and our world as our faith response.

Full Name: **Ronald J Walrath**

Email Address: ronwalrath@gmail.com

Phone: 803.553.4991

Mailing Address: 117 Hunters Blind Drive

City, State, Zip Code: Columbia, SC 29212

Congregation: St. Andrew's Lutheran

Congregation City: Columbia, SC

Employment/Profession: Financial Planner

Age Range: over 60

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

1. Board Member, Stewardship of Life Institute, Gettysburg, PA 2014-present (Includes about six years of grant evaluation and award process experience)
2. Synod Audit Committee 2020-present
3. Lutheran Theological Southern Seminary of Lenoir Rhyne University, Ex. Dir. of Development 2012-2014 - (Includes grant writing experience)
4. Lutheran Theological Southern Seminary, VP for Development 2007-2012 (Includes grant writing experience)

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?

When St. Andrew's completed fundraising for a complete water project in Tanzania. It gave me hope that stewardship was alive and well in the Church and an understanding that telling a truthful and compelling story is the most powerful way to unlock the generosity that resides within my brothers and sisters in the pews.

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

When my mother died. Our relationship was not the greatest at the time and trusted friends in the church helped me work through issues that were bothering me.

Mission Endowment Fund Grant Committee – Lay Woman
Term Ending 2026 (Elect 1)
Melissa Hendrix
Susan McArver

Full Name: **Melissa Hendrix**

Email Address: dachbowl@yahoo.com

Phone: (803) 727-0040

Mailing Address: 159 Palmetto Hall Drive

City, State, Zip Code: Lexington, SC 29072

Congregation: Pilgrim Lutheran Church

Congregation City: Lexington

Employment/Profession: Certified Internal Auditor currently working as Research Program Coordinator at USC

Age Range: 30-45

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

1. Council member for Pilgrim (2023-). Previously, Finance Chair 2016-2022, Mutual Ministry Chair 2021-2022; Member of various ministry teams at Pilgrim since 2005: Stewardship, Worship and Music, Finance, Handbell, Choir, Praise Band.

2. Part of Leadership Team for Women on a Mission, previously Women's One Year to Live; Served as Co-Platform Leader for 5 retreats (2018-present).

3. Part of small group family (2015-2018) where we shared and supported each other's daily lives, Bible study and committed to community outreach once a quarter (e.g. clothing and/or food drives, volunteering at Mission Lexington, formerly Lexington Interfaith Community Services)

4. Served on White Knoll (Vice President 2017-2019) and New Providence (2019-2021) Elementary PTAs organizing boosterthon fun runs and volunteering with other fundraisers. 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?

January 8, 2012, on a day we remembered our Lord's baptism, we celebrated our son, Caleb's, baptism. We had so many friends and family join along our Pilgrim family to celebrate. I can remember many moments from that day - the 2 older children that were baptized that day waiting with nervous anticipation; the pastor presenting Caleb to his new brothers and sisters in Christ and being welcomed into our faith community; and having a special song sung for the baptized ("Remember Me"). Just as we transition from Christmas to Epiphany every year celebrating Christ the baby to Christ the divine, we also get to share with Caleb whose he is and how he is growing in his faith.

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

I have been part of Pilgrim community since 2005. It was a time when I had moved back to the area. I visited a few churches but when I worshipped with Pilgrim, I felt the Spirit calling me home. There has not been a time when I haven't known that I could turn to them for prayer requests, words of encouragement, or whatever help I may need - the prayer shawl made and given to me when my son was born; the laying of hands and prayer before I had surgery; the meals brought to us when we were sick; the email that says thank you. I love my Pilgrim family and thankful for the ways they reflect God's love to others.

Full Name: **Susan Wilds McArver**

Email Address: susan.mcarver@lr.edu

Phone: (803) 546-6121

Mailing Address: 620 Hampton Trace Lane

City, State, Zip Code: Columbia, SC 29209

Congregation: Incarnation Lutheran

Congregation City: Columbia, SC

Employment/Profession: Professor, Lutheran Theological Southern Seminary

Age Range: over 60

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

1. Presenter on southern Lutheran history to multiple congregations in SC Synod and Region 9 (1998-present)
2. Member, ELCA Church Council (2009-2015) and Chair of its Program and Services Committee (2011-2015)
3. Member, ELCA Word and Service Task Force (2013-2015) and Entrance Rite Discernment Group (2013-2019)
4. President, James R. Crumley Jr Archives Board for Region 9 (2018- 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 could name so many joyous memories from over the years, because the church has been a constant in my life since my baptism as an infant. One of the most recent was being able to come back to worship after the pandemic. My congregation, like so many others, worked very hard to provide worship online during the darkest days of 2020 and 2021. Their efforts provided desperately needed comfort and reassurance that none of us was alone during that time of

isolation and uncertainty. Still, being able to come back to in-person worship for the first time, to be physically surrounded by the communion of saints with their hymn-singing and the joyful exclamation: "The Lord be with you. And also with you!" was deeply moving and poignant. It reminded me once again of the importance of community – and how sometimes we can take that for granted, until it is gone.

Tell about a time your church was there for you.

My church has always been there for me, in all its many facets. I grew up in congregation that took its youth seriously and mentored us conscientiously. Those sainted Sunday School teachers, confirmation instructors, youth advisors, and campus pastors formed my faith, but more importantly, they did so by giving me the grace and freedom to ask questions.

"My church" also surrounded me beyond my own local congregation. Lutheridge showed me what an "intentional Christian community" could look like, first as a camper, and later as a counselor, in ways that last to this day. Decades ago, the South Carolina Synod provided the financial support that enabled me to go to Seminary as a very young student, which might not have been possible otherwise. Pastors like Frankie San inspired me with their example of Christian service and discipleship. Even the ELCA itself provided Youth Gatherings, World Hunger Appeals, Disaster Response, and more, giving me a vision of what "my church" could do and be when it was open and connected beyond its own doors. I am grateful beyond words for all of the times Christ's church has been present for ministry in the world, and grateful that it has always "been there" for me.

South Carolina Lutheran Retreat Centers – Lay Woman

Term Ending 2026 (Elect 1)

Norma Mackey

Sydney Taylor

Full Name: **Norma Jean Corley Mackey**

Email Address: normamackey@bellsouth.net

Phone: (803)348-6093

Mailing Address: 140 Pleasant Springs Court

City, State, Zip Code: Columbia, SC 29212

Congregation: Reformation Lutheran Church

Congregation City: Columbia, SC

Employment/Profession: Retired Social Worker

Age Range: over 60

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

1. Council Chair @ Christ Mission (2018-2022)
2. Community Liaison <to include the Denny Terrace Community and the NAACP> (2018-2022)
3. Choir President (2018-2022)
4. Youth Sunday School Teacher (2018-2022)

5. Camp Passion Co-Coordinator (2015-2020)
6. Board of Trustee Member @ S.C. Lutheran Retreat Centers (2020-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?
If I had to pick one memory, it would be the Synod trip to Selma. That trip invoked a sense of togetherness as we shared experiences from our past that have had a great impact on our future.
- Tell about a time your church was there for you.
I felt that my church family and the entire S.C. Synod was there for me and my family in the untimely passing of my dear Sister-in-Love, Patricia Pollock Corley on 12/8/2022. The overwhelming support and love shown from all levels revealed God was at work in the hearts of ALL. In essence, I felt the truth in action of the old saying that when one hurts we ALL hurt.

Full Name: **Sydney Chyann Taylor**

Email Address: sydnietaylor03@gmail.com

Phone: (803)-354-7339

Mailing Address: 56 Roundtree Rd

City, State, Zip Code: Blythewood S.C 29016

Congregation: Living Springs Lutheran Church

Congregation City: Columbia

Employment/Profession: Full Time University Student

Age Range: Under 30

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

1. LCY (Lutheran Church Youth)- 6th-7th grade Representative (2016-2017)
2. LCY (Lutheran Church Youth)- African American Representative (2018-2021)
3. LCY (Lutheran Church Youth)- President (2021-2022)
4. Living Springs Board- Fill-In Youth Representative (November 2021- December 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?
One of my most treasured memories from my involvement in my faith community was an absolutely delightful occasion. It was the day my father was installed as a leader at Living

Springs Lutheran Church. To commemorate this extraordinary event, I had the privilege of writing and performing a heartfelt poem in honor of my dad. As I crafted the poem, I was filled with emotions of love and gratitude for my father's contributions to our family's spiritual journey within the Lutheran community. The experience allowed me to reflect on the significant milestones we had achieved and the progress we had made as a family. Being able to pay tribute to my dad, who paved the way for us to feel embraced and valued in a community that cherishes service and our connection to Christ. The experience was absolutely joyful, and I will always cherish it as one of my fondest memories.

- Tell about a time your church was there for you.
My first semester of college was an absolute blast, and I owe a considerable amount of gratitude to my faith community for their support. They came through for me in a big way by helping me cover some of the expenses necessary to pay for essential things like books and meal plans. My church established a scholarship fund to assist high school seniors with college expenses to take their generosity a step further. And wouldn't you know it, the fund and my hard work paid off in the form of receiving a scholarship alongside another brilliant young lady in my graduating year! This scholarship helped me tremendously and allowed me to pursue higher education in ways I could have only imagined. More than financial support, my church also offered me a haven where I felt loved, cared for, understood, and accepted by Christ. It's an invaluable feeling to have a community of like-minded individuals who will always have your back, no matter what.

NovusWay
Board Elected, Assembly Ratified
Term Ending 2026
Rev. Jason Lee

Full Name: **Jason Lee**

Email Address: pastorjlee@gmail.com or prjlee@aol.com

Phone: 843-274-8725

Mailing Address: 6200 N Kings Hwy

City, State, Zip Code: Myrtle Beach, SC 29572

Congregation: St. Philip Lutheran Church

Congregation City: Myrtle Beach

Employment/Profession: Pastor

Age Range: 30-45

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

1. SC Synod Cabinet of Deans (since 2017)
2. SC Synod Congregational Vitality Team (since 2019)
3. Chaplain/Worship Leader for SC Synod Assemblies in 2018 (in-person) and 2021 (virtual)

4. Assist with numerous ministries local and regional – Lutheran Services Carolinas, Meals on Wheels, Helping Hand, etc.

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:

Like many pastors, working at camp was where I first felt a sense of calling to be a pastor. It was a place where I could be myself. At camp, I learned I enjoyed leadership, hands-on ministry, and working with others in an intentionally Christian community. I discovered gifts and was able to put them to use. Particularly influential moments at camp include the staff worship services: gathering with others around bread and wine, singing praises, and supporting each other. Those worshipful moments had a significant impact on me.

More recently, another joyous memory is also a time the church was supportive. During some of our strategic planning at St. Philip several years ago, we knew we would have to make hard decisions if we were going to move mission and ministry forward. Through our discerning and discussions, we had plans, steps, and hoped-for outcomes. But simply naming these things would not be enough. The congregation would have to walk through a period of wilderness for an unknown length of time. And to the credit of the people at St. Philip, Myrtle Beach, they stepped up not only in support but in action. Our wilderness time was short-lived. Ministry happened, giving increased, and new people were welcomed. Through this, I felt supported and affirmed, not only as a pastor, but as someone who wants a congregation to grow, welcome, and share the love of Christ. A strategic plan is nothing without the support and help of the congregation, and our congregation rose to the occasion. We now have many groups and ministries both in and out of the church building. And it is all because the people of God stepped up to move forward in faith, making a difference in the lives of people now and in the future.

Report of the Bishop 2022-2023
2023 South Carolina Synod Assembly
“I See Jesus”

Our theme for this 2023 Annual SC Synod Assembly, *“I See Jesus,”* gives us the opportunity to lift up places across the Synod where we have seen and experienced Jesus in our work and ministry over the past year, *and* to intentionally focus our attention on how we will reflect and represent Jesus as his faithful disciples to the world around us in our walk and life throughout the year to come. This Assembly will highlight stories of mission which we hope will serve as an inspiration to take back to our local communities as a resource. We don't expect that everyone will duplicate these ministries in their own hometowns, but we do hope that these stories will inspire us to consider the various ways we, too, can help others see Jesus.

In the four plenary session themes I recognize the beauty and relationship of the ministries we get to do together throughout the year as Christ's church. It is impossible to share all of them, but here is just a small sampling of where I have seen Jesus in the South Carolina Synod. *I See Jesus in...unexpected places* like Boundary Training Events, Congregational Vitality Workshops and Longest Night Worship Services that challenge us to be authentic and healthy in our relationships with one another. *I See Jesus in...those who are different than me* like all that we learn from our Global Companion partners in Japan, Tanzania and Colombia; like young adults in Campus Ministry and youth in Lutheran Church Youth events who in the midst of formation as faithful adults in a changing world display an eager and inspired love for God and for the people of God, and a deep desire to live in a fully inclusive way that recognizes the gifts in all our siblings. *I See Jesus in...our Spaces* like Lutheran Services Carolinas Refugee Services Office in Myrtle Beach and Trinity Recovery House in Columbia where God's people from a variety of backgrounds learn that there is a place for them in Christ's church; and like Anniversaries and Homecomings where congregations celebrate their history and also look forward to their future; like Call Process and Installations which focus on and celebrate leadership and new relationships within congregations. *I See Jesus in...community* whenever I visit our congregations for worship or special events; in Outreach Ministries that connect people to their communities; in Region 9 Leadership Training like Stewardship Retreats for all First Call Deacons and Pastors; in North Carolina and South Carolina sharing a position for Lutheran Disaster Coordinators to help prepare our Synods in the cases of natural disasters; in the Partnerships that are forming between congregations for mission and transformation as we seek to be the church in this Post-Covid season of life.

I have seen Jesus in the time we have spent together in study of “The Great ReEvaluation,” as well as our Inclusiveness Book Study and Advent and Lenten Bible Studies. People from different settings of the Synod meeting by Zoom, working and talking together about being the church today and faithfully moving together into the future. We are a people who appreciate life-long learning. We have received a heritage from Luther himself to continue our growth as disciples and open God's Word together throughout life. We never stop learning and growing in our understanding of God's Word and in faith. These courses that were offered give us the opportunity to explore the ways we are caught up in the life-giving and hopeful vision of the way of Jesus. We may make jokes about change, and we may proclaim that we don't like change, but we have all experienced some of the biggest changes in everyday life over the past couple of years and we have grown from it. This time in study together has guided us into appreciating a certain sense of comfort in recognizing that change is inevitable and it is what we do with it that is important, and these studies have given us tools for embracing our current situation and navigating the future as we stay steeped in God's Word

and wrestle through it with one another as siblings in Christ Jesus. In many ways the studies have reminded us of the work of the early church where mission included gathering in small groups to study, worship and encourage one another in faithful living. I pray our life together as a Synod and as church will inspire us to have a fervor for opening God's Word together.

We have been blessed over the past year to have the support and encouragement of the Synod Council and the guidance from Mike Ward, GSB Consultant to enter into a time of reflection and Synod visioning. Mike walked with us beginning in the fall of 2022 to listen to Rostered Ministers as well as lay leaders from across the SC Synod and to develop a new Mission Statement and Vision for the Synod from those conversations. As we listened and prayed over this process we began to see more and more clearly that our call in this season is to work toward resourcing and equipping the congregations and the people of the SC Synod to be able to be faithful disciples who have an impact in the name of Jesus on the communities where we live and serve. The Office of the Bishop and the Synod Council continue this work and are excited to walk with you as we live into our Mission and Vision for this season of our history together. We are grateful to those who participated in the surveys, conversations and work on Mission and Vision and we hope that our work together will bless the life of this Synod, our Congregations and Communities. We know that there is a lot of work to do in many areas and we are committed to doing this work together with you.

SC Synod Mission Statement: Equipping church leaders to develop impactful faith communities and disciples of Jesus.

Vision Statement: Every person in South Carolina experiences God's love and grace.

Core Values:

1. Living Faith in Jesus as our Cornerstone (1 Peter 2:4-6)
2. Fostering opportunities for partnership among leaders and communities of faith (Romans 15:5-7)
3. Walking together in sacred trust as siblings in Christ (Luke 24:28-32).

Ministry Result Areas (MRA)

1. Synod Council and Staff become more effective and impactful in their roles.
2. Rostered Ministers are growing in faith, equipped for their ministry contexts, and connected with colleagues.
3. Congregational/lay Leaders are trained for leading the church of today.
4. The Synod is actively collaborating with congregations to raise up new rostered leaders and lay leaders for the church.

We will serve to the best of our abilities to resource and connect the SC Synod Council, Rostered Ministers and Laypeople of all ages in the name and ministry of Jesus.

Finally, I am always grateful for the partnership we share in the Office of the Bishop as your Synod Staff and with the Synod Council leadership. Each member of the Staff and Council are faithful servants of God who seek to assist in fostering the gospel of Jesus in this corner of the earth and helping the people of God in any ways we can. I am also thankful for each of you and for the ways you live and move and represent Jesus in the communities where you serve. May we *See Jesus* in one another and may others *See Jesus* in us.

Together in Ministry,

+Bishop Ginny Aebischer

Office of the Bishop Official Acts April 1, 2022 – March 31, 2023

Annual Assembly

April 5, 2022 – Assembly Planning and Walk-through
April 19, 2022 – Conduct of Elections (COE) Pre-Assembly Meeting with Lumi
May 23, 2022 – COE Pre-Assembly Meeting
May 31, 2022 – Assembly Preparation Run-through
May 31, 2022 – Reference & Counsel Committee Meeting
June 1, 2022 – COE Pre-Assembly Meeting with Lumi
June 12-14, 2022 – Annual Assembly
June 29, 2022 – Staff Assembly Debrief and Development
July 7, 2022 – Assembly Potential Location Site Walk through and planning
November 2022 – Nominating Committee Meeting

Calls Accepted

April 19, 2022 – The Rev. Ricki Mason, Orangeburg, Orangeburg
May 1, 2022 – The Rev. John C. Derrick, St. Matthew, Lexington
May 16, 2022 – The Rev. Keith Getz, Wittenberg, Leesville
June 1, 2022 – The Rev. E.P. Martin, Messiah, Mauldin
July 18, 2022 – The Rev. Fred Bartelt, St. James, Lexington
July 25, 2022 – The Rev. Joe Woodward, US Army Chaplain
August 1, 2022 – The Rev. Ralph Hill, St. Stephen's, Lexington
August 1, 2022 – The Rev. Mark Scott, Interim Ministry, SC Synod
August 15, 2022 – The Rev. Joanna Gragg, Ebenezer, Columbia
August 16, 2022 – The Rev. Doug Gaul, Interim Ministry, SC Synod
August 28, 2022 – The Rev. Miho Yasukawa, Fairfax Parish
September 11, 2022 – The Rev. Jamie Reising, Redeemer, Charleston
December 7, 2022 – The Rev. Heather Apel, St. John, Spartanburg
December 7, 2022 – The Rev. Wade Apel, St. John, Spartanburg
December 11, 2022 – The Rev. John Woods, Rice Estate, Lutheran Homes of SC
March 17, 2023 – The Rev. Mike Shackelford, Interim Ministry, SC Synod
March 19, 2023 – The Rev. Scott Landrum, St. James, Sumter
March 26, 2023 – The Rev. Sue Johnson, Lutheran Church by the Lake, McCormick

Candidacy

April 26-27, 2022 – Candidacy Committee Meeting, Entrance Decisions
October 4-5, 2022 – Candidacy Committee Meeting, Endorsement Decisions
December 6-7, 2022 – Candidacy Committee Meeting

Closing of Congregation

October 16, 2022 – Christ Mission, Columbia

Communications

Facilitated Zoom Meetings, Neal Fischer, Director of Communications
April 2022 - 14 Zoom Meeting Sessions
May 2022 - 15 Zoom Meeting Sessions
June 2022 - 4 Zoom Meeting Sessions
July 2022 - 18 Zoom Meeting Sessions
August 2022 - 13 Zoom Meeting Sessions
September 2022 - 11 Zoom Meeting Sessions

October 2022 - 11 Zoom Meeting Sessions
November 2022 - 13 Zoom Meeting Sessions
December 2022 - 17 Zoom Meeting Sessions
January 2023 - Zoom Meeting Sessions
February 2023 - 12 Zoom Meeting Sessions
March 2023 - 14 Zoom Meeting Sessions

Produced Online Worship Services, Neal Fischer, Director of Communications

April 2022 - 9 Online Worship Services
May 2022 - 5 Online Worship Services
June 2022 - 14 Online Worship Services
July 2022 - 5 Online Worship Services
September 2022 - 4 Online Worship Services
October 2022 - 6 Online Worship Services
November 2022 - 4 Online Worship Services
December 2022 - 6 Online Worship Services
January 2023 - 6 Online Worship Services
February 2023 - 5 Online Worship Services
March 2023 - 4 Online Worship Services

Lutheran Living in South Carolina Video Magazine, Neal Fischer, Director of Communications
and Deacon Sarah Bowers, Creative Director

September 2022 - Recorded, Produced, and Published
November 2022 - Recorded, Produced, and Published
January 2023 - Recorded, Produced, and Published
March 2023 - Recorded, Produced, and Published

eNews, Neal Fischer, Director of Communications

April 2022 - 4 weekly editions, 2 Assembly editions, and 4 special editions
May 2022 - 4 weekly editions, 2 Assembly editions, and 6 special editions
June 2022 - 5 weekly editions, 1 Assembly edition, and 6 special editions
July 2022 - 4 weekly editions and 2 special editions
August 2022 - 5 weekly editions and 3 special editions
September 2022 - 4 weekly editions and 3 special editions
October 2022 - 4 weekly editions and 2 special editions
November 2022 - 5 weekly editions and 3 special editions
December 2022 - 3 weekly editions and 2 special editions
January 2023 - 4 weekly editions, 1 Assembly edition, and 2 special editions
February 2023 - 4 weekly editions, 2 Assembly editions, and 3 special editions
March 2023 - 5 weekly editions, 2 Assembly editions, and 1 special edition

Lutheran FAQ videos, Neal Fischer, Director of Communications and The Rev. Emily Hartmann,
Assistant to the Bishop

April 2022 - 4 Recorded, Produced, and Published
June 2022 - 1 Recorded, Produced, and Published
September 2022 - 4 Recorded, Produced, and Published
October 2022 - 3 Recorded, Produced, and Published
January 2023 - 1 Recorded, Produced, and Published
February 2023 - 1 Recorded, Produced, and Published

Produced Videos (other), Neal Fischer, Director of Communications
April 2022 - Recorded, Produced, and Published Bishop's Easter Message
May 2022 - Recorded, Produced, and Published Promotional Video for LCY Convocation
December 2022 - Recorded, Produced, and Published Bishop's Christmas Message
June 2022 - Streamed and produced Synod Assembly Live including 18 hours of video
June 2022 - Produced and Published 35 Synod Assembly videos for eNews and posting
September 2022 - Helped Facilitate Regional Training Event for Synod Staffs
October 2022 - Helped Facilitate Regional Training Event for Synod Staffs
January 2023 - Recorded and Produced video invitation to Synod Assembly with Deacon Lexanne Graves, Synod Vice President
January 2023 - Recorded and Streamed the Region 9 / LTSS Stewardship Symposium

Community Outreach

April 30, 2022 – Family Promise of the Midlands Gala, Columbia
January 6, 2023—SCEA Meeting
March 13, 2023—Recovery Center Dedication, Columbia

Conference of Bishops

April 3, 2022 ELCA Assembly Orientation for SC Synod Voting Members
April 7, 2022 COB Meeting (Zoom)
April 19, 2022 COB Meeting (Zoom)
April 21, 2022 COB Meeting (Zoom)
May 18, 2022 COB Meeting (Zoom)
May 20, 2022 ELCA Good Samaritan Committee Meeting (ZOOM)
June 3, 2022 COB Meeting (Zoom)
June 21, 2022 COB Meeting (Zoom)
July 7, 2022 ELCA Assembly Bible Study (Zoom)
July 10, 2022 ELCA Assembly Bible Study (Zoom)
July 17, 2022 ELCA Assembly Bible Study (Zoom)
July 31, 2022 ELCA Assembly Bible Study (Zoom)
August 1, 2022 ELCA Assembly Prep meeting (Zoom)
August 2, 2022 ELCA Assembly Hearing (Zoom)
August 3, 2022 ELCA Assembly Hearing (Zoom)
August 4, 2022 ELCA Assembly Hearing (Zoom)
August 4, 2022 COB Meeting
August 6-11, 2022 ELCA Assembly
August 13, 2022 ELCA Assembly final Session review
August 28, 2022 SC Synod Voting Members to ELCA Assembly debrief
September 26, 2022 ELCA Roster Committee Meeting (Zoom)
September 28-October 1, 2022 Fall COB Meeting (including Fund for Leaders Dinner)
October 27, 2022 COB Meeting (Zoom)
November 15, 2022 COB Meeting (Zoom)
February 16, 2023 COB Meeting (Zoom)
February 16, 2023 ELCA Roster Committee Meeting (Zoom)
February 28 – March 4, 2023 Spring COB Meeting
March 28-31 – Bishops Seminary Visit to Wartburg Seminary

Conference of Deans/Conference Meetings

November 30, 2022 – Conference of Deans Meeting
February 14, 2023 – Heartland Conference Rostered Ministers

February 26, 2023 – Midlands Conference Meeting March 14, 2023 – Western Conference
Rostered Ministers

Congregations that have voted to leave the ELCA & Synod Council Action

St. Paul, Pomaria – First Vote – October 16, 2022, Second Vote – January 29, 2023, Synod
Council voted no to Disaffiliation February 27, 2023

**Conversations/ Pastoral Visits with Pastors/Deacons/Council Leaders – General and Call
Process Individual Meetings**

359 (estimate)

Council Meetings, Call Committee Meetings & Congregational Events

April 3, 2022 – Congregational Event, Faith, West Columbia
April 10, 2022 – Call Committee Meeting, Ebenezer, Columbia
April 24, 2022 – Worship and Joint Council Meeting, Ehrhardt Parish, Ehrhardt
April 24, 2022 – Council Meeting, The Lutheran Church of the Redeemer, Charleston
May 1, 2022 – Congregational Event, St. John, Spartanburg
May 1, 2022 – Worship and Congregational Meeting with potential new leader, Cristo Rey, West
Columbia
May 4, 2022 – Call Committee Meeting, St. James, Lexington
May 9, 2022 – Call Committee Meeting, St. Paul, Gilbert
May 9, 2022 – Council Meeting, St. Paul, Aiken
May 16, 2022 – Council Meeting, Lutheran Church by the Lake, McCormick
May 17, 2022 – Council Meeting, St. Paul, Pomaria
May 22, 2022 – Congregational Event, St. Mark and Corinth, Leesville
May 22, 2022 – Congregational Event, Summer Memorial, Newberry
May 23, 2022 – Council Meeting, St. James, Sumter
June 6, 2022 – Council Leadership Meeting, St. James, Summit
June 10, 2022 – Call Committee Meeting, Lutheran Church of the Redeemer, Charleston
June 19, 2022 – Call Committee Meeting, Summer Memorial, Newberry
June 21, 2022 – Council Meeting, Sandy Run, Swansea
June 22, 2022 – Council Meeting, Reformation, Columbia & Christ Mission, Columbia
June 27, 2022 – Call Committee, St. John, Spartanburg
July 5, 2022 – Council Meeting, Christ Mission, Columbia
July 20, 2022 – Call Committee, St. John
July 24, 2022 – Congregational Event, Lutheran Church by the Lake, McCormick
August 2, 2022 – Council Leadership Team, Lord of Life, Bluffton
August 14, 2022 – Council/Call Committee Meeting, Bethany, Newberry
August 23, 2022 – Council Meeting, Grace, Prosperity
August 24, 2022 – Council Leaders Meeting, Pomaria, Pomaria
August 24, 2022 – Council Leaders Meeting, Pilgrim, Lexington
August 24, 2022 – Call Committee Meeting, Lutheran Church by the Lake, McCormick
September 19, 2022 – Council and Call Committee Leadership Meeting, Joy, Moore
September 19, 2022 – Council Meeting, St. John, Lexington
September 20, 2022 – Council Meeting, Cedar Grove, Leesville
September 26, 2022 – Call Committee Meeting, St. Paul, Gilbert
October 9, 2022 – Council Meeting, St. Matthew, Pomaria
October 9, 2022 – Congregational Event, Union, Leesville
October 16, 2022 – Congregational Meeting (First vote on Disaffiliation), St. Paul, Pomaria
October 18, 2022 – Congregational Event, St. James, Sumter
October 23, 2022 – Council Meeting, Reformation, Columbia

October 30, 2022 – Joint Council Meeting, Crossroads, Indian Land and Amazing Grace, Waxhaw
 November 2, 2022 – Council Leader Meeting, St. Matthew, Pomaria
 November 20, 2022 – Council Meeting, St. John, Irmo
 November 21, 2022 – Council Leaders Meeting, Pilgrim, Lexington
 November 27, 2022 – Council Meeting, Good Shepherd, Walterboro and Ehrhardt Parish
 November 30, 2022 – Council Meeting, Union, Leesville and St. John, Lexington
 December 4, 2022 – Council Meeting, St. John, Irmo and Pomaria, Pomaria
 December 5, 2022 – Council/Vestry Meeting, St. John, Charleston
 December 7, 2022 – Council Meeting, Ascension, Columbia
 December 4, 2022 – Call Committee/Council Meeting, St. John, Irmo and Pomaria, Pomaria
 December 12, 2022 – Council Leaders Meeting, Faith, West Columbia
 December 18, 2022 – Council Meeting, Faith, Pickens
 December 19, 2022 – Call Committee Meeting, St. James, Sumter
 January 8, 2023 – Council Meeting, Mt. Horeb, Chapin
 January 8, 2023 – Joint Council Meeting, Mt. Olivet, Chapin and Mt. Hermon, Peak
 January 9, 2023 – Congregational Consultation (Disaffiliation), St. Paul, Pomaria
 January 10, 2023 – Council Leaders Meeting, Grace, Gilbert
 January 10, 2023 – Executive Council Meeting, St. Matthias, Easley
 January 11, 2023 – Council Partner Conversations, Faith, West Columbia and Sandy Run, Swansea
 January 12, 2023 – Councils meeting, St. John, Irmo and Pomaria, Pomaria
 January 15, 2023 – Council Meeting, St. Matthias, Easley
 January 22, 2022 – Council Meeting, Reformation, Columbia
 January 29, 2023 – Congregational Meeting (2nd vote on Disaffiliation), St. Paul, Pomaria
 January 30, 2023 – Council and Call Committee Meetings, Joy, Moore
 February 15, 2023 – Call Committee Meeting, Union, Leesville
 February 15, 2023 – Call Committee Meeting, Corinth and St. Mark, Leesville
 March 14, 2023 – Council Leaders Meeting, St. John, Irmo and Pomaria, Pomaria
 March 20, 2023 – Council and Call Committee Meeting, St. Paul, Gilbert
 March 26, 2023 – Congregational Event, Mt. Horeb, Chapin
 March 26, 2023 – Leadership Team Meeting, Grace, Prosperity

Deaths

April 15, 2022 – The Rev. Charles B. Dawkins
 April 17, 2022 – The Rev. J. Pierce Evans, Jr.
 April 29, 2022 – The Rev. James Connelly
 March 9, 2022 – The Rev. Dr. James H. Milligan
 May 23, 2022 – The Rev. Dr. Robert N. Bacher
 May 27, 2022 – The Rev. Charles W. Easley
 June 22, 2022 – Mrs. Dorothea M. Lyerly, Wife of the Rev. Gary R. Lyerly
 August 8, 2022 – The Rev. Eddie C. Miller, Jr.
 August 12, 2022 – Mrs. June Moore Fulmer, Widow of the Rev. G. Allen Fulmer
 October 8, 2022 – The Rev. Steven D. Jackson
 November 18, 2022 – The Rev. Robert G. Coon
 November 24, 2022 – The Rev. Larry Long
 January 2, 2023 – The Rev. James H. Nichols
 January 9, 2023 – The Rev. J. Harry Crout
 February 11, 2023 – The Rev. Everette Lineberger

Finance

October 27, 2022 – Finance Committee Meeting
January 30, 2023 – Finance Committee Meeting
March 20, 2023 – Finance Committee Meeting

Global Network

July 18, 2022 – Welcome Pastor Hitoshi and Satoko from JELC
July 29, 2022 – Global Mission Coordinators Meeting
March 21, 2022 – Welcome Pastor Toky and Pastor Ogilvie, from Madagascar

Inclusiveness Network

April 4, 2022 – MORE Justice Nehemiah Action Gathering, Columbia
June 28, 2022—Inclusiveness Network Meeting
July 28, 2022—Inclusiveness Network Meeting
September 8, 2022—Inclusiveness Network Meeting
October 13, 2022—Inclusiveness Network Meeting
February 9, 2023—Inclusiveness Network Meeting

Indigenous Peoples Accompaniment Network

March 5, 2023—Meeting at Providence, Lexington

Installations

May 4, 2022 – The Rev. David Coffman, Newberry College. Installed by Bishop Virginia Aebischer at Wiles Chapel.
May 15, 2022 – The Rev. Aaron DeBenedetto, St. Paul's, Mt. Pleasant. Installed by the Rev. Nathan Rice.
May 22, 2022 – The Rev. Rick Mason, Orangeburg. Installed by the Rev. Eric Little.
June 12, 2022 – The Rev. John C. Derrick, St. Matthew's, Lexington. Installed by the Rev. Wade Roof.
June 26, 2022 – The Rev. Keith Getz, Wittenberg, Leesville. Installed by the Rev. Lisa Isenhower.
August 7, 2022 – The Rev. Ralph Hill, St. Stephen's, Lexington. Installed by the Rev. Wade Roof.
August 14, 2022 – The Rev. E.P. Martin, Messiah, Mauldin. Installed by the Rev. Maria Miller.
September 18, 2022 – The Rev. Fred Bartelt, St. James, Lexington. Installed by the Rev. Wade Roof.
September 25, 2022 – The Rev. Miho Yasukawa, Fairfax Parish. Installed by the Rev. Eric Little.
September 25, 2022 – The Rev. Joanna Gragg, Ebenezer, Columbia. Installed by the Rev. Andrew Isenhower.
October 16, 2022 – The Rev. Aaron DeBenedetto, St. Johannes, Charleston. Installed by the Rev. Nathan Rice.
January 22, 2023 – The Rev. Heather and The Rev. Wade Apel, St. John, Spartanburg. Installed by the Rev. Gregg Hoffman.

Institutional & Auxiliary Partnerships

April 7, 2022 – SCLRC Board Meeting
May 5, 2022 – LTSS Baccalaureate Service
May 5, 2022 – NovusWay Board Meeting
May 18, 2022 – NovusWay Board Meeting
May 25, 2022 – NovusWay Board Meeting

June 24, 2022 – SC Women of the ELCA Convention
 June 26, 2022 – SC Lutheran Men in Mission Executive Committee Meeting
 September 20, 2022 – SC Lutheran Men in Mission Saxe Gotha Committee of 100 Dinner
 September 29, 2022—Newberry College Food Pantry Dedication
 October 4, 2022 – Lutheran Services Carolinas Shepherd Society Lunch
 October 16, 2022 – SC Lutheran Men in Mission Executive Committee Meeting
 October 20, 2022 – SC Lutheran Retreat Centers Board Meeting
 November 16, 2022 – Lutheran Theological Southern Seminary Worship and Lunch Sending for Rev. Dr. Mary Shore
 November 21, 2022—Participated in Class Panel for Dr. McArver
 January 14, 2023 – SC Lutheran Retreat Centers Board Meeting
 January 18, 2023 – NovusWay Board Meeting
 February 17-18, 2023 – SC Lutheran Men in Mission Past President's Dinner and Convention at Messiah, Mauldin
 March 9-11, 2023 – NovusWay Board Meeting at Luther Ranch Tallapoosa, Georgia
 March 12, 2023 – Lutheran Services Carolinas Dedication of Refugee Resettlement Office, Myrtle Beach
 March 13, 2023 – Lutheran Services Carolinas Dedication of Recovery Manor, Columbia.

Interim Pastors

The Rev. Dr. Mary Anderson, Wittenberg, Leesville; Pilgrim, Lexington
 The Rev. Mike Shackelford, St. Matthew, Pomaria
 The Rev. Beth Neubauer, Crossroads, Indian Land & Amazing Grace, Waxaw
 The Rev. Mark Scott, St. John's, Charleston
 The Rev. Christi Pursey, St. James, Lexington; Ehrhardt Parish, Ehrhardt
 The Rev. Kevin Ogilvie, St. Mark/Corinth, Leesville
 The Rev. Matthew Lash, St. Paul, Gilbert
 The Rev. Jane Mitcham, Grace, Prosperity
 The Rev. Linda Anderson, Mt. Olivet, Chapin & Mt. Hermon, Peak
 The Rev. Steve Counts, Nazareth, Lexington
 The Rev. Craig Boehlke, Good Shepherd, Walterboro
 The Rev. Art Turfa, Faith, West Columbia
 The Rev. Bill Ebener, Union, Leesville
 The Rev. Mark Buchan, St. John, Irmo
 The Rev. Pat Riddle, Mt. Horeb, Chapin
 The Rev. Leroy Cannon, Resurrection, Columbia
 The Rev. Wayne Young, Lutheran Church by the Lake, McCormick
 The Rev. Karen Hawkins, Summer Memorial, Newberry
 The Rev. Christine Parham, St. James, Sumter
 The Rev. Gary Brandenburg, St. Paul, Pomaria
 The Rev. Bruce Booher, St. John, Spartanburg
 The Rev. Mark Bredholt, Cedar Grove, Leesville
 The Rev. Fred Suhr, St. David, West Columbia
 The Rev. Jim Glander, St. James, Summit

Leadership Events

April 6, 2022 – Staff Development
 April 20, 2022 – Clemson LCM Program, University Clemson
 April 25, 2022 – Interim Gathering (Zoom)
 April 28-29, 2022 – Host Latino Leader, Cristo Rey, West Columbia
 May 11, 2022 – Staff Development Day

May 24, 2022 – Interim Gathering (Zoom)
 June 21, 2022 – Interim Leaders
 July 6, 2022 – Interim Leaders
 July 14, 2022 – Interim Leaders Team
 July 19-20, 2022 – Staff Mid-year Reviews
 July 27, 2022 – Executive Staff Visioning
 August 17, 2022 – Staff ELCA Assembly Review
 August 23, 2022 – Beloved Leader Meeting
 August 23, 2022 – Interim Leaders
 September 19-20, 2022 – Legal Consult
 September 21, 2022 – Staff Development Day
 October 6, 2022 – Interim Leaders
 October 20, 2022 – Interim Gathering
 November 14, 2022 – Partnership Retreat, Camp Kinard, Leesville
 November 9, 2022 – Campus Ministry, St. Matthew's, Charleston
 November 15, 2022 - Inclusiveness Book Study, "The Color of Compromise"
 November 29, 2022 – Inclusiveness Book Study, "The Color of Compromise"
 December 1, 2022 – Advent Bible Study, The Rev. Dr. Bobby Morris (Zoom)
 December 1, 2022 – Interim Gathering
 December 1 & 7, 2022 – Staff Annual Reviews
 December 5, 2022 – Interim Leaders
 December 8, 2022 – Staff Retreat Day
 December 8, 2022 – Advent Bible Study, The Rev. Dr. Bobby Morris (Zoom)
 December 13, 2022- Inclusiveness Book Study, "The Color of Compromise"
 December 15, 2022 - Advent Bible Study, The Rev. Dr. Bobby Morris (Zoom)
 December 22, 2022 - Advent Bible Study, The Rev. Dr. Bobby Morris (Zoom)
 January 10, 2023 – Inclusiveness Book Study, "The Color of Compromise"
 January 23, 2023 – Interim Gathering
 January 24, 2023 – Inclusiveness Book Study, "The Color of Compromise"
 January 24, 2023 – Consultation and Strategic Planning Work
 February 7, 2023 - Inclusiveness Book Study, "The Color of Compromise"
 February 13, 2023 – The Great ReEvaluation Course Kick Off Event, The Rev. Dr. Mark Tidsworth, Mt. Hermon, West Columbia
 February 19, 2023 - The Great ReEvaluation Course Kick Off Event, The Rev. Dr. Mark Tidsworth, St. Luke, Summerville
 February 20, 2023 – Congregational Leadership Meetings
 February 26, 2023 - The Great ReEvaluation Course Kick Off Event, The Rev. Dr. Mark Tidsworth, Holy Communion, Spartanburg
 February 27, 2023 – Lent Bible Study, The Rev. Dr. Bobby Morris (Zoom)
 March 3, 2023 – Lent Bible Study, The Rev. Dr. Bobby Morris (Zoom)
 March 6, 2023 - The Great ReEvaluation Course (Zoom), The Rev. Dr. Mark Tidsworth
 March 13, 2023 – Lent Bible Study, The Rev. Dr. Bobby Morris (Zoom)
 March 24-25, 2023 – Strategic Planning Meetings
 March 27, 2023 - The Great ReEvaluation Course (Zoom), The Rev. Dr. Mark Tidsworth
 March 27, 2023 – Lent Bible Study, The Rev. Dr. Bobby Morris (Zoom)

Ordinations/Consecrations

April 9, 2022 – Laura Sharpe-Waites, Consecration as Deaconess at Lowman Home Chapel
 June 18, 2022 – E.P. Martin, held at Joy, Moore

Region 9

April 14, 2022 – Region 9 Council
May 3, 2022 – Region 9 Council
May 12, 2022 – Region 9 Council
June 9, 2022 – Region 9 Consultation
July 11-13, 2022 – Region 9 Bishop's Retreat
July 15, 2022 – NC & SC Synods LDR Planning
July 21, 2022 – Region 9 Lutheran Disaster Relief Proposal Finalized
July 29, 2022 – Region 9 Bishops
August 17, 2022 – Region 9 Lutheran Disaster Relief
September 27, 2022 – Region 9 Lutheran Disaster Relief
October 6, 2022 – Region 9 Consultation
October 15, 2022 – Region 9 Boundary Training for Rostered Ministers
October 24, 2022 – Region 9 Bishops
October 27, 2022 – Region 9 Boundary Training for Rostered Ministers
November 11, 2022 – Region 9 Bishops
November 15, 2022—Region 9 Assistants to the Bishops meeting
November 17, 2022 – Region 9 Council
December 8, 2022 – Region 9 Bishops
December 13, 2022 – NC & SC Synods Interviews for LDR Directors Position
January 12, 2023 – Region 9 Bishops
January 26, 2023 – Region 9 Consultation
March 9-11, 2023 – Region 9 Assistants to Bishops/Bishops Boundary Planning & Evaluation

Removed from the Roster (by Synod Council vote)

April 4, 2022 – The Rev. Lester Cutter
December 31, 2022 – The Rev. Judson Merrell
February 8, 2023 – The Rev. Emil Klatt

Resignations

April 17, 2022 – The Rev. Ricki Mason, Ehrhardt Parish
April 30, 2022- The Rev. John C. Derrick, St. John, Irmo
May 1, 2022 – Deacon Mandi Whitley, Trinity, Greenville
May 8, 2022 – The Rev. Keith Getz, St. James, Sumter
July 15, 2022 – The Rev. Ralph Hill, Mt. Horeb Chapin
July 24, 2022 – The Rev. Joe Woodward, Cedar Grove, Leesville
July 25, 2022 – The Rev. Tim Bupp, Reformation, Columbia
July 31, 2022 – The Rev. Mark Scott, Pomaria, Pomaria
August 14, 2022 – The Rev. Joanna Gragg, Mt. Horeb, Chapin
August 15, 2022 – Deacon Shelley Allen, Joy, Moore
October 1, 2022 – The Rev. Thulie Beresford, MUSC
December 10, 2022 – The Rev. John Woods, Pilgrim, Lexington

Retirement

May 27, 2022 – The Rev. Patrick Appleget
July 1, 2022 – The Rev. Leroy Cannon
July 12, 2022 – Deacon Harry Prim
September 1, 2022 – The Rev. David Butler
December 1, 2022 – The Rev. Kathy Harris

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
Deaconess Laura Sharpe-Waites, Bethany, Newberry
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
The Rev. Pam Turfa, Sandy Run, Swansea

Synod Council

April 4, 2022 – Synod Council Meeting
April 21, 2022 – Lifeline Distribution Team Meeting
May 9, 2022 – Lifeline Distribution Team Research
May 11, 2022 – Lifeline Distribution Team Meeting
May 16, 2022 – Executive Council Meeting
May 25, 2022 – Lifeline Distribution Team Meeting
July 21, 2022 – Synod Treasurer and Accountant Meeting
July 26, 2022 – Lifeline Distribution Team Meeting
August 2, 2022 – Executive Council Meeting
August 27, 2022 – Synod Council Meeting
September 20, 2022 – Consultation with Mike Ward, GSB (Strategic Visioning Process)
October 3, 2022 – Lifeline Distribution Team Meeting
October 4, 2022 – Executive Council Meeting
October 18, 2022 – Synod Treasurer & Accountant Meeting
October 19, 2022 - Consultation with Mike Ward, GSB (Strategic Visioning Process)
October 31, 2022 – Executive Council Meeting
November 8, 2022 - Consultation with Mike Ward, GSB (Strategic Visioning Process)
November 14, 2022 – Synod Council Meeting
November 16, 2022 - Consultation with Mike Ward, GSB (Strategic Visioning Process)
November 21, 2022 - Consultation with Mike Ward, GSB (Strategic Visioning Process)
December 12, 2022 – Lifeline Distribution Team Meeting
December 14, 2022 - Consultation with Mike Ward, GSB (Strategic Visioning Process)
December 18, 2022 – Synod Council Meeting
January 10, 2023 – Executive Council Meeting
January 18, 2023 – Consult with Synod Lawyer
January 31, 2023 – Leadership Team Meeting (Compensation Guidelines updates)
January 31, 2022 – Consult with Synod Lawyer
February 13, 2023 – Executive Council Meeting
February 21, 2023 - Consultation with Mike Ward, GSB (Strategic Visioning Process)
February 27, 2023 – Consult with Synod Lawyer/Executive Council
February 27, 2023 – Synod Council Meeting
March 7, 2023 – Consult with Synod Lawyer/Executive Council
March 16, 2023 – Consult with Synod Lawyer/Executive Council/Retain Attorney

Stewardship

January 27, 2023—Stewardship Symposium

Transfers

July 25, 2022 – The Rev. Tim Bupp, Transfer to Metropolitan New York Synod

Transfers Received

May 26, 2022 – The Rev. Carol Brighton, Transfer from New Jersey Synod

May 27, 2022 – The Rev. Judy McGuire, Transfer from Indiana-Kentucky Synod

July 18, 2022 – The Rev. Fred Bartelt, South Dakota Synod

August 1, 2022 – The Rev. Miho Yasukawa, Transfer from Northern Illinois Synod

August 17, 2022 – The Rev. Kim Stover, Transfer from Southeastern Synod

September 11, 2022 – The Rev. Jamie Reising, Transfer from Southeastern Iowa Synod

November 1, 2022 – The Rev. Steve Gellatly, Transfer from Southern Ohio Synod

December 7, 2022 – The Rev. Heather Apel, Transfer from Indiana-Kentucky Synod

December 7, 2022 – The Rev. Wade Apel, Transfer from Indiana-Kentucky Synod

Worship Celebrations and Special Events

April 4, 2022 – Cristo Rey Worship, West Columbia, SC

May 15, 2022 – 50th Anniversary, Redeemer, Greer

May 23, 2022 – Service of the Word record for Synod Worship

May 29, 2022 – Worship and 50th Anniversary Presentation, The Lutheran Church of the Redeemer, Charleston

May 29, 2022 – 90th Birthday Celebration, Pastor Alvin Haigler

June 1, 2022 – History Book Celebration Luncheon

June 17, 2022 – Emmanuel 9 Remembrance Worship, Mother Emmanuel AME, Charleston

June 26, 2022 – 110th Anniversary, Ascension, Columbia

July 31, 2022 – Sending Service for Pastor Peter Morey, St. James, Summit

August 28, 2022 – Retirement Service and Celebration for Pastor David Butler, St. John, Charleston

September 18, 2022 – Homecoming, Mt. Olivet, Chapin

October 7, 2022 – Oktoberfest blessing, Incarnation, Columbia

October 23, 2022 – Holy Communion Worship and receiving new members, Reformation, Columbia

October 24-26, 2022 – SC Synod Convocation, Lutheridge, Arden, NC

November 6, 2022 – Celebration of New Building, St. Luke, Summerville

November 27, 2022 – Dedication, Community, North Charleston

November 30, 2022 – Hutto Funeral, Mt. Tabor, West Columbia

December 21, 2022 – Longest Night Service, St. Matthew's, Pomaria

December 24, 2022 – Christmas Eve Worship, Faith, Pickens

January 22, 2022 – Martin Luther King Remembrance Worship, Ascension, Columbia

Youth

May 6-8, 2022—Spring Into Action, May 6-8, 2022

May 29, 2022—GraceWorks Planning Meetings

June 6, 20, 22, 29, 2022—GraceWorks Columbia Planning Meetings

June 26-July 1, 2022—Camp HUGG

July 11-14, 2022—GraceWorks Columbia

September 24, 2022—Newberry College Youth Day

October 21-23, 2022—Hand in Hand Service Event

January 11, 2023—Staff meetings for January Retreat

January 13-15, 2023—9th and 10th Grade Retreat
March 12, 2023—GraceWorks Columbia Planning Meeting
March 17-19, 2023—SCLCY Middle School Retreat

Campus Ministry

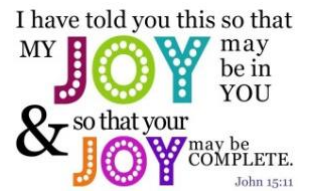
September 18, 2022—Provided Meal for Gamecock Lutherans
October 19, 2022—Campus Ministry Task Force Meeting
November 9, 2022—Met with College of Charleston Lutheran Campus Ministry
February 13, 2023—Led Small Catechism Study with Gamecock Lutherans
March 28, 2023—Worshiped with Winthrop Ecumenical Lutheran Campus Ministry

Report of the Vice President

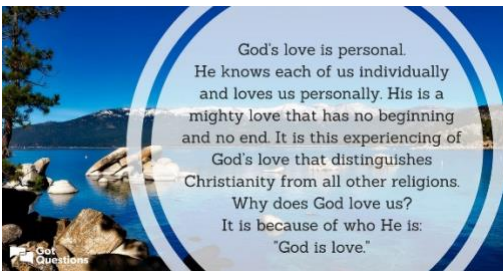
Deacon Lexanne Graves
South Carolina Synod Assembly 2023



Your South Carolina Synod Council gathered in August 2022 over Zoom under the theme, ***“ABC’s of Gratitude”***. Our scripture texts that guided our conversations were from John 15:11, ***“I have said these things to you so that my joy may be in you and that your joy may be complete.”*** and Nehemiah 8:10 ***“Nehemiah said, “Go and enjoy choice food and sweet drinks, and send some to those who have nothing prepared. This day is holy to our Lord. Do not grieve, for the joy of the LORD is your strength.”*** For the purposes of our intentional sharing time,



the letters in the word **J.O.Y.**, were to stand for **J**esus, **O**thers, and **Y**OU. With that framework in mind we then shared about our gratefulness for who and whose we are as children of God and how grateful we were for others on the “screen” who represent different contexts, different styles of leadership, different backgrounds, different skillsets, different years of serving on Council, different gifts, etc, etc. My hope was that we might SEE one another as Jesus sees us so that we might serve better together with synod business and spiritual matters. This intentional sharing time helped set the mindset for the coming months.



We are blessed with Synod Council leaders who were elected to serve for this year. The Holy Spirit really knew what she was doing when the members who have served this year were fully present for such a times as these. This year in particular, we are grateful for lay members who were bold enough to speak up for 1 John 4:8- “God is LOVE.”, grateful for executive committee members who have profound knowledge of finances, legal matters, and constitutional matters, grateful for members who engage in bible study and reconciliation conversations, and grateful for the ability to adapt to a new mission and vision plan so that every SC person can know

the love and grace of Jesus. You may wonder what types of persons are needed to lead the SC Synod into this next year and beyond, seek out persons who open to being educated, open to stepping outside of their comfort zones, open to SEEING Jesus in every person they meet and having a willingness to serve them in word and deed. THIS is how we lean into the vision of the church God intended.

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 130+ congregations. We are truly blessed to be a blessing!

- + Gave financial freedom to Rostered Ministers through our SC Lifeline Distribution Fund who have been saddled with large educational and seminary debts;
- + Engaged in fruitful conversations on racial reconciliation each time we gather as a synod council;
- + Seen the fruits of the labors in our Restoration Chapel ministries in Greenwood and the Midlands;
- + 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 agencies to address food scarcity and homelessness; 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 & Synod Council who serve on your behalf. I am grateful to the fellow disciples who serve on our Synod’s Networks & Task Forces by being God’s hands and feet out in your community. It is the Lord’s wisdom I seek daily to fulfill this role and I am constantly returning to the Lord for strength as Nehemiah teaches. Thank you for our partnership together!

Report of the Secretary 2022-2023

It is an honor to serve 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. Being thankful for one another and for our relationship as church together is important right now.

Bishop Virginia Aebischer; The Rev. Richard Carter and The Rev. Emily Hartmann, Assistants to the Bishop; The 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 2022* 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 145 congregations that filed reports at the end of December 31, 2021. The baptized membership decreased by 1,335 persons from 40,105 to 38,770 at the end of 2021 (*the latest year that statistics were available at the time this report was written*). The average size of a congregation in this synod is 269 baptized members. Regular giving by members in congregations increased by \$377,512 from \$32,833,135 to \$33,210,647. Average giving per confirmed member increased in 2021 by \$56.28 from \$1,200.21 to \$1,256.49. The average weekly worship attendance per congregation (on-site) was 65 persons and the average weekly worship attendance per congregation (on-line) was 92 persons. Source: *Summary of Congregational Statistics* are available on the synod website. Go to <https://scsynod.com/about/> and download the 2022 *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 2022 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, 2023

Referred to as 2022-23

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 2022-23 as compared to 2021-22:

	<u>2022-23</u>	<u>2021-22</u>
Mission Support Budgeted	\$2,470,000	\$2,472,645
Mission Support Received	\$2,318,729	\$2,438,086

Unfortunately 2022-23 received less mission support than the prior year. We are hopeful giving will increase in 2023-24. Thanks to all of you for your contributions. They are greatly appreciated. In addition to mission support, the Synod received \$466,124 in 2022-23 for other funds (ministries) such as World Hunger, World Relief, Domestic and International Disaster Relief, Missionary Support, etc. Mission support from the 149 congregations is presented in the schedule on the following pages.

Expenditures

Below is a summary of expenditures for the year 2022-23 as compared to 2021-22:

	<u>2022-23</u>	<u>2021-22</u>
Mission Benevolence	\$ 940,434	\$1,044,708
Institutions	\$ 183,000	\$ 183,550
Deepening Discipleship Table	\$ 166,484	\$ 163,083
Community Engagement Table	\$ 182,637	\$ 178,049
Communication/Technology Table	\$ 239,312	\$ 67,815
Operating Expenses	\$ 877,597	\$ 819,334
Total Expenditures	<u>\$2,589,464</u>	<u>\$2,456,539</u>

The ELCA support for 2022-23 was 43.25% of unrestricted mission support for February – September and then 35% for October - January. For a comparison of expenditures with the budget, see the following financial statements.

Budget

The budget approved by the Synod Assembly for 2023-24 is \$2,563,554 with support for the ELCA at 35%. The budget approved by the Synod Council to be recommended to the 2023 Synod Assembly for 2024-25 is \$2,445,000 with support for the ELCA at 30%.

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. Malachi 3:10 "Bring the whole tithe into the storehouse, that there may be food in my house. Test me in this" says the Lord Almighty, "and see if I will not throw open the floodgates of heaven and pour out so much blessing that there will be not be room enough to store it."

Investment Income

Due to the decline in the stock market, the Synod is showing an investment loss in the amount of \$74,663 for the year ending January 31, 2023. This is compared to Investment income of \$80,673 for the prior year.

Other Items

The SC Synod acquired the Our Shepherd (Hartsville) property following the closing of that congregation. The upkeep of this property is under the property committee.

The Christ Mission (Columbia) property sold on April 18, 2022. The Christ the King (Columbia) property sold on April 27, 2022.

"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.

South Carolina Synod, ELCA

Mission Support, SC Synod Support & Other Funds

February 1, 2022 through January 31, 2023

	Organization	Mission Support	SC Synod Support	Other Funds	Total
1	All Saints 07396, Mt. Pleasant	\$45,249.97	\$0.00	\$0.00	\$45,249.97
2	Ascension 05596, Columbia	\$0.00	\$0.00	\$0.00	\$0.00
3	Atonement 05658, Laurens	\$0.00	\$0.00	\$0.00	\$0.00
4	Augsburg 05648, Union	\$1,200.00	\$0.00	\$150.00	\$1,350.00
5	Bachman Chapel 05640, Prosperity	\$7,200.00	\$0.00	\$365.00	\$7,565.00
6	Beth Eden 05628, Newberry	\$250.00	\$0.00	\$0.00	\$250.00
7	Bethany 05627, Newberry	\$7,887.00	\$0.00	\$0.00	\$7,887.00
8	Bethany 05721, Lexington	\$2,962.00	\$0.00	\$535.00	\$3,497.00
9	Bethel 05620, White Rock	\$12,375.00	\$0.00	\$0.00	\$12,375.00
10	Bethlehem 05608, Irmo	\$20,327.58	\$0.00	\$1,155.00	\$21,482.58
11	Bethlehem 05637, Pomaria	\$10,000.00	\$0.00	\$900.00	\$10,900.00
12	Bethlehem 05703, Leesville	\$10,000.00	\$0.00	\$0.00	\$10,000.00
13	Cedar Grove 05705, Leesville	\$25,000.00	\$0.00	\$0.00	\$25,000.00
14	Christ 07329, Hilton Head	\$3,000.00	\$0.00	\$0.00	\$3,000.00
15	Christ Community 31261, N. Charleston	\$4,800.00	\$0.00	\$20,004.00	\$24,804.00
16	# Christ Mission 31117, Columbia	\$400.00	\$0.00	\$0.00	\$400.00
17	Christ the King 16415, Greenville	\$1,440.00	\$0.00	\$0.00	\$1,440.00
18	Christus Victor 07571, Columbia	\$27,514.58	\$0.00	\$505.00	\$28,019.58
19	Colony 05630, Newberry	\$9,323.45	\$0.00	\$0.00	\$9,323.45
20	Corinth 05724, Saluda	\$0.00	\$7,100.00	\$21,615.00	\$28,715.00
21	Cristo Rey 30851, West Columbia	\$1,612.48	\$0.00	\$0.00	\$1,612.48
22	Cross and Crown 07503, Florence	\$11,411.00	\$0.00	\$1,200.00	\$12,611.00
23	Crossroads 30706, Fort Mill	\$13,260.00	\$0.00	\$527.00	\$13,787.00
24	Ebenezer 05598, Columbia	\$36,550.00	\$0.00	\$3,552.00	\$40,102.00
25	Ehrhardt Memorial 05677, Ehrhardt	\$3,000.00	\$0.00	\$0.00	\$3,000.00
26	Emmanuel 05614, West Columbia	\$23,374.85	\$0.00	\$200.00	\$23,574.85
27	Enon 05704, Leesville	\$0.00	\$0.00	\$0.00	\$0.00
28	Epiphany 30081, Rock Hill	\$8,300.00	\$0.00	\$1,150.00	\$9,450.00
29	Faith 05615, West Columbia	\$14,499.96	\$0.00	\$1,200.00	\$15,699.96
30	Faith 05631, Newberry	\$0.00	\$0.00	\$0.00	\$0.00
31	Faith 05683, Johns Island	\$6,042.00	\$0.00	\$150.00	\$6,192.00
32	Faith 05696, Batesburg-Leesville	\$2,928.00	\$0.00	\$0.00	\$2,928.00
33	Faith Lutheran Chapel 30683, Pickens	\$3,125.00	\$0.00	\$1,370.56	\$4,495.56
34	Good Hope 05727, Ward	\$0.00	\$0.00	\$310.00	\$310.00
35	Good Shepherd 05600, Columbia	\$45,399.96	\$0.00	\$1,201.00	\$46,600.96
36	Good Shepherd 05612, Swansea	\$0.00	\$0.00	\$0.00	\$0.00
37	Good Shepherd 05692, Walterboro	\$10,230.00	\$0.00	\$3,753.00	\$13,983.00
38	Grace 05611, Rock Hill	\$70,358.37	\$0.00	\$0.00	\$70,358.37
39	Grace 05643, Prosperity	\$12,402.93	\$0.00	\$10,043.21	\$22,446.14
40	Grace 05698, Gilbert	\$13,000.67	\$0.00	\$2,100.00	\$15,100.67
41	Holy Communion 05659, Spartanburg	\$1,960.00	\$0.00	\$2,177.00	\$4,137.00
42	Holy Spirit 30725, Charleston	\$20,972.29	\$0.00	\$0.00	\$20,972.29
43	Holy Trinity 05651, Anderson	\$18,000.00	\$0.00	\$3,295.00	\$21,295.00
44	Holy Trinity 05722, Pelion	\$1,250.00	\$0.00	\$6,133.00	\$7,383.00
45	Hope 30080, Vance	\$3,800.00	\$0.00	\$0.00	\$3,800.00
46	Immanuel 05657, Greenwood	\$38,860.00	\$0.00	\$6,751.20	\$45,611.20
47	Incarnation 05601, Columbia	\$10,250.04	\$0.00	\$1,680.00	\$11,930.04
48	Joy 30418, Moore	\$50,268.83	\$0.00	\$3,086.00	\$53,354.83
49	King of Glory 07449, North Myrtle Beach	\$11,571.60	\$0.00	\$396.33	\$11,967.93
50	Living Springs 07829, Columbia	\$50,533.33	\$0.00	\$10,301.27	\$60,834.60
51	Lord of Life 30351, Bluffton	\$29,580.00	\$0.00	\$283.98	\$29,863.98

South Carolina Synod, ELCA

Mission Support, SC Synod Support & Other Funds

February 1, 2022 through January 31, 2023

	Organization	Mission Support	SC Synod Support	Other Funds	Total
52	Lutheran Church by the Lake 30369, McCormick	\$17,250.35	\$0.00	\$5,933.42	\$23,183.77
53	Macedonia 05644, Prosperity	\$0.00	\$15,000.00	\$16,182.00	\$31,182.00
54	Martin Luther 05668, Charleston	\$12,279.15	\$0.00	\$0.00	\$12,279.15
55	Messiah 05663, Mauldin	\$22,000.00	\$0.00	\$2,305.00	\$24,305.00
56	Messiah 05687, Hanahan	\$11,982.85	\$0.00	\$4,313.00	\$16,295.85
57	Mt. Calvary 05701, Johnston	\$8,625.00	\$0.00	\$1,804.16	\$10,429.16
58	Mt. Hebron 05706, Leesville	\$13,000.00	\$0.00	\$4,332.79	\$17,332.79
59	Mt. Hermon 05616, West Columbia	\$13,600.00	\$0.00	\$0.00	\$13,600.00
60	Mt. Hermon 05636, Peak	\$10,035.00	\$0.00	\$1,200.00	\$11,235.00
61	Mt. Horeb 05589, Chapin	\$52,941.63	\$0.00	\$13,253.75	\$66,195.38
62	Mt. Olivet 05650, Chapin	\$10,000.00	\$0.00	\$210.00	\$10,210.00
63	Mt. Pilgrim 05625, Prosperity	\$535.00	\$0.00	\$1,081.00	\$1,616.00
64	Mt. Pleasant 05678, Ehrhardt	\$6,000.00	\$0.00	\$752.00	\$6,752.00
65	Mt. Pleasant 05729, Saluda	\$0.00	\$0.00	\$0.00	\$0.00
66	Mt. Tabor 05617, West Columbia	\$53,030.83	\$0.00	\$2,398.00	\$55,428.83
67	Mt. Tabor 05626, Little Mountain	\$25,752.17	\$0.00	\$4,175.00	\$29,927.17
68	Nazareth 05710, Lexington	\$840.00	\$0.00	\$0.00	\$840.00
69	Nuestro Salvador 31098, Greenville	\$2,800.00	\$0.00	\$1,600.00	\$4,400.00
70	Orangeburg 05688, Orangeburg	\$4,800.00	\$0.00	\$200.00	\$5,000.00
71	Our Saviour 05618, West Columbia	\$5,000.00	\$0.00	\$0.00	\$5,000.00
72	Our Saviour 05654, Greenville	\$24,104.00	\$0.00	\$5,509.00	\$29,613.00
73	# Our Shepherd 07234, Hartsville	\$0.00	\$0.00	\$10,157.04	\$10,157.04
74	Parroquia el Mesias, 31362, Mauldin	\$0.00	\$0.00	\$0.00	\$0.00
75	Pilgrim 05712, Lexington	\$0.00	\$0.00	\$85.00	\$85.00
76	Pine Grove 05684, Lone Star	\$5,200.00	\$0.00	\$470.00	\$5,670.00
77	Pisgah 05713, Lexington	\$32,082.93	\$0.00	\$22,146.01	\$54,228.94
78	Pomaria 05638, Pomaria	\$5,374.97	\$0.00	\$975.00	\$6,349.97
79	Providence 05711, Lexington	\$16,147.13	\$0.00	\$0.00	\$16,147.13
80	Redeemer 05623, Columbia	\$57,900.33	\$0.00	\$1,760.00	\$59,660.33
81	Redeemer 05633, Newberry	\$8,827.37	\$0.00	\$7,375.00	\$16,202.37
82	Redeemer 05669, Charleston	\$24,600.00	\$0.00	\$6,607.38	\$31,207.38
83	Redeemer 05730, Greer	\$7,260.00	\$0.00	\$0.00	\$7,260.00
84	Reformation 05602, Columbia	\$20,400.00	\$0.00	\$1,343.68	\$21,743.68
85	Reformation 05610, Lancaster	\$8,866.34	\$0.00	\$789.45	\$9,655.79
86	Restoration Chapel 31394, Greenwood	\$2,000.00	\$0.00	\$0.00	\$2,000.00
87	Resurrection 05665, Cameron	\$24,520.85	\$0.00	\$1,468.15	\$25,989.00
88	Sagrada Familia 31073, Columbia	\$680.52	\$0.00	\$0.00	\$680.52
89	Sandy Run 05613, Swansea	\$7,560.00	\$0.00	\$6,499.00	\$14,059.00
90	Shepherd of the Sea 07420, Garden City	\$33,888.88	\$0.00	\$100.00	\$33,988.88
91	Silverstreet 05647, Silverstreet	\$2,583.00	\$0.00	\$30,131.00	\$32,714.00
92	Springs of Grace 30443, Inman	\$1,500.00	\$0.00	\$1,000.00	\$2,500.00
93	St. Andrew 05585, Blythewood	\$400.00	\$0.00	\$0.00	\$400.00
94	St. Andrew's 05604, Columbia	\$47,549.00	\$0.00	\$6,523.00	\$54,072.00
95	St. Barnabas 05671, Charleston	\$0.00	\$0.00	\$0.00	\$0.00
96	St. David 05619, West Columbia	\$47,141.17	\$0.00	\$8,874.31	\$56,015.48
97	St. James 05590, Sumter	\$1,947.00	\$9,608.25	\$11,111.00	\$22,666.25
98	St. James 05629, Newberry	\$1,925.00	\$0.00	\$1,080.00	\$3,005.00
99	St. James 05700, Graniteville	\$17,499.96	\$0.00	\$6,413.70	\$23,913.66
100	St. James 05708, Summit	\$0.00	\$0.00	\$10,000.00	\$10,000.00
101	St. James 05715, Lexington	\$15,000.00	\$0.00	\$1,600.00	\$16,600.00
102	St. Johannes 05672, Charleston	\$6,000.00	\$0.00	\$0.00	\$6,000.00

South Carolina Synod, ELCA

Mission Support, SC Synod Support & Other Funds

February 1, 2022 through January 31, 2023

	Organization	Mission Support	SC Synod Support	Other Funds	Total
103	St. John 05609, Irmo	\$9,500.00	\$0.00	\$0.00	\$9,500.00
104	St. John 05642, Pomaria	\$500.00	\$0.00	\$530.00	\$1,030.00
105	St. John 05653, Clinton	\$0.00	\$0.00	\$0.00	\$0.00
106	St. John 05661, Spartanburg	\$64,800.00	\$0.00	\$1,776.90	\$66,576.90
107	St. John 05662, Walhalla	\$30,000.00	\$0.00	\$2,138.00	\$32,138.00
108	St. John 05702, Johnston	\$3,546.80	\$0.00	\$0.00	\$3,546.80
109	St. John 05714, Lexington	\$1,500.00	\$0.00	\$0.00	\$1,500.00
110	St. John's 05664, Beaufort	\$42,500.00	\$0.00	\$510.00	\$43,010.00
111	St. John's 05673, Charleston	\$9,000.00	\$0.00	\$3,778.00	\$12,778.00
112	St. Luke 05605, Columbia	\$3,750.00	\$0.00	\$0.00	\$3,750.00
113	St. Luke 05622, Florence	\$29,600.00	\$0.00	\$10,058.90	\$39,658.90
114	St. Luke 05646, Prosperity	\$20,240.00	\$4,048.00	\$16,987.57	\$41,275.57
115	St. Luke 05691, Summerville	\$41,250.00	\$0.00	\$0.00	\$41,250.00
116	St. Mark 05725, Batesburg-Leesville	\$0.00	\$0.00	\$9,741.00	\$9,741.00
117	St. Mark's 05690, Isle of Palms	\$9,415.00	\$0.00	\$0.00	\$9,415.00
118	St. Matthew 05639, Pomaria	\$11,125.00	\$0.00	\$403.00	\$11,528.00
119	St. Matthew 05666, Cameron	\$2,640.00	\$0.00	\$525.00	\$3,165.00
120	St. Matthew 05716, Lexington	\$0.00	\$0.00	\$2,500.00	\$2,500.00
121	St. Matthew's 05674, Charleston	\$56,666.64	\$0.00	\$0.00	\$56,666.64
122	St. Matthias 07330, Easley	\$1,775.00	\$0.00	\$0.00	\$1,775.00
123	St. Michael 05606, Columbia	\$7,200.00	\$0.00	\$3,505.00	\$10,705.00
124	St. Michael 05655, Greenville	\$36,600.00	\$0.00	\$1,413.00	\$38,013.00
125	St. Michael 05694, Moncks Corner	\$2,420.00	\$0.00	\$18,337.00	\$20,757.00
126	St. Nicholas 05680, Fairfax	\$0.00	\$1,500.00	\$0.00	\$1,500.00
127	St. Paul 05641, Pomaria	\$17,199.96	\$0.00	\$3,240.00	\$20,439.96
128	St. Paul 05695, Aiken	\$54,700.23	\$0.00	\$250.00	\$54,950.23
129	St. Paul 05699, Gilbert	\$16,370.00	\$0.00	\$1,820.00	\$18,190.00
130	St. Paul's 05607, Columbia	\$40,000.00	\$0.00	\$9,000.00	\$49,000.00
131	St. Paul's 05685, Mt. Pleasant	\$5,187.00	\$0.00	\$2,560.00	\$7,747.00
132	St. Peter 05697, Batesburg-Leesville	\$2,000.00	\$0.00	\$1,500.00	\$3,500.00
133	St. Peter's 07693, Pawleys Island	\$0.00	\$0.00	\$0.00	\$0.00
134	St. Philip 05634, Newberry	\$0.00	\$17,902.00	\$3,525.00	\$21,427.00
135	St. Philip 05686, Myrtle Beach	\$7,800.00	\$0.00	\$3,414.74	\$11,214.74
136	St. Stephen's 05718, Lexington	\$63,000.00	\$0.00	\$5,677.56	\$68,677.56
137	St. Thomas 05593, Chapin	\$5,000.00	\$0.00	\$0.00	\$5,000.00
138	St. Timothy 05587, Camden	\$6,251.00	\$0.00	\$1,141.15	\$7,392.15
139	St. Timothy 05649, Whitmire	\$2,430.00	\$0.00	\$0.00	\$2,430.00
140	Summer Memorial 05635, Newberry	\$16,500.00	\$0.00	\$5,045.51	\$21,545.51
141	Transfiguration 05588, Cayce	\$30,044.00	\$0.00	\$1,640.00	\$31,684.00
142	Trinity 05656, Greenville	\$84,000.00	\$0.00	\$36,960.73	\$120,960.73
143	Trinity 05679, Elloree	\$1,087.00	\$0.00	\$0.00	\$1,087.00
144	Trinity 05681, Fairfax	\$0.00	\$1,000.00	\$7,308.00	\$8,308.00
145	Trinity 05682, Georgetown	\$0.00	\$0.00	\$0.00	\$0.00
146	Union 05707, Leesville	\$7,220.00	\$4,350.00	\$750.00	\$12,320.00
147	University 05652, Clemson	\$46,327.50	\$0.00	\$0.00	\$46,327.50
148	Wittenberg 05709, Leesville	\$27,199.56	\$0.00	\$0.00	\$27,199.56
149	Zion 05719, Lexington	\$40,974.96	\$0.00	\$2,240.10	\$43,215.06
Grand Total:		\$2,250,220.97	\$60,508.25	\$466,123.55	\$2,776,852.77
Note: The Synod and congregational figures may differ due to the closing of the Synod year and the congregational year.					
# Deactivated Contributors at FYE					



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

The South Carolina Synod Treasurer's Letter

March 10, 2023

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, 2023. 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**

TABLE OF CONTENTS

AS OF AND FOR THE YEAR ENDED JANUARY 31, 2023

FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL POSITION
SCHEDULE OF CHANGES IN UNRESTRICTED – UNDESIGNATED
OPERATING NET ASSETS – BUDGET VS ACTUAL
SCHEDULE OF CHANGES IN RESTRICTED NET ASSETS
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, 2023**

Assets

Cash and Cash Equivalents	1,943,223.59
Investments	2,445,276.83
Prepaid Expenses	2,675.00
Property Available For Sale	786,250.00
Land, Building & Equipment, Net of Depreciation	1,465,876.16
Building Under Construction	1,120,902.98
Total Assets	<u><u>7,764,204.56</u></u>

Liabilities and Net Assets

Accounts Payable	161,863.90
Deferred Income	10,760.00
Notes Payable, Secured by Property	147,000.00
Discount on Notes Payable	(33,057.00)
Total Liabilities	<u>286,566.90</u>
Net Assets	
Donor Restricted	2,174,315.63
Undesignated	
Council Designated	2,029,378.02
Unrestricted - Operating	3,273,944.01
Total Net Assets	<u><u>7,477,637.66</u></u>
Total Liabilities and Net Assets	<u><u>7,764,204.56</u></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, 2023**

	Budget	Actual
SUPPORT AND REVENUE		
Congregational Mission Support	2,400,000	2,258,221
Congregational SC Synod Support	70,000	60,508
Assembly Fees	62,000	44,860
Youth Ministry Income	0	6,800
SC Lutheran Subscription Income	13,500	0
Rental Revenue	0	12,000
Investment Income	40,000	(85,350)
Trust Fees	10,000	10,687
Miscellaneous Income	21,000	4,387
	<hr/>	<hr/>
TOTAL SUPPORT AND REVENUE	2,616,500	2,312,113
EXPENSES		
Support Programs		
ELCA Support	1,038,000	911,774
Joint Ministries of Region 9 Support	11,000	11,000
Archives Support	6,000	5,920
Bishop's Discretionary Fund	3,000	1,739
Regional Gift Planner - ELCA	10,000	10,000
Institutions	183,000	183,000
Total Support Programs	<hr/> 1,251,000 <hr/>	<hr/> 1,123,434 <hr/>
Synod Programs		
Deepening Discipleship Table	178,950	166,484
Community Engagement Table	197,691	182,637
Communication/Technology Table	168,050	239,312
Total Synod Programs	<hr/> 544,691 <hr/>	<hr/> 588,433 <hr/>
Administration and Operating Expenses	<hr/> 820,809 <hr/>	<hr/> 812,553 <hr/>
	<hr/>	<hr/>
TOTAL EXPENSES	2,616,500	2,524,419
	<hr/>	<hr/>
Increase in Net Assets Before Transfers and Other Changes	0	(212,306)
	<hr/>	<hr/>
Transfers and Other Changes in Net Assets		
Gain on Sale of Property		109,246
Transfers to Council Designated		(1,076,755)
Non Cash Donation		786,250
Discount On Notes Payable		3,795
Increase (Decrease) in Transfers and Other Changes		<hr/> (177,464) <hr/>
		<hr/>
Increase (Decrease) in Net Assets		(389,770)
		<hr/>
Net Assets Beginning Balance		3,663,714
		<hr/>
Net Assets Ending Balance		3,273,944
		<hr/> <hr/>

Unaudited - See Synod Treasurer's Letter

**SOUTH CAROLINA SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA
SCHEDULE OF CHANGES IN SYNOD COUNCIL DESIGNATED NET ASSETS
YEAR ENDED JANUARY 31, 2023**

Accounts	Net Asset Balance 2/1/2022	Income	Transfers	Net Investment Income	Net Assets Released from Restrictions Transfers/ Expenditures	Net Asset Balance at 1/31/23
Campus Ministry - Principal	160,000.00					160,000.00
Capital Improvements Reserve	170,614.42			(32,328.08)		138,286.34
Synod Endowment Fund	466,442.51			(49,590.72)	19,520.00	397,331.79
Computers Upgrade	6,456.64					6,456.64
Cristo Rey - Building Donation	367,091.10					367,091.10
Synod Vitality Endowment			699,138.35			699,138.35
Holy Closure Legacy			110,229.70		110,229.70	0.00
SC Synod Ministries Support		4,032.79	54,306.54			58,339.33
Synod Staff Salaries	25,000.00					25,000.00
COVID-19 Congregation Grants	49,000.00					49,000.00
Discipleship/Stewardship	26,000.00					26,000.00
Other Properties' Maintenance	3,656.07		115,324.73		16,246.33	102,734.47
Total Council Designated Net Assets	1,274,260.74	4,032.79	978,999.32	(81,918.80)	145,996.03	2,029,378.02

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, 2023**

Accounts	Net Asset Balance 2/1/2022	Transfers/ Offerings/ Receipts	Net Investment Income	Net Assets Restrictions Transfers/ Expenditures	Net Asset Balance at 1/31/23
Trust Accounts	212,574.72	3,085.39		5,032.14	210,627.97
Growing in God's Mission Appeal	373,144.07			111,903.38	261,240.69
Safe Water for Tanzania	123,608.78	9,812.65			133,421.43
Mission Congregations Accounts	802,992.12	305,767.19		276,043.45	832,715.86
Special Contributions - Received & Remitted Hunger, Disaster, Institutions, etc.		469,403.21		469,403.21	0.00
Youth Ministry Accounts	29,961.38	5,697.12		2,187.92	33,470.58
Stewardship	13,608.94	30,770.00		37,596.50	6,782.44
Mission Director	25,585.77	11,100.00		6,311.35	30,374.42
Global Missions Accounts	13,338.89	51,769.96		25,888.90	39,219.95
Trust Income Accounts	371,618.70	32,395.35	(48,105.20)	5,074.93	350,833.92
Campus Ministry	30,637.22	5,744.89		15,650.00	20,732.11
Candidacy Scholarship Support	55,281.38	1,177.97		427.97	56,031.38
Resurrection SC Youth Fund	88,331.99			8,222.15	80,109.84
Resurrection Seminarian Debt Reduction	30,000.00				30,000.00
Discounted Notes Payable	36,852.00			3,795.00	33,057.00
Others Accounts (18 accounts)	65,949.16	45,575.00		55,826.42	55,697.74
Total Donor Restricted Net Assets	2,273,485.12	972,298.73	(48,105.20)	1,023,363.32	2,174,315.33

Unaudited - See Synod Treasurer's Letter
BULLETIN OF REPORTS - PAGE 63

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, 2023

Goal of the GGM Appeal 1,750,000.00

Revenue

From GGM Appeal	1,811,569.10
Proceeds from St Matthews	36,453.68
Investments Income	<u>81,178.35</u>

Total Revenue 1,929,201.13

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	56,970.60	40,315.51	16,655.09
#1B Stewardship	170,000.00	163,338.36	139,020.04	24,318.32
#1C Renewing Congregations	127,500.00	189,974.63	150,140.71	39,833.92
Planting and Sustaining Mission Cong				
#2A Missions Under Development	160,000.00	358,823.09	276,333.70	82,489.39
#2A(MUD - Donor Designated	95,000.00	95,000.00	95,000.00	0.00
#2B Planting and Sustaining	212,500.00	133,190.24	48,299.18	84,891.06
Equipping Congregations				
#3 Equipping Congregations	255,000.00	255,008.49	242,073.82	12,934.67
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	245,492.84	245,374.60	118.24
Totals GGM Appeal	<u>1,750,000.00</u>	<u>1,929,201.12</u>	<u>1,667,960.43</u>	<u>261,240.69</u>

TANZANIA

Safe Water	<u>347,630.43</u>	<u>214,209.00</u>	<u>133,421.43</u>
Totals GGM & Tanzania	<u>2,276,831.55</u>	<u>1,882,169.43</u>	<u>394,662.12</u>

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

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

FOR MANAGEMENT USE ONLY

REPORT OF THE SYNOD COUNCIL
Bulletin of Reports
South Carolina Synod, 2022-2023

Preface: Meeting Dates and Organization of Synod Council Committees

- I. Appointments
- II. Proposed 2024 Compensation Guidelines*
- III. Congregations
- IV. Constitution, Bylaws and Continuing Resolutions*
- V. Financial Matters*
- VI. Personnel
- VII. Institutions and Agencies
- VIII. Synod-Authorized Worshiping Communities
- IX. Synod Assembly
- X. Synod Council
- XI. Synod Office Holiday Schedule
- XII. Proposed Budget South Carolina Synod 2024-2025*

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.

PREFACE

Since the 2022 South Carolina (SC) Synod Assembly, Evangelical Lutheran Church in America (ELCA), the Synod Council has met on the following dates: August 27, 2022; November 14, 2022; December 18, 2022; February 27, 2023; and April 24, 2023. The Synod Council organized itself into the following committees:

- Executive:** The officers of this synod and two members of the Synod Council: Mr. Tex Davis (at large) and Mrs. Cindy Davis (at large).
- Constitution:** Rev. W. Osborne Herlong Jr., chair; Ms. Gail Buchaman, Ms. Becky Koch, Mr. Jeffrey Stringer; Mr. Daniel Crofts; Rev. Gregg Hoffman; and Rev. Henry M. Moody, Jr., advisory.
- Finance:** Mrs. Cindy Davis, chair; Mrs. LaTynia Taylor; Mr. Raymond L. Hendrix Jr.; Rev. W. Osborne Herlong Jr.; Mrs. Charlene Fink, Synod Accountant; Mrs. Donna Poulnot; Mr. Blake Dowd, and Ms. Jessica Maxheimer.
- Personnel:** Rev. Rachel Hoffman, chair; Mrs. Kathy Hendrix; Mrs. Sheila Caughman; Rev. Joshua (Josh) Kestner; and Mr. LaVone Griffin.
- Property:** Mr. Robert Epting, Chair; Mr. Larry Rathe, Property Manager; Mr. Al Estee and Rev. Rusty Kehl.

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: Rev. Emily Hartmann, Interim Convener

2. Appointed the following persons as Synod Council liaisons to tables in accord with *S10.07.B14*.
 Deepening Discipleship Table: Deacon Deborah Poole, Liaison
 Community Engagement Table: Mrs. Kathy Riggan, Liaison
 Communication and Technology Table: 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 people to the Mutual Ministry Committee: Ms. Cheryl Smith, Chair, Synod Council; Rev. Wayne C. Kannaday; and Ms. Gayle Sims.
 5. Appointed the following persons to the South Carolina Synod Assembly Nominating Committee for a term of two-years, 2023-2024: Rev. Carl Taylor, Living Springs Columbia, Midlands Conference; Rev. Christopher Girardeau, Reformation, Lancaster, Upstate Conference; Mr. Robert Epting, Wittenberg, Leesville, Synod Council, Western Conference; Deacon Katie Holland, Redeemer, Charleston, Eastern Area; Ms. Mary Maercklein, Redeemer, Newberry, Northern Area; and Deacon Sandra Holland, St. Andrew, Columbia, Central Area.
- Those persons serving 2022-2023 terms include: 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 McClure, Transfiguration, Cayce, Saxe Gotha Conference.
6. Appointed Mr. Kevin Wicker as chair, 2023 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 2023.
 8. Appointed Mrs. Virginia Herlong, Synod Council, to the Audit Committee.
 9. Appointed Ms. Debbie Shurr to the Audit Committee for a three-year term expiring 2025.
 10. Appointed Rev. Pattie Sue Burton-Pye, as chair of the Audit Committee for the calendar year 2023.
 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. Authorized the Executive Committee to make the appointment of a person to the Audit Committee, South Carolina Synod, to a three-year term expiring 2025.
 13. Appointed Ms. Cindy Davis as Chair of the Finance Committee.

II. PROPOSED 2024 COMPENSATION GUIDELINES

***RECOMMENDATION FOR ASSEMBLY ACTION ON 2024 COMPENSATION GUIDELINES**

Recommends the 2024 Compensation Guidelines for Rostered Ministers, South Carolina Synod, for adoption by the 2023 South Carolina Synod Assembly.

The *2024 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 *2024 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. Denied the request of St. Paul Evangelical Lutheran Church, Pomaria, to terminate its membership in the Evangelical Lutheran Church in America, pursuant to 9.62.h. of the ELCA Constitution.

Minutes of the Synod Council Meeting, February 27, 2023

2. Entered into an agreement with Vicar Natalie Cook and Pomaria, Pomaria that Vicar Cook, serving as interim minister, is eligible to be considered for a call to Pomaria, Pomaria, during the time of transition, if the congregation extends a regular call as pastor.

Minutes of the Synod Council Meeting, November 14, 2022

3. Under the authority of †S13.24. of the Synod Constitution, appointed the following Officers of the South Carolina Synod as trustees to take charge and control of the property of Atonement, Laurens:

Bishop Virginia S. Aebischer;
Deacon Lexanne Graves, Vice President;
Pr. W. Osborne Herlong, Secretary;
Mr. Raymond Hendrix Jr., Treasurer, and

To communicate to the congregation the need to finalize the Holy Closure process, and

Authorized Pr. James Henricks, Director for Evangelical Mission, South Carolina Synod, to move toward Holy Closure in consultation with the Synod Council -appointed trustees. This action is appropriate because the congregation at Atonement, Laurens, has disbanded, ceased to worship, and has demonstrated an inability to provide the required governance.

Minutes of the Synod Council Meeting, April 24, 2023

IV. CONSTITUTION, BYLAWS AND CONTINUING RESOLUTIONS

***RECOMMENDATION FOR ASSEMBLY ACTION ON AMENDMENTS, SYNOD CONSTITUTION**

1. Proposed Amendments, South Carolina Synod Constitution

(To amend in accord with the amendment process described in †S18.13.b. by a two-thirds vote of the voting members present at the Synod Assembly)

- †S18.13. Other amendments to this constitution may be adopted by this synod through either of the following procedures:
- Introduced with the support of at least 12 voting members and having been approved by a two-thirds vote of the voting members present and voting at a regular meeting of the Synod Assembly, an amendment may be adopted unchanged by a two-thirds vote at the next regular meeting of the Synod Assembly.
 - The Synod Council may propose an amendment, with notice to be sent to the congregations of this synod at least six months prior to the next regular meeting of the Synod Assembly. Such an amendment shall require for adoption a two-thirds vote of the voting members present and voting at such a regular meeting of the Synod Assembly.

All such amendments shall become effective upon ratification by the Churchwide Assembly or by the Church Council.

To approve *en bloc* the following amendments to the *Constitution, Bylaws and Continuing Resolutions, South Carolina Synod*:

To amend S8.42.d. by striking “quarterly” and adding “semiannually”;

To amend S8.42.e. by adding “and” before the word “detailed”; striking the words “and duly audited”.

Additions are underscored

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

S8.40. Treasurer

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

(previous text)

- d. Maintenance of a regular account with each congregation of this synod and informing the congregation, at least ~~quarterly~~ semiannually, of the status of this account.

(Rationale: To align our policy with what we have found to be the most reasonable practice)

- e. Rendering at each regular meeting of the Synod Assembly a full, and 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.

(Rationale: We do not receive the external auditors duly audited report until after the synod assembly. The audited annual financial report shall be submitted by this synod to the congregations of this synod when the audited annual financial report is completed in accord with †S15.31.)

[End of Amendments to Synod Constitution.]

***RECOMMENDATION FOR ACTION ON 2022 CHURCHWIDE RECOMMENDED PROVISIONS**

2. Proposed Amendments to Recommended Provisions, Constitution for Synods, as approved by the 2022 Churchwide Assembly

(To amend under †S18.12. *Constitution, Bylaws and Continuing Resolutions, South Carolina Synod* by a majority vote without presentation at a prior assembly)

To approve *en bloc* the following amendments to recommended provisions, Constitution, Bylaws, and Continuing Resolutions, South Carolina Synod as approved by the 2022 Churchwide Assembly:

Additions are underscored

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

**Chapter 7.
SYNOD ASSEMBLY**

- S7.24. Ministers under call on the rosters of this synod shall remain as members of the Synod Assembly so long as they remain under call and 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 the opening of the next regular synod assembly, or unless

replaced by the election of new members for a special synod assembly, or until they have been disqualified by termination of congregation membership. ~~Normally, congregations will hold elections prior to each regular meeting of the Synod Assembly.~~

- S7.26. This synod may establish processes through the Synod Council that permit lay representatives of authorized worshipping 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.
- S7.27. 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.

Chapter 8. OFFICERS

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

- 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 as well as any funds to support restricted programs of this church.
- ~~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.~~

Chapter 11. TABLES, NETWORKS, TASK FORCE AND COMMITTEES

~~S11.10. General Provisions~~

Chapter 14. ROSTERED MINISTERS

- S14.13. The pastor (a) shall keep accurate ~~parochial~~ records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation, (b) shall submit a summary of such statistics annually to this synod, and (c) shall become a member of the congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.
- S14.15. Each minister of Word and Sacrament on the roster of this synod shall submit a report of ~~his or her~~ ministry to the bishop of this synod at least 90 days prior to each regular meeting of the Synod Assembly.

S14.34. Each minister of Word and Service on the roster of this synod shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

3. Amended S12.01.C21. by striking ~~Columbia, The Journey~~ and adding Columbia, Restoration Chapel.

(To amend in accord with †S18.31. Synod Constitution by a two-thirds vote of the Synod Council)

Addition is underscored.

Deletion is ~~struck through~~ in the previous text.

Chapter 12.

CONFERENCES, CLUSTERS, COALITIONS, OR OTHER AREA SUBDIVISIONS

†S12.01. This synod may establish conferences, clusters, coalitions, area subdivisions and networks as appropriate within its territory and in collaboration with other synods and entities, as specified in the bylaws and continuing resolutions. The purpose of such groupings shall be to foster interdependent relationships for missional purposes among congregations, synods, the churchwide organization, and other affiliates.

S12.01.C2123. The congregations and authorized worshiping communities of this synod shall be organized into the following conferences and geographic areas in accord with S12.01.20., S12.01.21., and S12.01.22.

CENTRAL AREA

Midlands

*Synod-authorized Worshiping Community
Columbia, Sagrada Familia (Holy Family)
~~Columbia, The Journey~~
Columbia, Restoration Chapel*

4. 2023 Assembly Procedures and Elections, Synod Constitution

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 2023 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 regular Synod Assembly.
- S7.21.A21.** *Each congregation of this synod shall be entitled to at least two lay voting members. Each congregation having 300 to 649 baptized members shall be entitled to one additional lay voting member. Each congregation having 650 to 999 baptized members shall be entitled to two additional lay voting members. Each congregation having 1000 or more baptized members shall be entitled to three additional lay voting members. Baptized members shall be based on the annual congregational report of each congregation for the year preceding the assembly. Each congregation of this synod shall be entitled to one additional lay voting member who is under the age of thirty at the time of the assembly. Each congregation of this synod shall be entitled to one additional lay voting member who is a person of color or whose primary language is other than English.*
- S7.22.** This synod may establish processes that permit retired rostered ministers, or those granted disability status, or on leave from call, on the roster of the synod to serve as voting members of the Synod Assembly, consistent with †S7.21.c. If the synod does not establish processes to permit the rostered ministers specified above to serve as voting members, they shall have voice but not vote in the meetings of the Synod Assembly.
- S7.22.01.** All retired ministers of Word and Sacrament and ministers of Word and Service on the rosters of this synod in attendance at the Synod Assembly shall be voting members.
- S7.22.02.** All ministers of Word and Sacrament and ministers of Word and Service granted disability status on the rosters of this synod in attendance at the Synod Assembly shall be voting members.
- †S7.23.** The presiding bishop of the Evangelical Lutheran Church in America and such other official representatives of the churchwide organization as may be designated by the presiding bishop, shall have voice but not vote in the meetings of the Synod

Assembly. Like privileges shall be accorded to those additional persons whom the Synod Assembly or the Synod Council shall from time to time designate.

- S7.23.01. All ministers of Word and Sacrament on leave from call and all ministers of Word and Service on leave from call, who are on the roster of this synod in attendance at the Synod Assembly shall be voting members.
- S7.24. Ministers under call on the rosters of this synod shall remain as members of the Synod Assembly as long as they remain under call and so long as their names appear on the rosters of this synod. Retired ministers of Word and Sacrament and retired Ministers of Word and Service in accord with requirements of S14.15 and S14.34 respectively, shall remain as members of the Synod Assembly so long as their names appear on the rosters of this synod. Lay members of the Synod Assembly representing congregations shall continue as such until replaced by the election of new members or until they have been disqualified by termination of membership. Normally, congregations will hold elections prior to each regular meeting of the Synod Assembly.**
- †S7.25. **Except as otherwise provided in this constitution or in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* each voting member of the Synod Assembly shall be a voting member of a congregation of this synod.**
- S7.26. **This synod may establish processes through the Synod Council that permit representatives of authorized worshiping communities of the synod, which have been authorized under ELCA bylaw 10.01.04., to serve as voting members of the Synod Assembly, consistent with †S7.21.**
- S7.26.A20. *Each authorized worshiping community of this synod shall be entitled to two lay voting members, one of whom shall be a man and one of whom shall be a woman.*
- S7.27. This synod may establish processes through the Synod Council to grant a minister of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by the Churchwide Assembly of the Evangelical Lutheran Church in America the privilege of both voice and vote in the Synod Assembly during the period of that minister's service in a congregation of this church.**
- S7.27.01. A minister of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by the Churchwide Assembly of the Evangelical Lutheran Church in America in attendance at the Synod Assembly who has complied with the provisions of S14.15. shall be granted the privilege of both voice and vote in the synod assembly during the period of that minister's service in a congregation of this synod. The bishop shall certify to the secretary at least 30 days before assembly those ministers of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by the Churchwide Assembly of the Evangelical Lutheran Church in America, serving in an ELCA congregation of this synod who are eligible to be voting members.
- S7.28. Duly elected voting members of the Synod Council who are not otherwise voting members of the Synod Assembly under †S7.21. shall be granted the privilege of both voice and vote as members of the Synod Assembly.**
- †S7.31. **Proxy and absentee voting shall not be permitted in the transaction of any business of the Synod Assembly.**

S7.32. Robert's Rules of Order, latest edition, shall govern parliamentary procedure of the Synod Assembly, unless otherwise ordered by the assembly.

S7.32.A20. *The following rules of procedure shall be in force at meetings of the Synod Assembly:*

- a. Unless otherwise determined by vote of the assembly, all speeches in general discussion shall be limited to two minutes and no member shall be permitted to speak the second time on the same subject when others desire to speak.*
- b. A resolution of a general character which is not germane to the pending question or report shall be given by the proposer to a Committee of Reference and Counsel.*
- c. All reports published in the Bulletin of Reports shall be received as information by the assembly by virtue of that fact without vote.*
- d. All other reports shall be in writing and in such form as the assembly or the Synod Council may determine.*
- e. The minutes of each assembly shall be submitted to the Synod Council for approval.*
- f. The bishop and secretary shall, after making any necessary corrections therein, certify two copies of the printed minutes of each assembly as the official protocol of said assembly, and shall submit the same to the next regular assembly for approval and deposit in the archives.*
- g. Holy Communion shall be administered at each assembly with the exception of assemblies held online or in regard for the safety of voting members.*

S7.33. "Ex-officio" as used herein means membership with full rights of voice and vote unless otherwise expressly limited.

Chapter 9. NOMINATIONS AND ELECTIONS

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

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

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

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

5. The Churchwide Assembly of the Evangelical Lutheran Church in America met in August 2022 and approved required provisions for the Constitution for Synods. Sections of the Constitution for Synods marked by a dagger [†] are required provisions. In accordance with provision †S18.11., amendments are automatically incorporated into the constitutions of individual synods upon formal certification by the secretary of this church. The required amendments have been duly incorporated into the *Constitution, Bylaws and Continuing Resolutions, South Carolina Synod*.

V. FINANCIAL MATTERS

*RECOMMENDATION FOR ASSEMBLY ACTION

1. Recommends the following “Budget Procedures” to guide the adoption of the 2024-2025 budget for adoption by the 2023 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 Thursday, June 8. 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 on Establishing an Endowment Fund

Background

Holy Closures of congregations in the South Carolina Synod include Christ the King, Columbia, November 21, 2021, and Our Shepherd, Hartsville, January 30, 2022. The property of Christ the King, Columbia has been sold. The property of Our Shepherd, Hartsville, has not yet been sold. Other Holy Closures are anticipated. While Holy Closure of Christ Mission, Columbia, is anticipated in the summer of 2022, the property was sold on April 18, 2022.

The following *Resolution on Establishing an Endowment Fund* was proposed to establish an endowment with the funds received through Holy Closures, in line with the synod's current Holy Closure policies, to support stewardship, innovation, new mission starts, and congregational vitality in the South Carolina synod.

WHEREAS, the South Carolina Synod is receiving funds through Holy Closures, and a strategy is needed to ensure these gifts are best stewarded to the furtherance of the gospel throughout the synod; therefore, be it

RESOLVED, that the Synod Council authorize the work of Rev. Rick Carter, Assistant to the Bishop, and Rev. James Henricks, Director for Evangelical Mission, to establish an endowment with the funds received through Holy Closures, in line with the synod's current Holy Closure policies, to support stewardship, innovation, new mission starts, and congregational vitality in the South Carolina synod; and be it further

RESOLVED, that the Synod council authorize Pr. Carter and Pr. Henricks to work with Thrivent Financial to establish investment strategy, bylaws, and other needed details and arrangements; and be it finally

RESOLVED, that Pr. Carter and Pr. Henricks report back to the Synod Council with all information for final approval to establish the fund upon completion of their work.

Minutes of the Synod Council Meeting, August 27, 2022

3. Voted to install light commercial grade fencing and gates to enclose the synod property at 1003 Richland Street, Columbia; to enter a contract with Seegars Fence Company, 4611 Hardscrabble Road, Columbia 29229, at a cost not to exceed \$42,000; to authorize \$8,000 for the cleaning of the property and to make any improvement to the property as a result of the fencing; and to make payment from the Capital Improvement Reserve, Account #4810346-3.

Minutes of the Synod Council Meeting, August 27, 2022

4. To lay the motion on the Gift and Bequest Policy on the table until the meeting of the Synod Council on November 14, 2022.

Minutes of the Synod Council Meeting, August 27, 2022

5. Fifth Gospel Foundation: Referred the offer of a gift to be used to establish an endowment with the ELCA Foundation for funding Holy Land travel for seminarians and rostered ministers to the Finance Committee; Requested that the committee review the draft of the endowment bylaws provided by the ELCA Foundation; and finally Requested that the committee report back to the Synod Council in the meeting scheduled to be held on November 14, 2022.

Minutes of the Synod Council Meeting, August 27, 2022

6. Disaster Response Staff Person: Authorized \$5,000 for each year of the next three years to extend a term call to a staff person to serve in conjunction with the North Carolina Synod to aid in disaster response; and to fund this position from undesignated non-budgeted operational expenses.

Minutes of the Synod Council Meeting, August 27, 2022

7. Reallocated \$4,500 of the \$9,555.52 in the South Carolina Disaster Response account #3020363-1 and designate for flood relief in the state of Kentucky; and sent the gift to the Indiana-Kentucky Synod (6-C), Evangelical Lutheran Church in America.

Minutes of the Synod Council Meeting August 27, 2022

8. Referred to the Finance Committee the following recommendations, Minutes of the Audit Committee, July 14, 2022:

1. All charges included on the expense report be supported not only by an invoice but a brief explanation of the charge to ensure that the charge was incurred in the normal course of Synod work;
2. That a procedure be written for credit card charges to include an expense line item for each individual charge;
3. That a document be developed and approved in Synod Council minutes for cell phone reimbursements; and
4. To request that the Finance Committee report back to the Synod Council in the meeting, November 14, 2022.

Minutes of the Synod Council Meeting, August 27, 2022

9. Reallocated \$6,750 in the Rich Learning Camp-Allendale, Account #3020326-1 of \$3,607.56 and the Gifts of Hope, Account 3020343-1 of \$4,353.69 to be added to the \$20,000 Lilly Foundation Supplemental Grant for rostered ministers in South Carolina Synod experiencing economic inequality; designated the amount of \$6,750 for the Lifeline Fund Account #3020384-1; and closed the inactive accounts and designate the balance into miscellaneous income.

Minutes of the Synod Council Meeting, August 27, 2022

10. Entered an initial Moderate Conservative investment policy between Thrivent Financial and the South Carolina Synod with initial funds totaling \$699,138.35 which are the net proceeds from two 2022 Holy Closures congregations; Directed the investment objectives to support new starts, innovations, stewardship, and congregational vitality within the South Carolina Synod of the ELCA; Refined the

agreement to establish an endowment fund named, Synod Vitality Endowment; and Continued to fund the endowment with additional contributions from Holy Closures of congregations.

Minutes of the Synod Council Meeting, November 14, 2022

11. Amended Gifts and Bequest Policy, adopted November 18, 2013.

Minutes of the Synod Council Meeting, November 14, 2022

12. Reported to the Synod Council the review of The 5th Gospel Endowment Scholarship Agreement; Entered into the agreement with ELCA Foundation with the incorporation of the revisions; Added on the first page in the third paragraph, line three the words, "Subsequent gifts are to be sent directly to the ELCA Foundation (not the SC Synod) noting the designation to the 5th Gospel Endowment Scholarship Agreement on the check."; and Added on the second page above the signatures and in the last line the words, "sending their gift directly to the ELCA Foundation".

Minutes of the Synod Council Meeting, November 14, 2022

13. Approved Cell Phone Reimbursement Plan:

WHEREAS, the Audit Committee, meeting on July 14, 2022, requested "that a document be developed and approved in Synod Council minutes for cellphone reimbursements"; and

WHEREAS, the Synod Council voted to refer the recommendation to the Finance Committee and requested that the Finance Committee report back to the Synod Council, November 14, 2022;

WHEREAS, the Synod requires that the Bishop and Assistants to the Bishop have a cell phone that is available to be used for Synod matters, therefore be it

RESOLVED, that the Synod will reimburse these employees for their monthly personal cell phone bills not to exceed \$75 per month, upon presentation of the bill as proof of the cost; and be it further

RESOLVED, that the cellphone reimbursement plan be entered into the Personnel Manual, VI. Compensation, item G., page 8, South Carolina Synod.

Minutes of the Synod Council Meeting, November 14, 2022

14. RESOLVED, that the following amounts are hereby designated as 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 be it further

RESOLVED, that the designation of housing allowances shall apply to calendar year 2023.

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 14, 2022

15. Authorized the Executive Committee and the Bishop to send disaster relief funds, as made available, to other synods.

16. Approved the following recommendation on Congregation Vitality Crisis Funding:

WHEREAS, there is an immediate need for funding for Congregation Vitality Crises; therefore, be it

RESOLVED, to reduce ELCA Mission Support to 35% for the last four months of the fiscal year; and

to utilize the difference between the 43.25% to ELCA Mission Support and 35% to ELCA Mission Support to support congregational vitality crises needs; and to take the funding from non-budgeted operating expense.

Minutes of the Synod Council Meeting, November 14, 2022

17. Approved, in principle, Model #2 in the 2023 Assembly Budget Proposal; Continued the current registration fee of \$150 for assembly in 2023; and Discontinued payment of registration fees by the synod for Persons of Color or Language Other Than English and Persons Under 30 Years of Age.

Minutes of the Synod Council Meeting, November 14, 2022

18. Approved the recommendations of the South Carolina Synod Mission Endowment Fund Grant Committee to award grants in 2022 in the amount of \$19,520 to:

St. Luke Lutheran Church, Summerville	\$2,000
Outreach to Immobilized	
All Saints Lutheran Church, Mt. Pleasant	\$2,000
Play Area for Children and Adult with Auditory and Vibrating Stimulation	
Matthew 2540.....	\$2,000
Guatemala Land and Facility for School, Daycare and Vocational Studies	
South Carolina Lutheran Retreat Centers.....	\$4,000
Service Projects at Camp Kinard and Bed Coverings in Lodge Rooms	
SC Synod	\$3,000
CAGA (Anchor) Storytelling for Congregations	
James R. Crumley Jr. Archives.....	\$3,000
Feature Length Documentary Film: Life and Ministry of Frankie San	
Faith Lutheran Chapel, Pickens.....	\$1,520
Fellowship Meals in the Latino Tradition	
St. Peter's Lutheran Church, Pawley's Island.....	\$3,000
Applied Suicide Intervention Skills Training	

Minutes of the Synod Council Meeting, November 14, 2022

19. Approved the over expenditures in the Treasurer's Report, September 30, 2022.

Minutes of the Synod Council Meeting, November 14, 2022

20. Amended the budget for the fiscal year February 1, 2023- January 31, 2024, by lowering the projected congregational mission support to be more in line with what we have received in the fiscal year just ended; and Reduced ELCA Mission Support to 35%; and Utilized the difference of 8.25% between the 43.25% to Mission Support and 35% to Mission Support, as a split to South Carolina Synod Ministries (formerly congregational vitality crises needs) and synod assembly expenses (to align that budget item to reflect more accurately expected expenses).

Minutes of the Synod Council Meeting, February 27, 2023

21. Closed the funding for the Growing in God's Mission (GGM) Appeal and to deposit any GGM receipts received after January 31, 2023, to account #5140000-1, Contributions.

Minutes of the Synod Council Meeting, February 27, 2023

22. Affirmed the Strategic Plan Mission and Vision, South Carolina Synod; and entered a contract with GSB in the amount of \$4,295 for synod staff development; and to pay this amount from Growing in God's Mission Appeal, Account #1C, Discipleship-Renewing Congregations; and to continue negotiations with GSB to explore entering a contract with GSB for Synod Council development and executive coaching with Bishop Virginia Aebischer; and to pay the cost from Growing in God's Mission Appeal, Account #1C, Discipleship-Renewing Congregations.

Minutes of the Synod Council Meeting, April 24, 2023

VI. PERSONNEL

1. Granted on-leave-from-call status for The Rev. Thulisiwe N. Beresford beginning October 1, 2022; and for The Rev. Dan Kirkpatrick beginning September 2, 2022.
2. Voted to continue on-leave-from-call for the second year for the following rostered ministers:
3. Voted to continue on-leave-from-call for the third year.
4. Requested the Conference of Bishops, Evangelical Lutheran Church in America, extend on-leave-from-call status beyond five-years for The Rev. Steven B. Counts. The Conference of Bishops approved, as provided in bylaw 7.31.07.d. in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, extension of on-leave-from-call status, renewable by the Synod Council on an annual basis up to a maximum of two years, for the following: *The Rev. Steven B. Counts*, ELCA Conference of Bishops, Actions Regarding Rosters, October 1, 2022
5. Continued to list on the roster of Ministers of Word and Sacrament of this church the following persons who retired in 2020-2021:
 - Rev. Patrick R. Appleget, May 27, 2022
 - Rev. Leroy Cannon, July 1, 2022.
 - Rev. Kathy E. Harris, December 1, 2022
6. Continued to list Deacon Harry Prim on the roster of ministers of Word and Service of this church as retired July 12, 2022.
7. Changed on-leave-from-call status to Study Leave for The Rev. Sherry P. Teves; and to leave the original date the leave began, October 2, 2020, thus allowing a maximum leave of six years.
8. Granted Family Leave for Deacon Mandi Whitley beginning May 2, 2022.
9. Granted Family Leave status to Deacon Shelley M. Allen beginning August 15, 2022.
10. Continued Family Leave status for Deacon Lexanne Graves for the fifth year.
11. Granted disability status to The Rev. Mikki Corley Gay, and to continue to list Pr. Gay on the roster of Ministers of Word and Sacraments of this church, in accord with 7.41.08., *Constitution, Bylaws, and Continuing Resolutions, Evangelical Lutheran Church in America* beginning August 27, 2022.
12. Renewed a Call to Interim Ministry, South Carolina Synod, to The Rev. Douglas E. Graul beginning August 16, 2022, for a term of two years, in accord with 7.41.01.c. *Constitution, Bylaws, and Continuing Resolutions of the ELCA*.
13. Renewed the Call to Interim Ministry, South Carolina Synod, to The Rev. Karen Hawkins beginning December 1, 2022, for a term of two years, in accord with 7.41.01.c. *Constitution, Bylaws, and Continuing Resolutions of the ELCA*.
14. Extended a Call to Interim Ministry, South Carolina Synod, to The Rev. Mark A. Scott beginning August 1, 2022, for a term of two years, in accord with 7.41.01.c. *Constitution, Bylaws, and Continuing Resolutions of the ELCA*.
15. Extended a Call to Non-Congregational Service to the Rev. John M. Woods as Chaplain, Rice Estate, West Columbia, Lutheran Homes of South Carolina, beginning December 11, 2022.

16. Extended a Call to Interim Ministry, South Carolina Synod, to Pr. Michael T. Shackelford beginning March 17, 2023, for a term of two years, in accord with 7.41.01.c. *Constitution, Bylaws, and Continuing Resolutions, Evangelical Lutheran Church in America.*
17. Extended a Call to Interim Ministry, South Carolina Synod, to Pr. Kathleen Miko beginning April 14, 2023, for two years, in accord with 7.41.01.c. *Constitution, Bylaws, and Continuing Resolutions, Evangelical Lutheran Church in America.*
18. Granted Family Leave for Pr. Kristoffer K. Cox retroactively to November 1, 2018, in accord with 7.31.07.c. ELCA Constitution.
19. Extended a Call to Non-Congregational Service to Pr. H. Daniel Kirkpatrick as Director of Grief Resources and Education at Thomas McAfee Funeral Homes, Greenville, South Carolina, beginning April 5, 2023.
20. Extended a Call to Non-Congregational Service to Pr. Nathan T. Gragg as Development Officer, NovusWay Ministries Inc. beginning May 23, 2023.
21. Bishop Virginia S. Aebischer received a letter on February 8, 2023, from Pastor H. Klatt III regarding his ordination into the priesthood of the Anglican Church on February 9, 2023. By virtue of being ordained in the Anglican Church Pastor Klatt is removed from the Roster of ministers of Word and Sacrament, Evangelical Lutheran Church in America (ELCA). Pr. Klatt has been removed from the ELCA roster of ministers of Word and Sacrament and offered our prayers for this next chapter in his journey. As required when a rostered minister is removed from the roster, the files and records of Pr. Klatt have been sent to the Office of the Secretary, ELCA.
22. Affirmed the extension of calls by the North Carolina Synod to The Rev. Ruth Ann Sipe and The Rev. Ray Sipe as Lutheran Disaster Response Coordinators in the Carolinas beginning February 2023; and affirmed that these are term calls for three-years and a full-time call divided between the pastors.

Minutes of the Synod Council Meeting, December 18, 2022.

VII. INSTITUTIONS AND AGENCIES

1. Ratified the action of the Boards of Lutheran Services for the Aging and Lutheran Family Services in the Carolinas, on May 19, 2022, electing David Turner to each of their respective Boards of Trustees, to a term beginning September 2022 and ending September 2025.
2. Designated April 30, 2023, as Newberry College Sunday and invited the congregations of the South Carolina Synod to participate.
3. Designated September 17, 2023, as Lutheran Services Carolinas Sunday in the South Carolina Synod and to invite congregations to participate.
4. Ratified the bylaws of NovusWay Ministries, Inc. adopted by the Board of Trustees, August 2022.

VIII. SYNOD-AUTHORIZED WORSHIPPING COMMUNITIES

1. Approved the following Synod-authorized Worshiping Communities on the territory of the South Carolina Synod, Evangelical Lutheran Church in America, for the calendar year 2023.

Synod-authorized Worshiping Communities
 Columbia, Sagrada Familia (Holy Family)
 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

2. Designated Restoration Chapel, Columbia, as a Synod-Authorized Worshiping Community Exploration; and designated Pr. Amanda Burke as Exploration Leader.

IX. SYNOD ASSEMBLY

1. Received the annual review of Synod Assembly elected committees by the Executive Committee on August 2, 2022, and reported that the persons on the synod assembly elected committees are available and current; and accepted the review of the Executive Committee as satisfying the annual review required by the Synod Council.

Minutes of the Synod Council Meeting, August 27, 2022

2. Received the *Resolution on a Faithful Approach to the Death Penalty in South Carolina* referred to the Synod Council by the South Carolina Synod Assembly, June 12-14, 2022; and commended the process outlined by The Rev. Emily Edenfield, Assistant to the Bishop, to work with the Criminal Justice Task Force and other interested persons to lead the synod in studying criminal justice in general, and the death penalty, thereby equipping and mobilizing congregations to address the issues of criminal justice, in reference to the death penalty; and requested that the task group give a progress report in each of the meetings of the Synod Council scheduled on November 14, 2022, February 27, 2023, and April 24, 2023, with the goal of bringing a report to the South Carolina Synod Assembly, June 8-10, 2023, with recommendations for ways the South Carolina Synod can faithfully and effectively engage state legislators.

Minutes of the Synod Council, August 27, 2022

3. Received the referral of the *Resolution on Faith Formation, Advocacy, and Care in Times of Trauma* from the Committee of Reference and Counsel, South Carolina Synod Assembly, June 12-14, 2022, to the Synod Council; and directed The Rev. Richard Carter, Assistant to the Bishop, identify persons to serve on a task force to curate or create resources to be used in times of traumatic events that rostered ministers, congregations and synod entities can draw upon; and requested that the task force give a progress report to the Synod Council beginning November 14, 2022.

Minutes of the Synod Council Meeting, August 27, 2022

4. Approved the *Minutes of the South Carolina Synod Assembly, June 12-14, 2022*, in principle, and allow Secretary Herlong and Bishop Virginia S. Aebischer to make editorial changes for publication in the *2022 Directory and Minutes of the South Carolina Synod, ELCA*.

5. Voted to hold the 2023 South Carolina Synod Assembly at Marriott Columbia, 1200 Hampton Street.

Minutes of the Synod Council Meeting, August 27, 2022

The Synod Council, meeting in regular session on April 4, 2022, 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

6. Designated the offerings received at the worship services of the 2023 South Carolina Synod Assembly to The Lifeline Fund to provide family education-debt repayments for rostered ministers.

Minutes of the Synod Council Meeting, February 27, 2023

7. Voted to provide ministry display spaces at the South Carolina Synod Assembly, June 8-10, 2023, for the following Synod sponsored Ministries, Institutions, Organizations, Synod related ELCA Ministries and Task Forces:

- SC Women of the ELCA
- South Carolina Lutheran Retreat Centers
- Southern Mutual Church Insurance Company
- Steward Leader's Network
- ELCA Foundation
- Lutheran Disaster Response Carolinas
- Newberry College
- ASIST Suicide Intervention Training Partnership
- James R Crumley Jr Archives
- Countybank Insurance Services, Inc.
- NovusWay Ministries
- South Carolina Lutheran Men in Mission
- Thrivent
- Lutheran Homes of SC

and authorized the Executive Committee to approve requests for Ministry Displays received after the Synod Council meeting on April 24, 2023.

8. Received the Report of the Task Force on *Resolution on a Faithful Approach to the Death Penalty in South Carolina* with thanks and requested that Pr. Emily Hartmann, Assistant to the Bishop, present the report to the 2023 South Carolina Synod Assembly.

Resolution on a Faithful Approach to the Death Penalty in South Carolina

Report to Synod Council/Synod Assembly

At Synod Assembly in 2022, the Assembly passed the "Resolution on a Faithful Approach to the Death Penalty in South Carolina." The resolution is attached to this report. Its resolutions tasked Synod Council and the Criminal Justice Task Force with "lead[ing] our synod in studying criminal justice in general and the death penalty in particular, thereby equipping and mobilizing our synod congregations to address the issues of criminal justice in reference to the death penalty." It also resolved "that the efforts of this group be reported back to the 2023 Synod Assembly with recommendations for ways our entire South Carolina Synod can faithfully and effectively engage our State Legislators."

On August 27, 2022, Synod Council referred this matter to the Criminal Justice Task Force.

At its beginning, the Criminal Justice Task Force included Pr. Reggie Cruse (chair), Pr. Fred Klinker, Dr. Dennis Lambries of Newberry College, Mr. Bill Kendig, Pr. Don Costlow, Pr. Beth Costlow, and Pr. Emily Hartmann. Pr. Michael Price was invited to attend on behalf of Reference and Counsel and decided to become part of the task force.

The Task Force had several spirited conversations over the next few months about the facts related to the death penalty, the central questions of the conversation, and how this material could be most effectively communicated with and considered by South Carolina Lutherans.

At the end of October and beginning of November, Mr. Kendig and both Pastors Costlow resigned from the task force. Pr. Jason Schafer joined the work of the task force in November.

Currently, the task force includes Pr. Cruse, Pr. Klinker, Pr. Price, Pr. Schafer, and Pr. Hartmann. Neal Fischer has been an invaluable consultant and coworker with us on this project as well.

In late November, Pr. Hillary Taylor reached out to us. She is the Executive Director of South Carolinians for Alternatives to the Death Penalty (SCADP) and a United Methodist Minister. She has actively participated in meetings and work since that time.

Our work, over the course of this year, has included reviewing the ELCA Social Statement “The Death Penalty: An Issue for Moral Deliberation” and its study guide, which was published for use before the statement’s adoption in 1991. We considered the facts and impacts of capital punishment over the last 30 years. Dr. Lambries and Pr. Taylor were particularly helpful in this regard.

We also talked at length about how to present this material, with ideas ranging from a simple recommendation to read the social statement to workshops held in locations across the synod. After consulting with the synod’s Director of Communications, we noted that videos with discussion guides seem to be well received both in congregations and for individuals interested in various topics. Ultimately, the task force decided to put together a video addressing the main points of the discussion and assemble a resource guide for those who wish to learn more or engage with state legislators.

The video produced is approximately 20 minutes at full length. At the suggestion of Neal Fischer, we also made it available in two 10-minute halves and made a shorter version that can be shown at Synod Assembly or serve as a “teaser” to get people interested in watching the full video.

Full video: <https://www.youtube.com/watch?v=pIJLdirIdbM>

Teaser video: <https://www.youtube.com/watch?v=nKuvWayDqAE>

At the time of this report, Neal is continuing to work on polishing up the video edits. We are also continuing work on the resource sheet, which will include:

- A link to SCADP.org, where people can learn more, join in conversation with inmates and others, and connect with their lawmakers about specific bills (scadp.org/advocate)
- A link to the 1991 Social Statement and Study Guide (<https://elca.org/Faith/Faith-and-Society/Social-Statements/Death-Penalty>)
- A note that Lutherans who are interested in how our faith leads us into public witness can participate in the current social writing project, a Social Statement on Civics and Faith (<https://elca.org/civicsandfaith>).
- The Journal of Lutheran Ethics has a selection of articles and book reviews on Criminal Justice: <https://learn.elca.org/jle/category/criminal-justice/>

It is the hope of the task force that this video and these resources might be made available to the synod through the e-news and website soon after Synod Council, so that all Lutherans and especially voting members of the Synod Assembly can engage with them soon.

Pr. Emily Hartmann, Assistant to the Bishop, April 24, 2023

9. Received the Report of the Task Force on *Resolution on Faith Formation, Advocacy, and Care in Time of Trauma* with thanks and requested that Pr. Richard Carter, Assistant to the Bishop, present the report to the 2023 South Carolina Synod Assembly.

Resolution on Faith Formation, Advocacy, and Care in Time of Trauma Report to the Synod Council/Synod Assembly

A *Resolution on Faith Formation, Advocacy, and Care in Times of Trauma* was received at the South Carolina Synod Assembly, June 12-14, 2022, from the Committee of Reference and Council and referred to the South Carolina (SC) Synod Council.

The council, meeting in regular session on August 27, 2022, directed Pr. Richard T. Carter, Assistant to the Bishop, to identify persons to serve on a Task Force to curate and create resources that can be drawn upon by rostered ministers, congregations, and other entities during times of trauma and crisis.

Pr. Carter identified people to serve on the Task Force: Pr. Christina Johnson, Deacon Katie Justice, and Pr. Carl Taylor. The task force carried out its charge, working with offices of the Evangelical Lutheran Church in America (ELCA), e.g., Lutheran Disaster Response, Advocacy, Worship, and Augsburg Fortress Publishers, and reviewed current/relevant resources available through these entities. They also interviewed specialists and professionals within South Carolina, therapists, and emergency management personnel for resources.

The Task Force researched and addressed the following two resolves:

- 1) To review current and available Faith Formation resources that support rostered ministers in their work to address social issues, i.e., resources that will equip rostered ministers in their work for peace, justice, and advocacy within their contexts. To curate identified resources and provide points of access.

- 2) To develop a crisis response team that will create and curate immediate resources to congregations in the event of unforeseen emergencies or crisis. To include liturgies, social media posts and communication material for all ages.

After extensive review of current available resources, various vendors, publishers and interviews of professional therapist, emergency management personnel and resources within our own church body, ELCA, it was concluded that each of the two resolves are addressed, and resources are available on a current basis through the churchwide office of the ELCA.

In addition, the North Carolina Synod and South Carolina Synod, through a grant from our churchwide office of Lutheran Disaster Response, have partnered together to Call, Pr. Ray and Pr. Ruth Ann Sipe, as Disaster Coordinators and Network Builders, to be a resource to congregations.

Therefore, it is recommended that no further action is necessary by the South Carolina Synod to curate or create additional resources. Through our efforts as a church together and our Mission Support dollars, materials and resources are readily available and timely when disaster and trauma occur. Examples of resources and materials available can be found, <https://ldrcarolinas.org/> and <https://elca.org/resources/>

Pr. Richard Carter, Assistant to the Bishop, April 24, 2023

10. Consultation Committee Rostered Minister, Term Ending 2026 Vacancy

The Rev. James H. Nichols died January 2, 2023. While his death was foremost a great loss to his family, friends, and this synod, his death also created a vacancy on the Consultation Committee. Pr. Nichols was elected in 2020 to a six-year term ending 2026. The runner up in the election at the 2020 assembly was Rev. N. Gregory "Greg" VanDyke. Since the ballot requires two names for vote by assembly, the name of Rev. Wayne C. Kannaday is also offered as a rostered minister who is eligible for this position. Pr. Kannaday was the runner up in the election for this category at the 2022 assembly. Both names have, therefore, appeared on the ballot for this position in 2020 and 2022 and both were runners up in the elections. The proposed ballot was reported to Mr. Kevin Wicker, Chair, 2023 South Carolina Synod Assembly Nominating Committee to request that the 2023 Assembly Nominating Committee place this category and these two names on the ballot at the 2023 assembly. The Nominating Committee will place the names of Pr. VanDyke and Pr. Kannaday on the ballot for election at the 2023 South Carolina Synod Assembly.

Consultation Committee Rostered Minister, Term Ending 2026

Rev. N. Gregory "Greg" VanDyke

Rev. Wayne C. Kannaday

This proposal is in accord with the *Constitution, Bylaws and Continuing Resolutions, South Carolina Synod*.

S10.03. The functions of the Synod Council shall be to:

- f. Fill vacancies until the next regular meeting of the Synod Assembly except as may otherwise be provided in the constitution or bylaws of this synod and determine the fact of the incapacity of an officer of this synod.

X. SYNOD COUNCIL

Approved the following meeting dates and times of the Synod Council 2023-2024:

August 26, 2023.....10:00 a.m. Synod Council Retreat In-Person
November 13, 20233:00 p.m. Online
February 26, 20243:00 p.m. Online
April 22, 2024.....12 Noon In-Person

XI. SYNOD OFFICE HOLIDAY SCHEDULE

Approved the synod office holiday schedule for 2023-2024:

January 2.....New Year's Day

January 16.....Martin Luther King, Jr. Day
 April 6Good Friday (Thursday is taken off)
 May 29.....Memorial Day
 June 12-13*Post-Synod Assembly Compensation Days
 July 4Independence Day
 September 4.....Labor Day
 November 22-23.....Thanksgiving Day (the preceding Wednesday is taken)
 December 21-January 1...Christmas Eve (Thursday is taken off) through New Year's Day

*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.

XII. PROPOSED BUDGET SOUTH CAROLINA SYNOD 2023-2024

***RECOMMENDATION FOR ASSEMBLY ACTION**

Recommends the following budget in the amount of \$2,445,000 for the fiscal year February 1, 2024 – January 31, 2025, for adoption by the 2023 South Carolina Synod Assembly.

See attached 2024-2025 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 2024-2025**

	Approved Amended Budget <u>2023-2024</u>	Proposed Budget <u>2024-2025</u>
Mission Support and Other Revenue		
Congregational Support Synod-Churchwide (1)	2,380,000	2,360,000
Fees-Assembly	55,000	13,000
Investment Income	60,000	50,000
Other Income	32,500	22,000
Carryover/Constitution Provision S15.14. (2)	36,054	0
Total Revenue	2,563,554	2,445,000
Benevolence and Expenditures		
Mission Benevolence		
ELCA Support (1)	805,000	690,000
SC Synod Ministries Support	28,138	115,000
Joint Ministries Region 9 Support	11,000	11,000
Bishop's Discretionary Fund	5,000	5,000
Archives	6,000	6,000
ELCA Regional Gift Planner	10,000	10,000
Southern Seminary	77,000	77,000
SC Lutheran Retreat Centers	54,000	54,000
NovusWay	12,800	12,800
Newberry College	12,800	12,800
Lutheran Homes	12,800	12,800
Lutheran Services Carolinas	12,800	12,800
Totals	1,047,338	1,019,200
Ministries		
Category 1-Rostered Ministry	20,150	26,050
Category 2-Congregations & Lay Leaders	109,700	109,000
Category 3-New Leader Development	268,816	270,641
Category 4-Connections & Resources for Ministry (3)	287,150	135,474
Totals	685,816	541,165
Operating Expenses		
Salaries, Benefits and Related (4)	745,000	793,000
Operating Expenses	85,400	91,635
Totals	830,400	884,635
Total Benevolence and Expenditures	2,563,554	2,445,000

Note #1 ELCA support for 2023/24 is 35% of unrestricted congregational support.
ELCA support for 2024/25 is 30% 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 2023/24 and 2024/25 budgets for the annual assembly of \$205,000 (in person) and \$52,000 (online) [respectively] are included in Category 4 - Connections & Resources for Ministry.

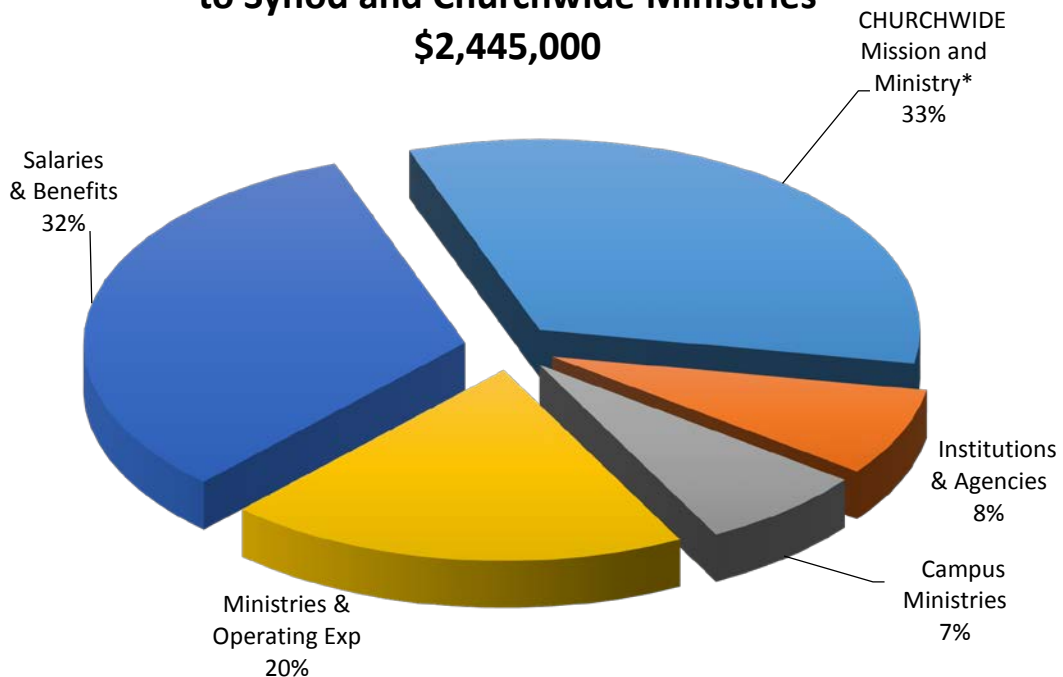
Note #4 The 2024/25 budget for salaries includes a 5% cost of living increase for the synod staff.

South Carolina Synod, ELCA 2024-2025 Proposed Budget

\$816,000	Churchwide Mission and Ministry
\$182,200	Institutions & Agencies
\$173,441	Campus Ministries
\$480,359	Ministries & Operating Expenses
\$793,000	Salaries & Benefits

\$2,445,000	

Mission Support from Congregations to Synod and Churchwide Ministries \$2,445,000



Ministries & Operating Expenses

Category One

Rostered Ministry

Category Two

Congregations & Lay Leaders

Category Three

New Leader Development

Category Four

Connections & Resources for Ministry

Discretionary Fund/Archives/ELCA Gift Planner

Operating Expenses

Campus Ministries

The Citadel

Clemson University

College of Charleston

Converse College

Lander University

Medical University of South Carolina

University of South Carolina - Spartanburg

University of South Carolina - Columbia

Winthrop University

Wofford College

Institutions & Agencies

SC Lutheran Retreat Centers

Lutheran Homes of SC

NovusWay Ministries

Newberry College

Lutheran Theological Southern Seminary

Lutheran Services Carolinas

*ELCA Support for 2024-2025 is 30% of unrestricted congregational support

**SOUTH CAROLINA SYNOD
2024 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)*

South Carolina Synod, ELCA
1003 Richland Street
Columbia SC 29201
(803) 765-0590
(803) 252-5558 (FAX)
Ginny@scsynod.com (E-mail)

TABLE OF CONTENTS

INTRODUCTION	Page 3
COMPENSATION RECOMMENDATIONS	Page 4
Taxes	Page 4
Housing Allowance	Page 5
Social Security Allowance	Page 5
Pension and Benefits	Page 6
403b and Your Retirement	Page 6
Medical Expense Reimbursement	Page 6
Sick Leave	Page 7
Maternity and Parenting Leave	Page 7
Vacation	Page 7
Automobile Expense Reimbursement	Page 7
Continuing Education	Page 7
Professional Expenses	Page 8
First Call Theological Education	Page 8
Day Off/Time Management	Page 8
Severance	Page 8
Part-time Rostered Ministers	Page 8
Interim Pastors	Page 9
Stated Supply Pastors	Page 10
Supply Pastors	Page 10
Sabbaticals	Page 10
Evangelical Mission	Page 12
APPENDIX A	
Compensation Matrixes	Pages 13-15
APPENDIX B	
Mutual Ministry Evaluation Process	Pages 16-19
APPENDIX C	
Application for Sabbatical	Page 20
APPENDIX D	
Instructions for Online Excel	
Compensation Worksheets	Pages 21-24
APPENDIX E	
Compensation Worksheets in MS Word	Pages 25-30

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 2024 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 \$301,659. Specific cost of living information for your county/town is available at <https://www.zillow.com/sc/home-values>.

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

Taxes

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

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

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

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

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

Housing Allowance

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

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

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

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

For Deacons

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

Social Security Allowance

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

Deacons

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

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

Pension and Benefits

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

The ELCA Portico Benefit Services Rate Schedule A for the year 2024 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-2023-business-use-increases-3-cents-per-mile>). 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.

We ask that Compensation Guidelines be used and compensation be pro-rated for part time given the pastor or deacon's 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-2023-business-use-increases-3-cents-per-mile>) 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 provided 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-2023-business-use-increases-3-cents-per-mile>),
- Housing allowance and social security allowance calculated on the part-time base salary,
- Health and Retirement benefits as needed for actual expense,

- Reimbursements for congregational expenses (e.g. continuing education, synod assembly, 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.

Stated Supply Pastors

A Stated Supply serves the same congregation under a covenant created between the Congregational Council, the Pastor, and the Office of the Bishop. The Stated Supply leads Sunday worship and perhaps 1-5 hours per week for visits or other pastoral responsibilities.

Supply Pastors

A Supply Pastor is one who fills in one Sunday at a time (e.g. while the pastor is on vacation). The Supply Pastor should be compensated on the day of service.

A Supply Pastor shall receive:

1. Preaching:
 - One worship service (regardless of the day or type of service) -- \$200 minimum
 - Each additional service -- \$50
2. Mileage shall be reimbursed at the current IRS (<https://www.irs.gov/newsroom/irs-issues-standard-mileage-rates-for-2023-business-use-increases-3-cents-per-mile>) rate per mile
3. All reasonable hotel and meal costs shall be reimbursed.
4. Visitation or other responsibilities beyond the contracted/agreed time -- \$50 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. Brueschoff.

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
Entry	\$37,881	=	\$35,000	+	\$2,881	=
1	\$38,828	=	\$35,875	+	\$2,953	Defined Compensation
2	\$39,798	=	\$36,772	+	\$3,026	+
3	\$40,793	=	\$37,691	+	\$3,102	Health Coverage
4	\$41,813	=	\$38,633	+	\$3,180	+
5	\$42,858	=	\$39,599	+	\$3,259	Pension
6	\$43,930	=	\$40,589	+	\$3,340	+
7	\$45,028	=	\$41,604	+	\$3,424	Other Benefits
8	\$46,154	=	\$42,644	+	\$3,510	+
9	\$47,308	=	\$43,710	+	\$3,597	Mileage
10	\$48,490	=	\$44,803	+	\$3,687	+
11	\$49,702	=	\$45,923	+	\$3,779	Continuing Education
12	\$50,945	=	\$47,071	+	\$3,874	+
13	\$52,219	=	\$48,248	+	\$3,971	various other
14	\$53,524	=	\$49,454	+	\$4,070	expense as
15	\$54,862	=	\$50,690	+	\$4,172	laid out in
16	\$56,234	=	\$51,958	+	\$4,276	the excel
17	\$57,640	=	\$53,257	+	\$4,383	spread-sheet.
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 2024 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 2024 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 2024 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.)

2024 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 .

2024 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.

2024 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

2023

Rostered Ministers Network

-Congregational Vitality meets monthly and are offering ways to support rostered ministers and congregations. This includes short workshops to brainstorm and share helpful resources for faithful ministry.

-Interim Ministry Task Force continues to meet with all interim pastors in the synod.

-Convocation Planning Team (Pastors Shannon Mullen & Christi Pursey, co-chairs) have scheduled fall convocation for October 23-25. They have included many rostered leaders in the discussions and planning to help shape this year's event.

Stewardship Leaders Network (Rev. Angela Jennings)

-The synod is beginning another round of Stewardship for All Seasons with Mike Ward. Five congregations within the synod are participating. Many congregations are coming back for several years in a row.

-The synod is also continuing Building a Culture of Generosity with Mike Ward. Four congregations participated, some sharing their results of increases in giving and generosity.

-There are numerous opportunities for financial learning for congregations and for financial support for our rostered ministers. Stewardship Leaders Network continues to connect congregations and ministers with the resources needed to be good stewards and financially healthy.

Lifelong Faith Formation Network (Deacon Deborah Poole)

-The Christian Education team has two Facebook groups: Lifelong Faith Formation Network - SC Synod and SC Synod VBS Exchange. They continue to offer resources.

-The Worship Task Force is working with the team tasked with planning worship during this year's Synod Assembly.

LUTHERAN SERVICES CAROLINAS
South Carolina Synod Assembly
2023

Dear Friends,

The year of 2022 continued to be a challenging one for Lutheran Services Carolinas, your health and human services social ministry of the South and North Carolina Synods of the ELCA. Ongoing pressures with the COVID pandemic and unprecedented worker shortage were stressful, but our teammates rose to the occasion with grace and compassion.

Last year, more than 2,200 LSC teammates, along with 2,940 donors, 4,733 advocates, and more than 1,200 volunteers, improved the lives of more than 6,300 Carolinians. Chief among those volunteers are Bishop Aebischer and her designee, Pastor Mary Finklea, and 19 other dedicated board members who lead this ministry. In South Carolina, LSC improved lives through:

- Dedicated foster parents and case workers served 152 children.
- Refugee and Immigrant Services assisted 1082 people on their path to new lives in the U.S., including 935 new arrivals.
- the Transitional Foster Care for Unaccompanied Children program helped 84 children.
- The Strengthening Families program helped 130 people develop more cohesive family units.
- Recovery housing programs assisted 31 people and serviced 756 throughout the community.
- LSC provided residential living options to 60 individuals with intellectual and developmental disabilities in host homes and in nine group homes.

LSC expanded its Columbia refugee services, now called the New Americans Program, to new offices in Greenville and Charleston in 2021, and recently expanded to Myrtle Beach. The new programs serve legal refugees from around the world including Special Immigrant Visa (SIV) holders from Afghanistan, the allies who supported U.S. troops. In collaboration with Lutheran Immigration and Refugee Service (LIRS), LSC has a long history of supporting refugees on their journey to self-sufficiency in this country, including welcome at the airport upon arrival, food and shelter, transportation, medical care, school enrollment, employment services, and cultural assimilation.

Officially opened in 2022, WeCo Cottage is a new addiction recovery program for college students in Columbia. The development of WeCo Cottage continued through the collaborative efforts of LSC, Gamecock Recovery, Columbia College, and The Courage Center.

Also established in 2022, Trinity Recovery is a faith-based Recovery Community Organization that serves Greenwood, Lexington, Newberry and Richland counties in South Carolina. Staff provides training to other faith providers to become "recovery-friendly congregations" and reach out to individuals, who may be unhoused, and who are seeking services to provide referrals and assistance.

Despite COVID and inadequate government funding, LSC child and family services loses money on its services but ended the year stronger thanks to your contributions of \$944,763. Because LSC's overall financial health remains strong, we can continue to serve in challenging times with your prayers and support.

We are the church together. When many Lutheran organizations are taking Lutheran out of their name and taking Christ out of their mission statement, LSC has passionately lifted up our Lutheran Christian name and roots, actively seeking collaborations and closer partnerships with the Synod and congregations. Thank you to the South Carolina Synod and to the congregations for ministry together.

Yours in Christ,



Ted W. Goins, Jr.
LSC President



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 continue to recover operationally from the effects and challenges of the COVID virus.
- Lutheran Homes of South Carolina provided employment for 1,000 full or part-time TeamMates to fulfill our Mission serving our older adult resident, patient and client 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, Mount 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 resident and patient Priorities and family members about their perception of aspects that affect life at their residence such as direct care and services, staff, meals, life enrichment activities, buildings and grounds. 90.5% of survey respondents would recommend LHSC to others.

The Heritage at Lowman initiated Phase 2 of the 18 unit expansion of the Courtyard pocket neighborhood apartments in the fall of 2022. Development plans are also underway for the addition of 18 new Courtyard apartments at RoseCrest to be built concurrently with a multi-purpose wellness center and dining expansion which also will include dedicated chapel space. Rice Estate completed renovations for both assisted and independent living dining rooms.

- Rice Estate and the Heritage at Lowman Rehabilitation and Health Care Center received High Performing short-term care ratings as recognized as the Best Nursing Homes from US World & News Report. RoseCrest Rehabilitation and Healthcare maintained a Five Star Rating from the Centers for Medicaid and Medicare Services throughout the year.
- Lutheran Hospice supported 559 patients and over 1,667 family caregivers during their end-of-life journey. The program ranked higher than the national averages for all quality measures and 90% of patients and families were willing to recommend Lutheran Hospice to others.
- Across the state, BeWell Home Services caregivers helped 151 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 111 members.
- Due to the generosity of 1,791 donors in 2022, the Lutheran Homes of SC Foundation:
 - Provided \$431,186 to help subsidize the care of residents, clients and hospice patients served in our ministries of care.
 - Funded \$980,825 in capital improvements to enhance and expand facilities, and \$665,153 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



2023 Report to the Synod Assemblies of Region 9

Greetings from Seminary Ridge, in the name of the Holy Trinity!

I am grateful for the call to serve as Rector and Dean at this time in our seminary's story. After serving across the global Lutheran communion, it is a joy to join our mission to "teach, form and nurture" leaders for public ministry. Theological education has always been a driver of the Lutheran tradition. LTSS continues to cultivate new fruit as our vibrant faculty and staff implement the revised curriculum according to our strategic plan.

New MACM track for ELCA Deacons

In Fall 2023, we will launch a new MACM track designed particularly for ELCA Word and Service candidates. Students will complete a 22-hour core, followed by a 27-hour track for Lutheran formation, contextual education, and ministry specialization. We are pleased to introduce this path to Word and Service ministry.

New "Explore" Program

Beginning in Fall 2023, LTSS will offer innovative one-hour elective course opportunities. Explore courses will invite students to explore interesting topics and gain valuable ministry experience not otherwise covered in the curriculum. This program will be open to LTSS alumni for continuing education credit, creating opportunities for intergenerational learning between current students and alumni, and may expand in the future. Please watch for announcements about this program, so that you can share the opportunity within your networks.

New Concentrations and Cognates

LTSS will offer concentrations that recognize a student's academic achievement in a particular area of study, such as Biblical Studies, Theology, and Faith Formation. Seminarians will be able to take specialized courses (cognates) through the LRU graduate faculty in the areas of Leadership, Counseling, and Sustainability. A student who completes nine credit hours in one of these designated areas will graduate with a concentration.

Diversity, Equity and Inclusion

LTSS continues its theological, pedagogical and practical commitment to diversity, equity and inclusion across the curriculum. Lifelong Learning opportunities embed our students and the wider LTSS community in dynamic partnerships with local partners such as Koinonia and the International African American Museum, and engaging events such as Dr Willie Jennings' lecture "Overcoming Racial Faith". These innovations equip our church for critical, constructive, courageous, creative theological engagement across cultures and contexts.

Cultivating a Christ-Centered Community of Education and Formation in an Age of Hybrid Learning

Seminaries are seedbeds. LTSS cultivates a Christ centered community of Columbia and Connect (online) students. We are gathered in First Week Immersions to start each semester, formed in regular rhythms of Word, sacrament, prayer, and spiritual practice, enriched through ecumenical learning (such as Methodism 101), and embodied through relationships of mutual care and conviviality, including a new Hammock Hang Out.

I want to say a special word of gratitude to LTSS colleagues, the Advisory Committee and LR leadership for tending to extra tasks throughout the leadership transition. We are all grateful to our Bishops for their visits and their ministry among us. We are grateful for the financial support of our Synods, faithful congregations and individuals in Region 9 and beyond. And we are grateful to you who encourage the faithful to consider their vocation to public ministry. As we look with faithful imagination to the future of theological education, your prayers and participation sustain our mission and strengthen our capacity to respond to the Spirit's call.

Peace be yours,

Rev. Dr Chad Rimmer
Rector and Dean

NovusWay Ministries
South Carolina Synod Assembly
2023

Mission: The ministries of NovusWay provide experiences for all people in God's creation that inspire faith, build relationships, and transform lives.

Vision: Trusting in God's promises, lives are transformed to love and serve as part of inclusive communities.

We Value: Inclusion, Renewal, Stewardship, Hospitality, Formation, and Discipleship

Throughout 2022, NovusWay Ministries—Lutheridge, Lutherock, Luther Springs and Lutheranch—worked to serve more youth, adults and families after several years of significant financial and operational challenges. We served more than 2400 campers of all ages in our summer camp programs. We visited 26 congregations through our Lutheroad Day Camps. Our facilities were opened over 560 times for guest groups, and we worked alongside 100 college age students who served on our summer staff.

The program, hosted ministry attendance and income increased at all sites, but we were still below the last pre-pandemic year of 2019. Overall, 2022 summer income increased by 20% over 2021, which was a recovery year after the Covid shutdown of 2020.

Operationally, your faithful Board of Trustees continues to refocus the ministry's efforts and provide greater structure and direction through a series of new documents: the Strategic Plan with the Mission, Vision, and Values as quoted above; revised By-Laws; updated Board Policies; and revised Personnel Policies for year-round staff. In all our efforts, the active participation by the four supporting synod Bishops on the Board has been significant and gratefully acknowledged.

A major accomplishment of this past year was the hiring of several executive staff members. In January, new Executive Directors at Lutheranch, Clair Marie Hannon, and Lutheridge, Van Van Horne, joined long-serving Craig Reiger at Lutherock, and Sarah Anderson and Sue Mendenhall at Luther Springs. In March, Richard D. (Dick) Peterson began his service as Intentional Interim CEO. Dick brings many years of experience in outdoor ministry and non-profit program development. In June, Kristen Williams became the Executive Director for Financial Development. In October, LaToya Ellis was named Director of Human Resources, a new and much needed professional position. While our leadership team and year-round staff are strong, staffing summer programs was a challenge in 2022, with some program sections limited or cancelled due to the inadequate staff numbers. Summer staffing remains a major challenge in 2023, which is a problem for most camps around the country.

We continued to improve our program facilities. The Atonement Chapel was dedicated at Luther Springs which provides significant new programming opportunities. Barn renovations and a new mounting ramp that facilitates accessibility were completed at Lutheranch. A new porch was added to Founders Lodge at Lutherock. At Lutheridge, long overdue refreshing projects were completed. Looking ahead, we are working on a variety of short- and long-term facilities repairs and upgrades necessary to continue to make the camps relevant and attractive for campers, conferences, and special events.

Financially, we continue to enjoy wide support. In 2022, we were blessed with 2,778 individual gifts totaling \$1,070,018. These donations came from people in 27 states throughout the United States. Giving Tuesday proceeds brought in \$35,730 to support the ministry. Total synod benevolence support from the four synods totaled \$115,800.57. We are grateful for all this support that allows us to provide valuable programming for youth and families.

The hard reality of the year was that growing inflation hit our budget very hard, with many areas showing significant price increases, especially food and supplies, equestrian costs, utilities, and insurance. Investments in much needed property repairs and staff salary increases to be competitively attractive also increased costs. We also saw that ongoing Covid concerns kept some groups away from camp early in the year, reducing overall attendance and income from what we budgeted. With all these factors, along with the long-term effects of the pandemic that masked some underlying problems that we have worked to resolve these last 18 months, the combined operations of NovusWay incurred a loss of \$1,119,458.67 in 2022 that was covered by internal borrowing that we expect to begin to repay with interest beginning in

2024. This year, we are very focused on improving our financial operations and reporting accountability while increasing attendance in all programs to help increase our revenues while also expanding giving opportunities.

For 2023, our priority remains on providing faith-filled camps, retreats, and hosted ministry opportunities for young and old. We are offering many tried and true, favorite programs such as our music and art, family, equestrian, and adventure camps. We are also providing new programming, including our Southwest Florida Disaster Relief program in cooperation with the Florida-Bahamas Synod and Luther Springs. Groups from throughout the country will come to spend a summer week in service working out of a congregation either in Sarasota or Ft. Myers. Increased summer and year-round programming will extend our reach to more individuals and families throughout the southeastern United States.

We are grateful of our partnership with our four supporting synods, our many donors, and those congregations that allow us to be a part of God's great work of forming and expanding faith for all ages. To learn more about this exciting and growing ministry that you support with your prayers, your financial gifts, and faithful participation, please visit our website: <https://novusway.org>.



Charles R. Bridgers
Intentional Interim CEO



Richard D. Peterson, CCD
President, NovusWay Board of Trustees

How are the Wolves? The Wolves are well! As a college, we approach the concept of an interconnected community. When one hurts, we all hurt. When one wins a conference championship, we all win. We are interconnected as the faculty, staff and coaches, making a difference in the lives of our 1,300 students. We are meeting combatting food insecurity on campus through the Wolves Pantry, and helping Polish Lutherans tend to Ukrainian refugees. We are connecting with students' spiritual journeys with a spring emphasis on prayer life. We sincerely thank our church partners for their continued support, including \$34,476.80 in synodical giving last year. May we continue to see Jesus in each other.

— The Rev. David Coffman '97, campus pastor

Wolves Pantry seeks to relieve food insecurity on campus

Approximately 29% of students at four-year colleges nationwide report experiencing food insecurity. Through a combination of financial insecurity, demanding schedules and lack of transportation, just to name a few, food insecurity and inaccessibility exist on campus. In September, Campus Ministry and Student Affairs partnered to open Wolves Pantry in the College's Weber Campus Ministry House. The pantry served over 60 individuals in its first three months. In March 2023, the pantry gratefully received \$1,100 from the Lutheran Church of the Redeemer in Newberry, S.C., providing reusable cloth bags and three months of breakfast and snack items. To give directly to Wolves Pantry, scan the QR code or visit newberry.edu/campusministry.



Newberry adds second master's program, new undergraduate majors

Sport management & leadership will become the College's second graduate program. Like the M.S. in organizational development & leadership, the new online program can be completed in as few as 12 months, equipping students to succeed in professional sports, education, recreation and more. The College plans to add master's degrees in criminal justice, education and public administration in coming years. On the undergraduate level, the College will launch majors in nutrition and special education this fall.

Newberry helps Ukrainian refugees find work in Poland

Through financial contributions, members of the Newberry College community have helped the Evangelical Church of the Augsburg Confession in Poland's parish in Radom in their refugee relief efforts. The church provides free Polish language classes to Ukrainian refugees to allow them to find work and support their families for as long as they are there. Newberry College sophomore Kornelia Rudkowska calls this parish home. Donations collected and sent through Newberry College have directly allowed the program to add a third class to meet demand.

Nursing program enters two clinical partnerships

Last summer, Newberry College signed partnership agreements with Newberry Hospital and J.F. Hawkins & Springfield Place. The hospital has funded and will operate a 1,200-square-foot urgent care center to adjoin the Darby Nursing & Health Science Center, now under construction. The daytime clinic will serve students, employees and members of the surrounding community, while giving nursing students hands-on experience without leaving campus. The partnership with J.F. Hawkins & Springfield Place will offer students experience in geriatric care settings for the first time and with a community-oriented element.

SCWELCA supports nursing education with scholarship

In July 2022, the South Carolina Women of the ELCA established an endowed scholarship for nursing students at Newberry College. The organization pledged to raise \$10,000 to start the endowed award by last year's convention. When all was said and done, the group had more than doubled its initial goal, now with \$25,285 in the fund. The funds will hopefully alleviate the shortage of qualified nurses in South Carolina, the fourth largest deficiency in the nation.

Students to visit Holy Land in 2024

Next January, Newberry College students will have the opportunity to journey through the Holy Land, touring biblical sites and seeing the work of the Lutheran World Federation. If you would like to lessen the cost for students with scholarships, scan the QR code above or visit newberry.edu/campusministry.

Synodical gifts support Lutheran education

As your 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.

I See Jesus at South Carolina Lutheran Retreat Centers

South Carolina Synod Assembly

20223

The theme of this year's synod assembly, "I see Jesus," surely reflects the past year in the ministry of South Carolina Lutheran Retreat Centers. After more than two years of limited guests and mostly empty buildings at our holy spaces, 2022 and 2023 have been times of great rejoicing! We have definitely seen Jesus as our guests and groups have returned to Camp Kinard and Coastal Retreat!

This past year has been a time of revitalization for our retreat center ministry as we added new staff and new programs. We welcomed Nevin Rodgers as the new director of Camp Kinard. We were blessed to welcome three new board members: Martie Newmyer, Fred Klinker and Robert Kneece. We added new overnight retreats at Coastal, including "Holy City Spirits," "Coastal Crafting," "Charleston Lights," and "Wholly." We added day events at Camp Kinard, including "The Jesus Way," "In Our Own Backyard, the Story of Isaac Woodard," and "Distilling Faith." Our hearts were warmed, and we felt the presence of Jesus at tea parties at both Camp Kinard and Coastal Retreat.

God has been at work changing lives in these holy spaces this year with groups that have been partnering with us for years. Our WELCA, LMM, SCLCY and congregational retreats continue to be our mainstays. Of particular note is Camp HUGG, our LCY-led camp for young people with developmental disabilities. Time and again we hear stories of how this camp has made a real difference in the lives of both the campers and the staff. We rejoice with our long-standing ecumenical partners, especially Roman Catholics, Methodists and Baptists. Our community partners, including *Teen Pact* and *Leadership Lexington*, continue to be blessed and to be a blessing by their presence. We have seen people find solace and comfort at bereavement retreats such as *Camp Hands of Hope* and *Jacoby's Shield*.

We saw Jesus last year at Assembly when we kicked off our ***Building+Renewing+Believing: Holy Spaces*** Capital Campaign! Jesus was present as we heard stories from guests who heard their call to ministry, who grew in faith through WELCA, who had their first experience camping, who experienced the love of God in a congregational retreat, and many others. We were excited to announce plans to build a brand new, fully accessible swimming pool and bath house for the summer season of 2023. By the time we gather at Assembly in 2023, this pool should be a reality!

We have seen Jesus in special gifts that were made to our retreat centers. Huge thanks to: All Saints, Mt. Pleasant, for a generous grant towards replacing air conditioners; St. Paul's, Columbia, for the gift of six mini fridges for the rooms at Coastal Retreat; the SC Synod Mission Endowment for the funds to replace bedspreads and purchase tools to be used by volunteers; and to Grace, Rock Hill for a grant to purchase kayaks for Camp Kinard.

Christ has been made known through the financial gifts in support of our campaign and our operations from the following congregations:

All Saints, Mt Pleasant
Cedar Grove, Leesville
Faith, Batesburg
Good Shepherd, Columbia

Bethany, Lexington
Corinth, Saluda
Good Hope, Ward
Good Shepherd, Walterboro

Grace, Rock Hill
Holy Trinity, Anderson
Mt. Hermon, West Columbia
Our Savior, West Columbia
Pisgah, Lexington
Redeemer, Newberry
St. David, West Columbia
St. James, Lexington
St. Luke, Prosperity
St. Matthew, Lexington
St. Paul's, Columbia
St. Peter, Batesburg
Summer Memorial, Newberry
Union, Leesville

Macedonia, Prosperity
Orangeburg, Orangeburg
Pilgrim, Lexington
Pomaria, Pomaria
Redeemer, Columbia
St. James, Graniteville
St. Luke, Columbia
St. Mark, Leesville
St. Michael, Greenville
St. Paul, Pomaria
St. Phillip, Myrtle Beach
Transfiguration, West Columbia
Wittenberg, Leesville

It is truly a blessing to have these wonderful ministry partners!

And were not our hearts burning within us as finally the phones started ringing and the emails and text inquiries started coming as congregations and groups and camps returned to making reservations for retreats! Thanks be to God, the reservations at Camp Kinard and Coastal Retreat have returned to and will likely surpass pre-Covid numbers! The staff, Board of Trustees, guests and volunteers eagerly look forward to the next steps in our campaign to build a new entry way and a wonderful new Chapel! Thanks to all who are a part of South Carolina Lutheran Retreat Centers as we provide holy spaces for God to change lives!

In Christ,

Deacon Dallas J. Shealy
Executive Director

Jane G. Holmes, Chair
Board of Trustees

South Carolina Women of the ELCA

South Carolina Synod Assembly 2023

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 grow our relationships with God and grow our relationships with each other so that we are able to be God's voice, hands and feet here on earth.

Last year we held our 2022 annual convention at Lutheran Church of the Redeemer in Newberry, SC. The theme was *"He's Got the Whole World in His Hands"*. As John 3:16 says *God so loved the world that He gave His only son that whoever believes in him shall not perish, but have everlasting life*. As Christians we are called by God to love all people, take care of those who are in need and be His disciples to spread the "Good News" to those who need to know Christ.

Highlights of our convention were greetings from our Bishop Rev. Ginny Aebischer, electing Vice President Amanda Boatwright, Secretary Shari Donely and board members Cindy McManus, Linda Roland, Diane Wicker and Denise Warren. We elected four women as Triennial Voting Members who will travel to Phoenix this September to represent SC WELCA. Those elected were Laytina Taylor, Ella Shumpert, Pat George and Sarah Cheeseman. We heard from our many partners within the SC Synod who shared their exciting news about their organizations. Our Churchwide Representative Lori Garcia from Southwest Texas, spoke about how our organization today has moved beyond our past stigma of baking cookies and preparing meals for the congregation. Women of the ELCA today are movers and shakers in our communities and world by carrying out many missions, advocating and bringing awareness to social injustices. Our keynote speaker was Dr. Jenny Lindler, Director of Nursing at Newberry College. Dr. Lindler shared with us how being a nurse and instructor allows her to share Christ with her patients and students. On Friday evening we hosted the amazing Reggie and Lady Love Smith in concert.

We honored all women and men who so graciously risked their lives to care for those who suffered from Covid19 and all other illnesses in our state. We heard about these nurses, that due to the pandemic, chose to leave the profession resulting in a shortage of nurses in the US. Therefore, we established a \$27,000 Nursing Scholarship Endowment for deserving students at Newberry College in the School of Nursing. Women all over the state supported this endeavor with monetary offerings and excitement. We also supported Churchwide Women of the ELCA's One Million Dollar Katie's Fund Campaign giving \$2400.

Seven out of our nine conferences met this past fall, gathering in fellowship and community, learning and responding to local needs. Women donated over \$2400 at these conferences which was distributed to the charities of their choice.

This year our board has focused on our congregational units who were no longer meeting due to the pandemic. In 2020-2021 there were 63 giving units. I am so happy to report this fiscal year 73 units graciously contributed to SC Women of the ELCA. We thank all who have supported our organization this past year.

In 2022-2023, SC WELCA supported churchwide WELCA through regular offerings of \$13,966. Joy Offerings sent and designated by congregational units totaled \$6,636 for ELCA Good Gifts. Our Life and Memorial Recognition program supports the SC WELCA scholarship Fund for female students who attend The Lutheran Theological Southern Seminary of Lenoir-Rhyne University. Last year \$618.68 was sent to support this scholarship. From benevolence funds, we contributed \$1000 to Melanie Jackson, One Year to Live, \$500 to the JR Crumley Archives a donation for archiving WELA records and \$1500 was sent to Lutheran Disaster Relief.

In total, for 2022-2023 fiscal year, SC Women of the ELCA gave over \$56,000 in donations. Thanks be to God!

We invite you to join us at our 2023 Convention to be held at Zion Lutheran in Lexington, SC June 24-25. Our theme is *"Just Love One Another"* based on verse John 3:16 *"God so loved the world that He gave in one and only Son, that whoever believes in Him shall not perish but have eternal life."*

It is my privilege and honor to be a part of SC Women of the ELCA. The women in our synod are "BOLD" women of Christ. They have loving and giving hearts. They work to grow their relationships with God, grow in relationships with one another, take care of those in need and most of all be disciples for Jesus Christ.

"Let all you do be done in love." 1 Corinthians 16:14

Together in Christ,

Risse Snelgrove, President, SC Women of the ELCA

**Director of Communications Report
South Carolina Synod Assembly
2023**

Top 10 Videos from the past year.

1. Lutheran F.A.Q. | Communion: How Do Lutherans Celebrate Communion?
2. Lutheran F.A.Q. | What Does Baptism Mean?
3. Lutheran F.A.Q. | How Do Lutherans Read the Bible?
4. Lutheran F.A.Q. | What Does Communion Mean?
5. Lutheran F.A.Q. | How Do Lutherans Baptize?
6. 2022 South Carolina Synod Assembly - Sessions
7. 2022 South Carolina Synod Assembly - Worship From St. Matthews
8. Lutheran Living in South Carolina | January 2023
9. Lutheran Living in South Carolina | September 2022
10. Lutheran Living in South Carolina | November 2022

A new year but a continuing trend.

The 2022-2023 year saw our YouTube subscriber base grow by 35%, Facebook page "likes" increase by just under 13%, and Instagram followers are up by more than 25%. Twitter growth is slower but still increasing. The increased use of video and a series of social media posts by Deacon Sarah Bowers have contributed to this. Our top five performing videos on YouTube and Facebook come from the series *Lutheran F.A.Q.* which is hosted by The Rev. Emily Hartmann. Rounding out the top ten are the 2022 South Carolina Synod Assembly and our new video magazine. These insights show that resources and live event streams get higher interaction.

Morning Consult, a data-decision intelligence company, recently conducted a survey to learn more about Gen Z's social media usage. The main takeaway? Video is here to stay. This age group's number one social media outlet is YouTube, followed by Instagram.

Much of our growth through social media has come in the younger demographics of 18-24 and 25-40. Therefore, this modern video communication style is critical in growing the next generation of active Lutherans.

Continuing to learn

Late in the Summer of 2022, I completed a certification program in digital marketing from the Digital Marketing Institute and the American Marketing Association. I am doing my best to implement what I've learned. So far, it is showing up in a few tangible ways. For example, I better understand when and why to post our content for maximum impact. This class also affirmed some of my own insights and refined my skills to do those items better.

Equipping Leaders

Our rotating technology replacement plan continues to provide the tools needed to support the synod's work. In addition, this plan allows for a more exact budgeting process. The synod's consistent investment in equipment and technology ensures we have the proper tools for our work together. Please join me in thanking the Bishop, Synod Council, and members of the South Carolina Synod who continue to support the tools necessary to fulfill my calling as a church communicator.

Respectfully submitted,
Neal F. Fischer
Director of Communications

Director for Stewardship

South Carolina Synod Assembly

2023

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]
- 5) *Church Finances for Missional Leaders: Best Practices for Faithful Stewardship*, by Bonnie Ives Marden, Wesley's Foundry Books, General Board of Higher Education and Ministry, The United Methodist Church [2019]
- 6) *Six Weeks of Money* is an ELCA stewardship resource that helps people grow a healthier relationship with money. It's for people of all ages and situations. <https://start.sixweeksonmoney.com/courses/elca>

Lutheran Theological Southern Seminary

Region 9 Council for Stewardship Education

The Stewardship Symposium was held on January 27, 2023, in-person on the LTSS campus and livestreamed. Bonnie Ives Marden was the presenter on the theme: *Financial Accountability and Empowerment for Missional Leaders*. 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].

There were 58 persons, including rostered ministers and lay persons, attending in person, 38 in person and 20 online. There were 13 seminarians registered. The video link is: <https://scsynod.com/news/what-did-we-learn-at-this-years-stewardship-symposium/>

A Senior Class and Fourth Year Seminarian Symposium was held on February 24-25, 2023, in-person and livestreamed, which offered seminarians first call orientation, an opportunity to learn about the benefits available from Portico Benefit Services and Stewardship Resources available through the Mission Investment Fund. There were twelve seniors and interns participating, eight in person and four online. Pr. Cathy Schibler, Deacon Jerry Johnson and Pr. CeCee Mills served as presenters.

The First Call Theological Education Stewardship Gathering was held at Lutheridge on February 6-8, 2023. The gathering was an opportunity for learning about personal finances, being a steward leader, understanding church finances and preaching and teaching stewardship. There were 73 attendees; including 51 first call rostered ministers; 22 synod staff, leaders, and presenters. There were ten first call rostered ministers from South Carolina Synod present at the gathering. Bishop Pedro Suarez, Florida-Bahamas; Bishop Tim Smith, North Carolina; and Bishop Kevin Strickland, Southeastern provided leadership and gave presentations on stewardship.

It was an honor to serve as Secretary of the LTSS/Region 9 Council for Stewardship Education during the years 2020 to 2022. I continue to serve on the council.

Financial Management Education: New Initiative

Joint Ministries of Region 9 and the LTSS/Region 9 Council for Stewardship Education collaborated to offer two Financial Management Education Workshops, one for Candidates for Rostered Ministry and one for First Call Rostered Ministers in Region 9 led by Kim Miller of LSS Financial Counseling. The workshops are interactive zoom meetings held twice a year for each group and can include up to 50 participants in each workshop. The workshops will not be recorded and confidentially will be preserved. The goal is to help participants feel heard regarding their financial concerns, receive financial tips geared toward their situation and provide an opportunity to share tips and ideas with each other. The cost per workshop is \$400 which was funded by Joint Ministries of Region 9. After each workshop, each participant can engage with a financial counselor for up to six sessions following the workshop at no cost to the participant to help with specific financial questions and concerns.

The first workshop for Candidates for Rostered Ministry was held Wednesday, February 15, 2023 with 26 participants. The registration link was sent to all Region 9 candidates for rostered ministry.

A workshop for First Call Rostered Ministers did not have enough participants. However, Kim Miller, LSS Financial Counseling, offers six sessions of counseling to eligible rostered ministers.

Networking Congregations for Growing Stewards Building a Culture of Generosity

Building a Culture of Generosity (BCG) guided congregations through the fall stewardship appeal with a basic stewardship resource led by GSB consultant, Mike Ward between August, and November 2022. The synod provided a portion of the cost from the budget of the Steward Leader's Network. ELCA also provided \$200 each. The following congregations participated: Bethel, White Rock; Crossroads, Indian Land; Pisgah, Lexington; and Christ, Hilton Head

A 2023 BCG registration flyer and covenant is available to congregations for participation between August and November. BCG will launch in August 2023.

Mission Interpretation

The theme of the 2022 Mission Support Video is: *I Love to Tell the Story*. The scripture text is Joel 1:3: *Tell it to your children, and let your children tell it to their children, and their children to the next generation*. The video features stories on Camp Hugg and Lutheran Church Youth; a Companion Synod story; Restoration Chapel, Greenwood; and the Coffee House Ministry, Messiah, Mauldin.

The video was sent to rostered ministers and Congregation Council presidents and vice presidents along with a Mission Moment devotion. You will find the link to the video and the devotions: Link to devotions - <https://scsynod.com/wp-content/uploads/documents/stewardship/Mission-Moment-Congregation-Council-Devotions-2022.pdf>.

Link to video - <https://www.youtube.com/watch?v=OTkGYhDRIWU>

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* is to expand ways of giving in congregations. There are a lot of giving options available. Tithe.ly and Vanco are preferred vendors of the ELCA. The South Carolina Synod uses tithe.ly. Your congregation will receive a significant discount if you use this address and sign up with this Website: <https://get.tithe.ly/elca>

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

Stewardship for All Seasons

The South Carolina 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 May 2022 to April 2023 included:

Returning Congregations: Fifth Year - St. Matthew, Charleston; Fourth Year - St. John, Beaufort; Third Year - Ebenezer, Columbia and Grace, Rock Hill.

New Congregations in 2022-2023: First Year – Immanuel, Greenwood and St. Michael, Greenville.

New Congregations in 2023-2024: Pisgah, Lexington; Zion, Lexington; and St. John, Walhalla

The Rev. Mike Ward, a partner 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>

Start Date: May 23, 2023, 11:00 a.m. EST

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 South Carolina Synod entered this partnership in June 2019, appointed a distribution team and agreed to collaborate by raising matching funds. Since 2020, through the Lifeline Fund, with matching grants from the Lilly Foundation, the Lifeline Fund has paid \$164,989 to education lenders to eliminate the education debt of nine rostered ministers and a significant portion of debt for two other rostered ministers. Good news! In fact, the cumulative reduction in educational debt for our pastors and deacons provided by Lifeline grants is over 85 years of education debt payments eliminated.

Grants to rostered ministers for education debt relief, and grants to congregations for stewardship education are now available. 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.

The offering received at worship at the 2023 South Carolina Synod Assembly is designated to the Lifeline Fund. Thank you for blessing this ministry with your good gift.

Anchor Storytelling: New Initiative

The purpose of the Anchor Storytelling Training is to use impact stories to anchor people to God’s mission living out in the context of the congregation. During the Anchor Training, the focus is on “donor first” and telling the story of the impact the work has on the lives of those who are served. The anchor model is designed specifically to increase giving. A grant from Mission Endowment Fund in the amount of \$3,000 funded a portion of the cost. Participating congregations were asked to pay \$400 each or be enrolled in Stewardship for All Seasons. There were four congregations in the SC Synod Cohort: Ebenezer, Columbia; Immanuel, Greenwood; St. Matthew, Charleston; and Living Spring, Columbia. Deacon Mitzie Schafer, GSB, led the storytelling model in February and March 2023.

Thank You

First, we give thanks for those with whom we share faith in Jesus Christ. Second, we give thanks to God for your 2022 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

Report of the Director for Evangelical Mission

Ephesians 2:10 - For we are what he has made us, created in Christ Jesus for good works, which God prepared beforehand to be our way of life.

Paul writes in his letters of a collection for the saints in Jerusalem. Scripturally, we know that the church has always been better when we are mutually supportive for our fellow believers whose faces we may never see. Your mission support – in all of its forms – are not just dollars that disappear into a Chicago-shaped hole, or go off to support a church in a far-off place. The work you do and the dollars you give support ministries here in South Carolina that are, in turn, making a difference in our communities.

While we are at our synod assembly this year, I hope you will be able to have conversations with our mission developers so they can tell you the stories of their ministries themselves. All of the stories I have collected this year are too many to fit in this report, so all I want to say: Through your support of leaders and ministries, you are changing people's lives.

You support Pastor Martin Lopez, who is using Parroquia el Mesias' Gospel on Wheels to bring the gospel to a new community that held its first worship service earlier this year. You support his work at Nuestro Salvador which brings the gospel in Spanish to Spanish-speaking Lutherans in the upstate.

You support Pastor Jorge Leone and the congregation of Cristo Rey, who has its occupancy permit for the building you supported building for the congregation. This congregation is one of our youngest in the synod.

You support Pastor Chris Christopher in his work as the developer of Restoration Chapel, and all the work that he has done for the community in recovery, and you support a new iteration of this ministry we hope to open later this year that replicates this ministry to walk in spiritual accompaniment for people in recovery from addiction.

You support Pastor Josh Knutson and the community of Christ Community Lutheran Church of North Charleston – back in their sanctuary for

In support of these ministries, you are following the lead of the saints from Galatia, from Rome, from Corinth, and those earliest of churches who through their generosity grew the church through their support and who laid the foundation for the faith we share today. Your support in all of its forms doesn't simply add to the ministry, but multiplies through your generosity the impact that the Gospel is able to make throughout our synod in transformation of real lives. Thank you, and I hope you continue to be proud of the work you are doing as a synod in Jesus' name.

Respectfully submitted,

Rev. James Henricks

James R. Crumley Jr Archives
South Carolina Synod Assembly
2023

Administration

Personnel and Hours of Operation

The Archives employs five part-time workers: Shannon Smith, director and archivist; Trudy Bouknight, office manager; Scott Reeves, assistant archivist; Ashley Ragland, archivist aide; and Margaret Mancuso, project specialist.

Accessions

New and reoccurring accessions from Region 9 synods, congregations, and individuals are deposited in the Crumley Archives and are processed by staff.

Special Projects:

“Lutheran Church Visitor”

The LCV was a Lutheran publication that was published 1868-1918. We have had it digitized and are preparing the images for greater dissemination. Margaret Mancuso works on this project, in collaboration with USC.¹

“Historic Lutheran Theological Southern Seminary Collection”

Scott Reeves continues to work closely with USC to upload new images. We look forward to this project's completion by Summer 2023.²

Frankie San Project

Production is complete and the film team is planning a premiere showing, possibly in April, and options for broader distribution. Please follow our Facebook page for more on “Prisoner by Choice: The Frankie San Story”.

Archives Promotional Film

In collaboration with Fisher Films, the Crumley Archives has produced six short segments highlighting the mission of Crumley Archives. They can be viewed on our website and YouTube channel.³

Development

Rev. Dr. Scott Hendrix Scholarship

Applications for this scholarship are due by April 21st, 2023.

Shannon L. Smith

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 <https://www.youtube.com/watch?v=ZB25paG4DHI&list=PLZTWw8PTkt2yEQ1eSj60JYt-nxG0bUNZq>



Lutheran Immigration and Refugee Service

Partners in Ministry,

For many of us, 2022 represented a moment of hope. After the darkness and isolation of the pandemic, life has begun to return to normal –offering new opportunities for connection and renewed commitment to serving our neighbor.

Lutheran Immigration and Refugee Service has embraced this moment; in the past year, we have grown exponentially in both size and scale, expanding our capacity to welcome immigrants and refugees.

With the help of people of faith and communities like yours, we were able to...

- help **16,690 children** reunify with their families or find safe, loving foster homes
- resettle nearly **12,000 Afghans** forced to flee after Afghanistan fell under Taliban control
- welcome **3,169 refugees** from countries across the world
- assist **18,262 people** seeking safety from Central America and beyond

We continue to expand our slate of innovative programming to move beyond traditional resettlement into an empowered living experience that promotes not just surviving, but thriving.

That work reaches, too, into our media and advocacy footprint. You may have seen LIRS President and CEO Krish O'Mara Vignarajah on national news programs like *PBS Newshour*, *MSNBC*, *NPR*, the *BBC*, and others, advocating on behalf of our immigrant and refugee neighbors from Ukraine to Venezuela.

"You shall love your neighbor as yourself."

It remains a priority of ours in 2023 to combat the divisive, xenophobic rhetoric surrounding immigration and instead promote kindness, compassion, and inherent human dignity.

We invite you to join us in that work! This year, we will continue to offer opportunities to get involved in the work of welcome, including:

- advocating alongside LIRS and our newest neighbors in celebration of [World Refugee Day](#) on June 20th,
- sharing notes of welcome with children and families impacted by immigration detention through LIRS' [Hope for the Holidays™ program](#) each fall,
- and equipping leaders and faith communities to create more just and welcoming communities through the [LIRS Ambassador Network](#) and [EMMAUS Network for Congregations](#) throughout the year.

Together, we can realize Jesus's ministry of compassion and welcome. We're so grateful for your support and look forward to working alongside you in the coming year.

In peace,

A handwritten signature in black ink that reads "Chelsey Johnson".

Chelsey Johnson, LIRS Mobilization and Faith Relations

National Headquarters: 700 Light Street, Baltimore, Maryland 21230 | Phone: 410-983-4000 | Fax: 410-230-2890 | www.lirs.org
Advocacy Office: 110 Maryland Avenue NE, Suite 506-507, Washington, DC 20002 | Phone: 202-381-1030 | Fax: 202-330-5807

Helping Members Refill Their Cup with Responsive Benefits

In 2022, Portico invited plan members to use their full range of benefits to care for themselves following the challenges and stress of the last few pandemic years. We continually seek cost-effective and nimble ways to support ELCA leaders, congregations, and organizations with high-quality, innovative, and stable benefits that promote holistic well-being.

- ELCA-Primary health benefits provided both in-person and virtual access to health care and wellness resources.
- Portico's Financial Planners and LSS of Minnesota helped ELCA Retirement Plan members navigate the weight of rising interest rates and market downturns through no- or low-cost financial planning, coaching services, and financial education.

In recent years, we've added several eligible ELCA- and full-communion-partner organizations to the Portico community. Growing the number of members we serve helps us manage costs and offer innovative benefits not typically available to smaller groups, affirming the importance of church together.



The Rev. Jeff Thiemann
President & CEO

Meeting the Need in 2022

232

Podcast Plays

Of the "Creative Approaches to Innovative Ministry" episode of Being Here last year.

16,002

Total Pounds Lost

Through the Omada prevention program since it launched in 2018, with 2,643 pounds lost in 2022.

591

Retired

With Portico's bundled benefits program — Congratulations to these faithful servants!

1,132

Webinar Views

Of the annual Retirement Readiness Series (live and on-demand).

3,080

Medical Visits via Text Based Care

Through 98point6®, our virtual primary health care service.

9.75%

Increase in Net Membership

Over the past 5 years.

3,952

Health & Fitness Classes Completed

On Portico's online Burnalong platform.

Over \$2M

Debt Paid Off

By plan members working with LSS of Minnesota financial counseling since the partnership began.

86%

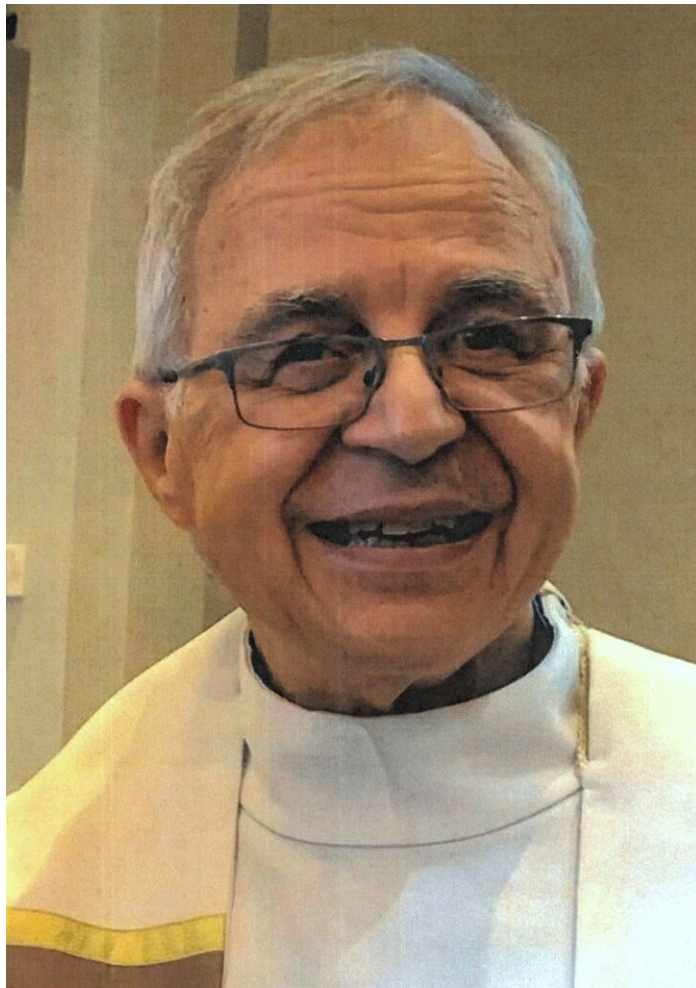
Very Satisfied

With our Customer Care Center, certified for excellence since 2015.



Dottie M. Lyerly, 80, of Columbia, South Carolina, passed away on July 22, 2022. She was born on June 27, 1942 in Gastonia, North Carolina.

Dottie was a graduate of Ashley High School in Gastonia, Newberry College and earned a Masters degree in religious education from Lutheran Theological Southern Seminary in Columbia, SC. Dottie and her husband, Reverend Gary Lyerly, were married for fifty five years and had one son, Cory.



Reverend Eddie Cloma Miller Jr., 74, passed away on August 8, 2022. He was born on December 5, 1947 in Newberry, South Carolina. Eddie graduated from Newberry High School in 1966 and served in the United States Air Force after high school. He graduated from Newberry College and then earned a Masters of Divinity at the Lutheran Theological Southern Seminary in Columbia, South Carolina.

Eddie served as pastor at St. Marks and Corinth Lutheran churches in Saluda, SC, and then as a Chaplain in the US Army at Fort Polk in Leesville, Louisiana. Pastor Ed served St. Michael's Lutheran Church in Moncks Corner, South Carolina, Trinity and Saint Nicholas Lutheran Churches in Fairfax South Carolina, St. James-Summit Lutheran Church in Leesville, South Carolina, and Mt. Pleasant Lutheran Church, in Saluda, South Carolina. He retired from Mt. Pleasant and then served as Stated Supply Pastor at Faith Lutheran Church, Newberry, South Carolina. Reverend Eddie Miller and Katheryn Power, who was the love of his life, were married for thirty one years.



June Olivia Moore Fulmer, 86, widow of the Reverend G. Alvin Fulmer, passed away on August 12, 2022.

She was born on November 9, 1935 in Newberry, South Carolina. June and Alvin had three children, Valerie, Steven, and Beth. June especially enjoyed time with her grandchildren and great-grandchildren.



Reverend Steven Douglas Jackson, 65, of Newberry, South Carolina, passed away on October 8, 2022.

He was born on February 16, 1957 in Key West, Florida.

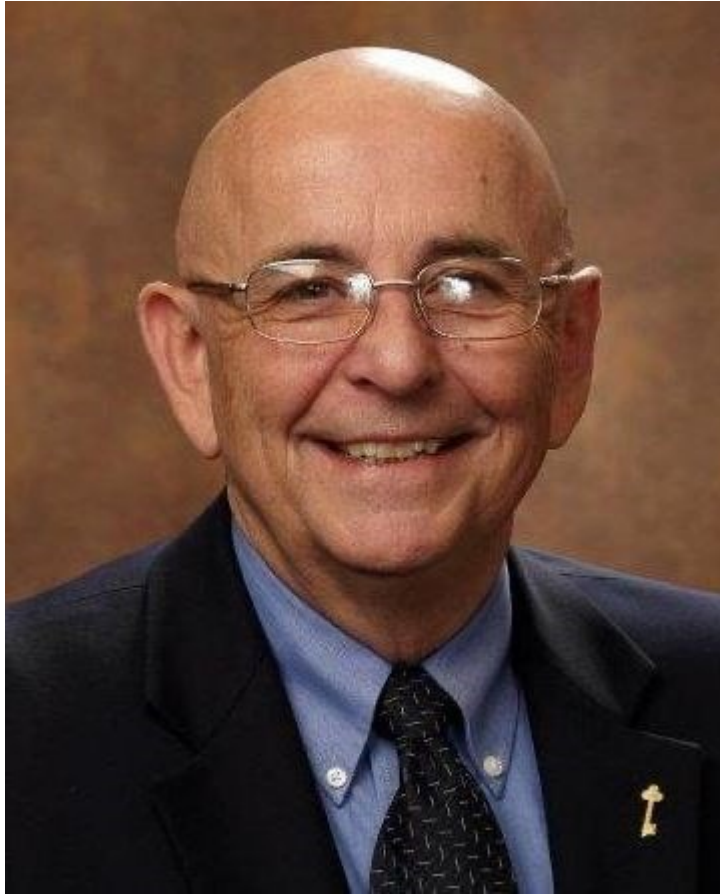
Steven was a graduate of Newberry College and earned his Master of Divinity from the Lutheran Theological Southern Seminary in Columbia, South Carolina. He served as pastor at Bethlehem Lutheran Church in Pomaria, South Carolina, Silverstreet Lutheran in Silverstreet, South Carolina, and served at St. Matthew's Lutheran in Pomaria, South Carolina.

Steven faithfully served on the Pomaria Rescue Squad, the Pomaria Fire Department, and served as a chaplain and reserve officer with the Newberry County Sheriff's Office.



The Reverend Dr. Larry S. Long, 82, passed away on November 24, 2022. He was born May 20, 1940 in Lexington, South Carolina . He graduated from Lexington High School and Newberry College. Larry received his Master of Divinity at Lutheran Theological Southern Seminary in Columbia, South Carolina and his Doctorate of Ministry from Drew University.

Larry served as pastor at Ebenezer Lutheran Church in Columbia, South Carolina, Pilgrim Lutheran Church in Lexington, South Carolina, Holy Trinity Lutheran Church in North Augusta, South Carolina, Good Shepherd Lutheran Church in Columbia, South Carolina and St. Stephen's Lutheran Church, Lexington, South Carolina. He served as director of Church Relations/Major Gifts for Lutheran Family Services of the Carolinas. He was married to Bonnie Roof Long for almost sixty years. They have two children, Keith and Kelly, and two grandchildren.

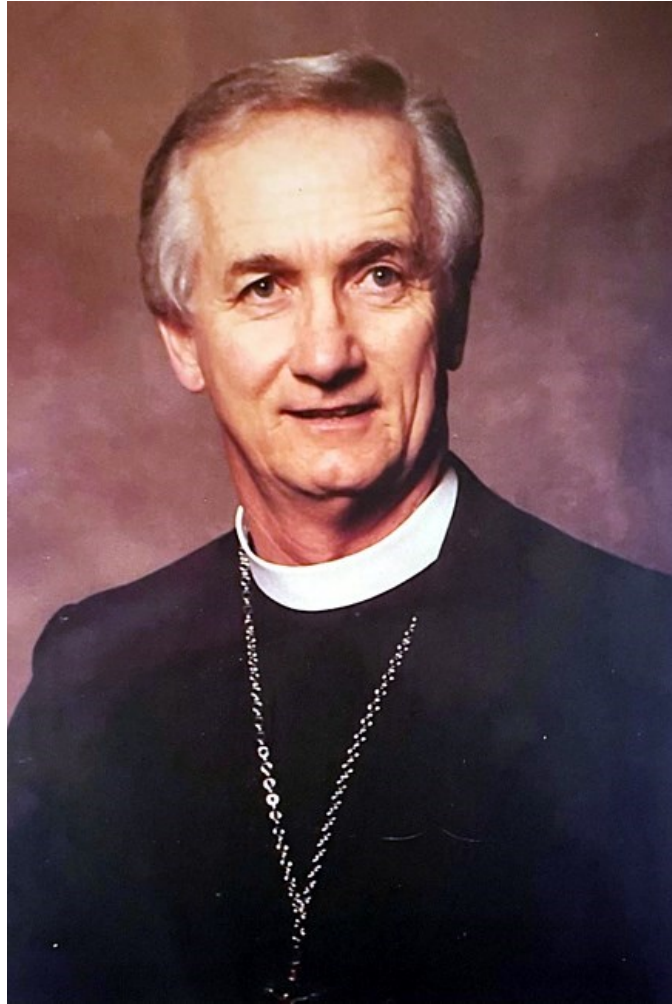


The Reverend Robert G. Coon, 76, passed away on November 18, 2022. Bob was born on August 28, 1946 in Lincolnton, North Carolina . He attended and graduated from West Lincoln High School in Lincoln, North Carolina, Lenoir-Rhyne College in Hickory, North Carolina and earned his Masters of Divinity from Lutheran Theological Southern Seminary in Columbia, South Carolina.

Bob served as pastor at Trinity Lutheran Church in Greenville, South Carolina for thirty three years. He then served as CEO of Lutheran Homes of South Carolina Foundation. He and his wife, Ann Coon, were married for fifty four years and have two children Elizabeth and Bob, as well as eight grandchildren.



Reverend James Heinley Nichols, 87, passed away on Monday, January 2, 2023. He was born on February 9, 1935 in Williamsport, Pennsylvania. Jim served as pastor at Mount Hope Lutheran in Shiloh, Ohio, Jerusalem Lutheran Church in Seville Ohio, and Reformation Lutheran in Columbia, South Carolina. Jim also served as Assistant to the Bishop of the Ohio Synod Office. He also served as Director and Retreat Leader at Yokefellow Institute in Richmond Indiana and as Executive Director for Central South Carolina Habitat for Humanity in Columbia South Carolina. Jim served as interim pastor for various churches throughout the midlands of South Carolina and continued to supply as he was able until 2022. He especially appreciated serving as supply pastor for St. Barnabas Episcopal Church in Jenkinsville, South Carolina.



Reverend Dr. Jacob Harry Crout, 86, passed away on Monday, January 9, 2023. He was born on September 23, 1936.

He received a Bachelor of Arts Degree from Furman University in Greenville, South Carolina, a Master of Divinity Degree from the Lutheran Theological Southern Seminary in Columbia, South Carolina and his Honorary Doctor of Divinity Degree from Newberry College in Newberry, South Carolina. He served as pastor of Ebenezer Lutheran Church Columbia, South Carolina, supply pastor at Holy Trinity Lutheran Church, pastor at Trinity Lutheran Church, pastor at St. Paul Lutheran Church, and as interim pastor at Silverstreet Lutheran Church.

He and his wife, Joyce Lord Crout had two sons, David and John and two grandchildren.



Reverend Everett Lewis Lineberger, 93, of Inman passed away on February 11, 2023. He was born on February 16, 1929, near Dallas, North Carolina.

Pastor Lineberger served as pastor of Saint John's Lutheran Church in Spartanburg, South Carolina, at Grace Rock Hill in South Carolina, and Redeemer in Charleston, South Carolina. He was named Pastor Emeritus of Saint John's in 1992.

He and his wife Elizabeth Ann Dry Lineberger were married for sixty five years and had three children, Deborah, Stephen, and John, as well as eight grandchildren.



Reverend Dr. Martin Fredrick Saarinen, 93, of Newberry, South Carolina passed away on April 1, 2023. He was born on July 6, 1929 in Portland, Oregon.

He earned degrees from the University of Minnesota, Suomi Theological Seminary, Wisconsin State University, Hamma School of Theology and Hamilton University. He was ordained into ministry by the Finnish Evangelical Lutheran Church in America. He served as pastor at bilingual Lutheran parishes in Brule, Wisconsin and Ashtabula, Ohio.

He also served as a developer and then as a campus chaplain at Suomi College. After serving as Assistant to the President of the Ohio Synod, Lutheran Church in America, he joined the faculty of Lutheran Theological Southern Seminary, in Columbia South Carolina. He consulted and served as interim pastor as well. Martin has many beloved family members, including his wife Marilyn and their son Erik.