

MINUTES

South Carolina Synod
Evangelical Lutheran Church in America
Thirty-sixth Assembly

199th Annual Meeting
of the
Lutheran Church in South Carolina

Online
Columbia, South Carolina
June 8, 2024



Like Good Stewards

**South Carolina Synod
Assembly 2024**

“Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received.” 1 Peter 4:10

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**SOUTH CAROLINA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA
MINUTES
THIRTY-SEVENTH ASSEMBLY
June 8, 2024
Virtual Assembly using the Lumi Platform**

Our theme: “Like Good Stewards”

“Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received”

1 Peter 4:8-11

Working with the overall theme, “Like Good Stewards,” we have identified three subthemes to highlight. In our very own ELW, hymns under the title Stewardship are also referenced under Creation, Offering, and Justice & Peace. These three subthemes will be the areas that we will delve into throughout the day. We will be sharing stories from across the Synod of how congregations, organizations, and individuals are being good stewards of their gifts and resources to care for creation, to give financially, and to work towards justice and peace.

2024 PRE-ASSEMBLY ONLINE SESSIONS

Bible Studies on Stewardship

with Dr. Mark Allen Powell, author, *Giving to God, The Bible’s Good News about Living a Generous Life*.

“Biblical Stewardship is Good News” – Tuesday, May 7, 2024, at 7:00 p.m.

“Stewarding Creation” – Tuesday, May 14, 2024, at 7:00 p.m.

“Offering” – Tuesday, May 21, 2024, at 7:00 p.m.

“Peace and Justice” – Tuesday, May 28, 2024, at 7:00 p.m.

Mission Funding/Spending Plan Information

with Raymond Hendrix and Cindy Davis

Sunday, June 2 at 5:00 p.m.

Compensation Guidelines Information Session

with Rev. Jason Antley, Rev. Heather Apel, and Rev. Fred Klinker

Tuesday, June 4 at 7:00 p.m.

Test Your Tech Session

With Lumi Platform

Thursday, June 6 from 6:30 - 8:30 p.m.

Live Orientation for New and Returning Voting Members

with Bishop Virginia Aebischer and Lumi Tech Support

Thursday, June 6 at 6:30 p.m. and 7:00 p.m.

**FIRST SESSION
Saturday, June 8, 2024
9:00 a.m.**

ORDER FOR OPENING OF SYNOD ASSEMBLY

The Thirty-Seventh Annual Assembly of the South Carolina (SC) Synod of the Evangelical Lutheran Church in America (ELCA) was held via Zoom June 8, 2024.

Bishop Aebischer conducted the Order for Opening a Synod Assembly.

OPENING WORSHIP

Bishop Aebischer presented the Opening Worship Video.

Bishop Aebischer thanked the Campus Pastors and college students for leading the worship.

WELCOME AND ANNOUNCEMENTS

Bishop Aebischer welcomed the voting members, visitors, and guests to the assembly.

Bishop Aebischer called on Secretary Ozzie Herlong.

Secretary Herlong shared the announcements.

- The Synod Council designated the offerings from the 2024 Assembly to Campus Ministries across the synod. Food insecurity is a real issue for many students in Campus Ministry. Feeding ministries are vital. Sharing a meal is a powerful means of welcoming people and creating community and life-giving work. We hope all congregations found a special way to gather their assembly offering and send it to be a part of the very important ministry of feeding the young adults on our college campuses across South Carolina. Your generosity furthers this mission. It is tangible grace and love!
- There are several ways to participate in the offering.
 - Mail your offering for Campus Ministry to the Synod Office at 1003 Richland St, Columbia SC 29201. Please mark your check “Assembly Offering.”
 - Visit the synod website - <https://scsynod.com/assembly/> and click “Assembly Offering.”
 - Give via text. Simply text the word “give” to 864-383-1482. After following the instructions to set up your payment information, text the whole dollar amount you wish to give and the word “Offering.”
 - Scan the QR code on your screen.
- Resolutions which could not have reasonably been submitted before the May 23rd deadline may be submitted to the Committee of Reference and Counsel for consideration no later than today at 10:15 am. For details, please see the notes from Synod Council at the end of the agenda. A form for submitting resolutions is available in the assembly documents on the synod website.
- We ask anyone bringing a nomination from the floor to email Charlene Fink at charlene@scsynod.com. Provide the nominee’s position, name, email and phone number so the Conduct of Elections committee can reach out to the nominee and see if they accept the nomination. The nominee is asked to complete the biographical information form found on the website and submit it no later than 10:45 am.

ORGANIZATION OF ASSEMBLY

Adoption of Agenda

Bishop Aebischer called on Ms. Wendy Davidson, Assembly Manager and Chair of the Committee on Agenda and Program.

Ms. Davidson presented the recommendations related to the agenda and program for the 2024 SC Synod Assembly.

Ms. Davidson presented the following recommendations from the Committee on Agenda and Program:

1. That nominations from the floor of candidates for any elections held at this 2024 assembly be accompanied by the requested biographical data on the official form provided for that purpose;
2. That the Committee of Reference and Counsel receive no motions or resolutions after Saturday, June 8, 2024 at 10:15 a.m.;
3. That the bar of the synod be designated as the registered voting members participating in this online assembly;
4. That the bishop, as presiding officer, be given the 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 2024 Assembly of the South Carolina Synod of the Evangelical Lutheran Church in America.

Bishop Aebischer called for a vote on the adoption *en bloc* for these recommendations.

Assembly

ACTION:

SA24.06.01. To adopt recommendations one through five.

Yes – 248; No - 0

Appointment of Assembly Committees and Parliamentarian

Bishop Aebischer appointed the 2024 assembly committees and the chairs of each committee.

The Rev. Henry M. Moody was appointed Parliamentarian.

Agenda and Program Committee: Wendy Davidson, Assembly Manager, and Deacon Sarah Bowers, Creative Assistant

Registration: Katherine Davidson

Worship & Music Leadership Team: The Rev. Jesse Canniff-Kuhn, Co-Chaplain; The Rev. John Kestner, Co-Chaplain, The Rev. Rebecca Wicker, Necrologist.

Communications and A/V Technology: Neal Fischer, Director of Communications Lumi Global, The Rev. Michele Fischer, Mrs. Celie Addy, The Rev. Lisa Isenhower.

South Carolina Synod Council:

Bishop Ginny Aebischer
Deacon Lexanne Graves
The Rev. Ozzie Herlong
Mr. Raymond Hendrix
Ben Bernstein
Sheila Caughman
Daniel Crofts
Cindy Davis
Tex Davis

Randy Fellers
The Rev. Joanna Gragg
LaVone Griffin
Virginia Herlong
The Rev. Rachel Hoffman
Deacon Katie Justice
The Rev. Josh Kestner
Mary Katherine King
Becky Koch

The Rev. Bobby Morris
William Newmyer
Hunter Prest
Joyce Rose-Harris
Kathy Riggan
Jeffrey Stringer
The Rev. Carl Taylor
Beth Trump

2024 New Leaders to the SC Synod:

The Rev. Robb Harrell
The Rev. Ron Philabaum

The Rev. Jenny Pratt
The Rev. William Strand

Deacon Beth Barkhau
Deacon Chris St. Clair

Nominating Committee:

Deacon Sandra Holland, Chair
The Rev. Carl Taylor
Elliott Cox
Linda Albert

Richard Delap
Robert Epting
Silke Pyrlík
Zach Lindler

Deacon Deborah Poole
Deacon Katie Holland
The Rev. Christopher Girardeau

Conduct of Elections Committee:

The Rev. Rachel Hoffman, Co-chair
The Rev. Mike Watson, Co-chair

The Rev. Angela Jennings
Charlene Fink, Staff

Committee of Reference and Counsel:

The Rev. Gregg Hoffman, Chair
The Rev. Hank Moody,
Parliamentarian

The Rev. Christina Johnson
Randy Fellers
The Rev. Fred Klinker

Deacon Ashlyn Cox
The Rev. Emily Hartmann
The Rev. Ozzie Herlong

Assembly

ACTION:

SA24.06.02.

To adopt the recommendation.

Yes – 252; No - 2

REPORT OF SYNOD COUNCIL

(Part I of four parts)

Bishop Aebischer called on Deacon Lexanne Graves, Vice President.

Vice President Graves called on Secretary Herlong to present the Report of the Synod Council.

Secretary Herlong presented the Constitutional Provisions, Bylaws & Continuing Resolutions to guide South Carolina Synod Assemblies, Constitution, Bylaws, and Continuing Resolutions, South Carolina Synod. (MIN pp. 121-127)

No action was required by the assembly.

Secretary Herlong made the recommendation to adopt “Mission Funding and Spending Plan Procedures (Budget Procedures)” to guide the adoption of the 2025-2026 Mission Funding and Spending Plan (Budget). (MIN pp. 135-136)

Mission Funding and Spending Plan Procedures

Should a 2024 SC Synod Assembly (“Assembly”) voting member desire to propose amendment of 2025-2026 Mission Funding and Spending Plan (“The Plan”), the following procedures will be followed for a proposed amendment to be considered “properly submitted.”

- a. Any proposed amendment to The Plan that increases a current program’s expense allocation, or that adds a new current program expense allocation proposal to The Plan, must include a corresponding decrease in some other current program proposal in the same amount; or identify an increase in revenues to offset the proposed expense.
- b. Proposed amendments to The Plan must be submitted to the secretary of the synod by 9:00 a.m. on June 5, 2024.
- c. Each proposed amendment or resolution to amend must be submitted using the synod’s on-line form.
- d. Each proposed amendment or resolution to amend must be cosponsored by not fewer than ten additional 2024 Assembly voting members. The voting member submitting the proposed amendment or resolution to amend must provide the name and telephone number of each cosponsor.
- e. The Synod Finance Committee shall meet at 11:00 a.m. on June 5, 2024, to consider each properly submitted amendment proposal. Synod Finance committee shall prepare a recommendation concerning each properly proposed amendment after considering the implications of said amendment if adopted by the voting members of the Assembly.
- f. During the consideration of The Plan by the Assembly, the Treasurer or Finance Committee shall report on the implication of each properly proposed amendments or resolutions to amend The Plan. This report will contain a recommendation from the Synod Finance Committee to the Assembly voting members.

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

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

Constitution, Bylaws and Continuing Resolutions, South Carolina Synod

Assembly

ACTION:

SA24.06.03. To adopt the recommendation

Yes – 248; No - 2

Bishop Aebischer thanked Secretary Herlong.

Bishop Aebischer called on Vice President Lexanne Graves.

Vice President Graves called on Neal Fischer who presented a video of the proposed 2025 Compensation Guidelines for Rostered Ministers for review by the assembly. (Recommendation: MIN pp. 120-121.; Guidelines: MIN pp. 197-227.)

Bishop Aebischer thanked Vice President Graves.

REPORT OF THE NOMINATING COMMITTEE

Bishop Aebischer reminded the assembly that nominations from the floor must include a completed biographical information form. This form is posted on the Lumi platform or available on the website in the documents section and should be submitted by email no later than 10:45 a.m.

Bishop Aebischer called on Deacon Sandra Holland, chair of the Nominating Committee.

Deacon Holland presented the Report of the Nominating Committee.

Synod Council – Lay Woman Northern Area - Term Ending 2027 (Elect 1)

Norma Price

Ellen Girardeau

Synod Council – Rostered Minister At Large - Term Ending 2027 (Elect 1)

Bobby Morris

Megan Lineberger

Synod Council – Lay Man Central Area - Term Ending 2027 (Elect 1)

Tex Davis
Russell Pye

Synod Council – Lay Woman At Large - Term Ending 2027 (Elect 1)

Nancy Appel
Colleen Hilton

Synod Council – Lay Man At Large - Term Ending 2027 (Elect 1)

Bernie Lee
David Bouknight

Synod Council – Rostered Minister Eastern Area - Term Ending 2027 (Elect 1)

Christina Johnson
Mary Finklea

Committee on Discipline – Rostered Minister Man - Term Ending 2030 (Elect 1)

Christopher Shealy
Christopher Girardeau

Committee on Discipline – Rostered Minister Woman - Term Ending 2030 (Elect 1)

Rebecca Lord Phillips
Mary Anderson

Committee on Discipline – Lay Man - Term Ending 2030 (Elect 1)

Ashley Leaphart
Fred Baus

Committee on Discipline – Lay Woman - Term Ending 2030 (Elect 1)

Karen Kasting
Shanna Cisson

Consultation Committee – Rostered Minister Man - Term Ending 2030 (Elect 1)

Nathan Rice
William Strand

Consultation Committee – Rostered Minister Woman - Term Ending 2030 (Elect 1)

Rachel Connelly
Elise Stringer

Consultation Committee – Lay Man - Term Ending 2030 (Elect 1)

Craig Wheatley
Calvin Harmon

Consultation Committee – Lay Woman - Term Ending 2030 (Elect 1)

Mary Ann Shealy
Silke Pyrlik

Mission Endowment Fund Grant Committee – Lay Man - Term Ending 2027 (Elect 1)

Danny Koon
David Potts

Mission Endowment Fund Grant Committee – Lay Woman - Term Ending 2027 (Elect 1)

Katrina Bernsdorff
Lura Godfrey

SC Lutheran Retreat Centers – Rostered Minister – Term Ending 2027 (Elect 1)

Rebecca Wicker
David Coffman

2025 ELCA Churchwide Assembly – Lay Man - (Elect 3)

Neal Fischer
Calvin Harmon
Ron Walrath
Michael Kuhrau
Hunter Prest
Nicholas Caughman

2025 ELCA Churchwide Assembly – Lay Woman - (Elect 2)

Bethany Boyd
Marie Tidwell
Silke Pyrlík
Susan McArver

2025 ELCA Churchwide Assembly– Rostered Minister Man - (Elect 1)

Josh Knutson
Christopher Girardeau

2025 ELCA Churchwide Assembly– Rostered Minister Woman - (Elect 1)

Sarah Bowers
Maria Miller

2025 ELCA Churchwide Assembly– Youth/Young Adult - (Elect 1)

Tatyanna Chapman
Jason Costlow
Samuel Dowd, Lutheran Church of the Redeemer, Charleston (nominated from the floor)

2025 ELCA Churchwide Assembly– Person of Color/Language Other Than English - (Elect 1)

Thulie Beresford
Carl Taylor

Bishop Aebischer called for any additional nominations from the floor after each position was announced.

Bishop Aebischer declared the nominations closed.

Bishop Aebischer asked for a motion for the nomination to be closed.

Sam Gibson, Pomaria, Pomaria, moved that the nominations be closed.

The motion was seconded.

Bishop Aebischer thanked Deacon Holland and the Nominating Committee for their work.

Bishop Aebischer called for the vote.

Assembly

ACTION:

SA24.06.04. To close nominations.

Yes – 253; No – 1

MINISTRY SPOTLIGHT – Stewarding Creation

Bishop Aebischer called on Neal Fischer to present the video on Stewarding Creation.

The video was presented to the assembly.

Bethlehem Lutheran Church, Irmo visited Bowers Farm in Pomaria, SC. Deacon Sarah Bowers, co-steward of Bowers Farm gave them an introduction and tour of the farm and their farming practices and was able to share about how their care for the land and animals is directly connected to their faith. This video highlights the importance of care for creation in small and big ways and how we as people of faith, if we love God, then we should love God's creation, all of it, from the soil up!

Bishop Aebischer expressed thanks to Deacon Sarah Bowers and Bethlehem Lutheran Church for sharing this Care of Creation story.

INTRODUCTION OF NEW LEADERS TO THE SOUTH CAROLINA SYNOD

Bishop Aebischer called on Neal Fischer to present the video on New Leaders to the SC Synod.

The video was presented to the assembly.

The Rev. Robb Harrell – St. John’s, Charleston
The Rev. Ron Philabaum – Mt. Horeb, Chapin
The Rev. Jenny Pratt, Retired
The Rev. William Strand – St. Mark & Corinth
Deacon Beth Barkhau, Retired
Deacon Chris St.Clair – Joy, Moore

New leaders introduced themselves by responding to the question, “What does it mean to be a good steward?”

Bishop Aebischer thanked the pastors for their leadership.

MINISTRY SPOTLIGHT – Lutheran Theological Southern Seminary

Bishop Aebischer called on Neal Fischer to present the video, Lutheran Theological Southern Seminary.

The video was presented to the assembly, featuring The Rev. Dr. Chad Rimmer, Rector and Dean.

Bishop Aebischer expressed thanks to Dr. Rimmer for his updates and led the assembly in prayer.

REPORT FROM THE ELCA

Bishop Aebischer called on Neal Fischer to present the video from Presiding Bishop Elizabeth Eaton, Evangelical Lutheran Church in America.

The video was presented to the assembly.

MINISTRY SPOTLIGHT – South Carolina Lutheran Retreat Centers

Bishop Aebischer called on Neal Fischer to present the video from South Carolina Lutheran Retreat Centers.

The video was presented to the assembly, featuring Ms. Jane Holmes, President of the Board of Trustees.

Bishop Aebischer expressed thanks for the ministry of the South Carolina Lutheran Retreat Centers.

MINISTRY SPOTLIGHT – Lutheran Disaster Response

Bishop Aebischer called on Neal Fischer to present the video on Lutheran Disaster Response.

The video was presented to the assembly, featuring Rev. Ray Sipe and Rev. Ruth Ann Sipe, Coordinators for Lutheran Disaster Response in the Carolinas.

Disaster preparedness, a major emphasis of the work of Lutheran Disaster Response of the Carolinas, is rooted in stewardship. When individuals, families, and congregations are prepared, they are able to care for themselves and to help others in need when a disaster occurs. For more information, or to join the LDR Carolinas network, contact Pastors Ray and Ruth Ann Sipe (ray@ldrcarolinas.org and ruthann@ldrcarolinas.org).

Bishop Aebischer expressed thanks for the ministry of Lutheran Disaster Response.

BREAK

Video on Global Refuge.

Video was presented on “sumud” which in Arabic is translated “steadfastness” or “steadfast perseverance” for justice in Palestine and Israel.

SECOND SESSION
Saturday, June 8, 2024
10:50 a.m.

MINISTRY SPOTLIGHT – Lutheran Homes in South Carolina

Bishop Aebischer called on Neal Fischer to present the video on Lutheran Homes in South Carolina.

The video was presented to the assembly about a family's journey and the impact of Lutheran Homes of South Carolina.

Bishop Aebischer expressed thanks for the ministry of Lutheran Homes.

MINISTRY SPOTLIGHT – Pickle Jar

Bishop Aebischer called on Neal Fischer to present the video on pickle jar ministry.

The video was presented to the assembly, featuring a ministry story from Christus Victor, Columbia, involving children in the stewardship of giving.

Bishop Aebischer expressed thanks to the children and families of Christus Victor for their pickle jar ministry.

REPORT OF SYNOD COUNCIL
(Part II of four parts)

Bishop Aebischer called on Neal Fischer to present the video.

The video was presented to the assembly.

Mr. Hendrix gave the Report of the Treasurer. (MIN pp. 109-117) Treasurer Hendrix expressed thanks to his wife, Julie, for her support and to Charlene Fink, Synod Accountant.

Ms. Davis presented the proposed 2025-2026 Mission Funding and Spending Plan for the fiscal year February 1, 2025, through January 31, 2026, for review by the assembly. (MIN pp. 136-138)

Bishop Aebischer thanked Mr. Hendrix and Ms. Davis.

REPORT OF REGISTRATION

Bishop Aebischer called on Secretary Herlong for the report of registration.

Secretary Herlong reported that on June 8, 2024, at 11:02 a.m. there were 283 voting members present.

Bishop Aebischer thanked Secretary Herlong.

GENERAL ELECTION FIRST BALLOT

Bishop Aebischer led the assembly in prayer for the general elections.

Bishop Aebischer called on the Rev. Rachel Hoffman and the Rev. Mike Watson, Co-chairs of the Conduct of Elections Committee to lead the election process and thanked them for their work.

Pr. Hoffman and Pr. Watson alternated announcing each position on the first ballot for general elections.

Synod Council – Lay Woman Northern Area - Term Ending 2027 (Elect 1)

Number of Votes Cast.....	255
Number of Votes Declared Illegal	0
Number of Legal Votes Cast.....	255
Number Necessary to Elect.....	128
To Be Elected	1

Ellen Girardeau..... 130

Norma Price..... 125

Bishop Aebischer declared Ellen Girardeau elected.

Synod Council – Rostered Minister At Large - Term Ending 2027 (Elect 1)

Number of Votes Cast..... 257
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 257
Number Necessary to Elect..... 129
To Be Elected 1

Megan Lineberger..... 161
Bobby Morris..... 96

Bishop Aebischer declared Megan Lineberger elected.

Synod Council – Lay Man Central Area - Term Ending 2027 (Elect 1)

Number of Votes Cast..... 256
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 256
Number Necessary to Elect..... 129
To Be Elected 1

Tex Davis..... 159
Russell Pye 97

Bishop Aebischer declared Tex Davis elected.

Synod Council – Lay Woman At Large - Term Ending 2027 (Elect 1)

Number of Votes Cast..... 228
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 228
Number Necessary to Elect..... 115
To Be Elected 1

Nancy Appel..... 118
Colleen Hilton..... 110

Bishop Aebischer declared Nancy Appel elected.

Synod Council – Lay Man At Large - Term Ending 2027 (Elect 1)

Number of Votes Cast..... 250
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 250
Number Necessary to Elect..... 126
To Be Elected 1

Bernie Lee..... 127
David Bouknight..... 123

Bishop Aebischer declared Bernie Lee elected.

Synod Council – Rostered Minister Eastern Area - Term Ending 2027 (Elect 1)

Number of Votes Cast..... 263
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 263
Number Necessary to Elect..... 132
To Be Elected 1

Mary Finklea..... 182
Christina Johnson..... 81

Bishop Aebischer declared Mary Finklea elected.

Committee on Discipline – Rostered Minister Man - Term Ending 2030 (Elect 1)

Number of Votes Cast..... 259
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 259
Number Necessary to Elect..... 130
To Be Elected 1

Christopher Shealy..... 144
Christopher Girardeau..... 115

Bishop Aebischer declared Christopher Shealy elected.

Committee on Discipline – Rostered Minister Woman - Term Ending 2030 (Elect 1)

Number of Votes Cast..... 260
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 260
Number Necessary to Elect..... 131
To Be Elected 1

Rebecca Lord Phillips..... 141
Mary Anderson..... 119

Bishop Aebischer declared Rebecca Lord Phillips elected.

Committee on Discipline – Lay Man - Term Ending 2030 (Elect 1)

Number of Votes Cast..... 249
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 249
Number Necessary to Elect..... 125
To Be Elected 1

Ashley Leaphart..... 148
Fred Baus..... 101

Bishop Aebischer declared Ashley Leaphart elected.

Committee on Discipline – Lay Woman - Term Ending 2030 (Elect 1)

Number of Votes Cast..... 244
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 244
Number Necessary to Elect..... 123
To Be Elected 1

Karen Kasting 140
Shanna Cisson..... 104

Bishop Aebischer declared Karen Kasting elected.

Consultation Committee – Rostered Minister Man - Term Ending 2030 (Elect 1)

Number of Votes Cast..... 256
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 256
Number Necessary to Elect..... 129
To Be Elected 1

Nathan Rice 188
William Strand..... 68

Bishop Aebischer declared Nathan Rice elected.

Consultation Committee – Rostered Minister Woman - Term Ending 2030 (Elect 1)

Number of Votes Cast..... 249
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 249
Number Necessary to Elect..... 125
To Be Elected 1

Rachel Connelly..... 164
Elise Stringer 85

Bishop Aebischer declared Rachel Connelly elected.

Consultation Committee – Lay Man - Term Ending 2030 (Elect 1)

Number of Votes Cast..... 241
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 241
Number Necessary to Elect..... 121
To Be Elected 1

Calvin Harmon 135
Craig Wheatley 106

Bishop Aebischer declared Calvin Harmon elected.

Consultation Committee – Lay Woman - Term Ending 2030 (Elect 1)

Number of Votes Cast..... 253
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 253
Number Necessary to Elect..... 127
To Be Elected 1

Mary Ann Shealy..... 139
Silke Pyrlik 114

Bishop Aebischer declared Mary Ann Shealy elected.

Mission Endowment Fund Grant Committee – Lay Man - Term Ending 2027 (Elect 1)

Number of Votes Cast..... 247
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 247
Number Necessary to Elect..... 124
To Be Elected 1

Danny Koon..... 170
David Potts 77

Bishop Aebischer declared Danny Koon elected.

Mission Endowment Fund Grant Committee – Lay Woman - Term Ending 2027 (Elect 1)

Number of Votes Cast..... 244
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 244
Number Necessary to Elect..... 123
To Be Elected 1

Lura Godfrey 140
Katrina Bernsdorff..... 104

Bishop Aebischer declared Lura Godfrey elected.

SC Lutheran Retreat Centers – Rostered Minister – Term Ending 2027 (Elect 1)

Number of Votes Cast..... 259
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 259
Number Necessary to Elect..... 130
To Be Elected 1

Rebecca Wicker 135
David Coffman 124

Bishop Aebischer declared Rebecca Wicker elected.

2025 ELCA Churchwide Assembly – Lay Man - (Elect 3)

Number of Votes Cast..... 254
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 254
Number Necessary to Elect..... 128
To Be Elected 3

Neal Fischer 174
Ron Walrath..... 139
Hunter Prest 133
Nicholas Caughman..... 116
Calvin Harmon 105
Michael Kuhrau 50

Bishop Aebischer declared Neal Fischer, Ron Walrath, and Hunter Prest elected.

2025 ELCA Churchwide Assembly – Lay Woman - (Elect 2)

Number of Votes Cast..... 254
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 254
Number Necessary to Elect..... 128
To Be Elected 2

Susan McArver 180
Silke Pyrlik 148
Marie Tidwell 108
Bethany Boyd 62

Bishop Aebischer declared Susan McArver and Silke Pyrlik elected.

2025 ELCA Churchwide Assembly– Rostered Minister Man - (Elect 1)

Number of Votes Cast..... 257
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 257
Number Necessary to Elect..... 129
To Be Elected 1

Josh Knutson..... 156
Christopher Girardeau..... 101

Bishop Aebischer declared Josh Knutson elected.

2025 ELCA Churchwide Assembly– Rostered Minister Woman - (Elect 1)

Number of Votes Cast..... 258
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 258
Number Necessary to Elect..... 130
To Be Elected 1

Sarah Bowers..... 175
Maria Miller..... 83

Bishop Aebischer declared Sarah Bowers elected.

2025 ELCA Churchwide Assembly– Youth/Young Adult - (Elect 1)

Number of Votes Cast..... 253
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 253
Number Necessary to Elect..... 127
To Be Elected 1

Tatyanna Chapman 110
Samuel Dowd 100
Jason Costlow 43

Bishop Aebischer declared Tatyanna Chapman and Samuel Dowd would be on the second ballot.

2025 ELCA Churchwide Assembly– Person of Color/Language Other Than English - (Elect 1)

Number of Votes Cast..... 257
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 257
Number Necessary to Elect..... 129
To Be Elected 1

Thulie Beresford 132
Carl Taylor..... 125

Bishop Aebischer declared Thulie Beresford elected.

Bishop Aebischer declared the elections completed and thanked Pr Hoffman and Pr Watson and the Conduct of Elections Committee.

MINISTRY SPOTLIGHT – South Carolina Women of the ELCA

Bishop Aebischer called on Neal Fischer to present the video on the South Carolina Women of the ELCA.

The video was presented to the assembly, featuring Risse Snelgrove, President.

Bishop Aebischer expressed thanks to Risse Snelgrove and all the women for their ministry.

REPORT OF THE COMMITTEE OF REFERENCE AND COUNSEL

(Part I of two parts)

Bishop Aebischer called on The Rev. Gregg Hoffman, Chair of the Committee of Reference and Counsel.

Pr Hoffman presented the resolution: “Communal Stewards of God’s Creation” submitted by The Rev. Michele Fischer. Pastor, St. John’s Lutheran Church-Irmo and Pomaria Lutheran Church, Pomaria, and The Rev. Kris Litman-Koon. Pastor, All Saints Lutheran Church, Mt Pleasant.

Resolution on Communal Stewards of God’s Creation

WHEREAS, scripture tells us “The earth is the Lord’s and all that is in it” (Psalm 24:1) and it proclaims “O Lord, how manifold are your works! In wisdom you have made them all; the earth is full of your creatures” (Psalm 104:24); and

WHEREAS, the testimony of scripture is that humanity is created in God’s image (see Gen. 1:27) – an image manifested in God’s love, care, and preservation of humanity – and humanity bears that image through its love, care, and preservation of all earthly habitants (see Gen. 2:15; 9:8ff); and

WHEREAS, human actions are driving the extinction of plants, animals, and insects that form the foundations of earth’s ecosystems, including threats to the habitats and the biodiversity of South Carolina; and

WHEREAS, science communicators state numerous reasons why humanity should have hope for a verdant and thriving future; and

WHEREAS, the 1993 ELCA Social Statement Caring for Creation: Vision, Hope, and Justice affirms that “we are called to care for the earth as God cares for the earth;” and recognizes that “action to counter [earth’s] degradation....is essential to the future of our children and our children’s children;” and declares that “each congregation should see itself as a center for exploring scriptural and theological foundations for caring for creation;” and that “as congregations and other expressions of this church, we will seek to incorporate the principles of sufficiency and sustainability in our life”; therefore, let it be

Resolved, that the South Carolina Synod Assembly set the goal of each congregation of this synod implementing at least one strategy to become better communal stewards of God’s magnificent creation. Possible actions that congregations can take include, but are not limited to:

- decrease or eliminate the use of single-use plastics and/or Styrofoam in congregational meals and functions;
- invite and encourage people to bring their own coffee mugs for the Sunday coffee hour;
- plant native plants of South Carolina on church property, such as Swamp Milkweed, Butterfly Weed, and other plants that support butterflies and bees;
- reduce the use of pesticides and weedkillers on church property;
- plant native trees around the property, giving special consideration to the unsurpassed biodiversity that’s fostered by oak trees, the leaves of which are the main food source of numerous insects and caterpillars;
- engage with ELCA resources related to Caring for Creation;
- engage with the resources offered by Lutherans Restoring Creation; and, be it finally

Resolved, that congregations of the South Carolina Synod are encouraged to share their communal stewardship initiatives with the synod’s Creation Care Task Force, with pictures, if possible, prior to the 2025 SC Synod Assembly.

Pr Hoffman called upon The Rev. Michelle Fischer, Co-author of the resolution.

Pr Fischer addressed the assembly.

Bishop Aebischer called for a vote for adoption.

Assembly

ACTION:

SA24.06.05. To adopt the resolution.

Yes – 234; No – 11

MINISTRY SPOTLIGHT – Newberry College

Bishop Aebischer called on Neal Fischer to present the video on Newberry College.

The video was presented to the assembly, featuring The Rev. David Coffman, Campus Pastor, and Scar, Newberry College mascot.

Bishop Aebischer expressed thanks to Pr David Coffman for his ministry at Newberry College.

REPORT OF SYNOD COUNCIL

(Part III of four parts)

Bishop Aebischer called on Secretary Herlong.

Secretary Herlong presented the Report of the Secretary. (MIN p. 108)

Secretary Herlong moved the adoption of the recommendation: In accordance with S7.32.A20.f. of the *Constitution, Bylaws and Continuing Resolutions of the South Carolina Synod, ELCA*, that two copies of the Minutes of the 2023 South Carolina Synod Assembly, which have been certified by the bishop and the secretary as the official protocol of that assembly, be approved and placed in the archives. (MIN, item 4, p. 134)

The motion was seconded.

Assembly

ACTION:

SA24.06.06. To adopt the recommendation.

Yes – 241; No – 2

Bishop Aebischer called on Secretary Herlong.

Secretary Herlong gave notice of the dates and locations of future assemblies. (BR p. 101)

2025 – June 12-14, Columbia SC

2026 – June 11-13, Columbia SC

2027 – June 12, Online

Secretary Herlong gave a report of the *Resolution on Living into the Unity of the Body of Christ* which was adopted at the South Carolina Synod Assembly, June 8-10, 2023. On August 26, 2023, the Synod Council received the resolution and affirmed the plans for implementation developed by Bishop Virginia Aebischer. (MIN, item 8, pp. 134-135)

South Carolina Synod receiving Curriculum Gift for 2024-2025

The SC Synod Bible Team began meeting in the summer of 2023 to consider ways to fulfill the work of the Resolution on Living into the Unity of the Body of Christ that was passed at the 2023 Synod Assembly. This Bible Team includes Josh Kestner, Josh Knutson, Shelley Allen, Steven Gallego, Kevin Ogilvie, Lisa Isenhower, Bobby Morris, Joanna Gragg, Libby Bedenbaugh, Arden Hallman, Heather Apel, Deborah Poole, Wayne Kannaday, Ginny Aebischer. For a time, it also included Mark Buchan. This team meets together monthly to explore options for how to best resource and support the work of Bible Study and to gather the SC Synod together in Unity around God's Word. Updates on our activity has been shared at each meeting of the SC Synod Council. Now we are happy to share the results of our work with all of you.

We are excited to share that this team is writing a curriculum that is being offered as a gift to the entire Synod for use in Sunday School classes or with small groups. We have divided the curriculum into two sections. Section 1 will be sent to all congregations in early May and can be used in August, September, October, November, December and January. Section 2 will be released later in the fall and is intended to be used between March 2025 through August 2025. The material will come as units of study that can be used over a period of several weeks but are not dated because we wanted to make it user friendly and allow each of you to determine when you wish to use each part, and to give you freedom to explore the topics for the weeks that your group needs. In Section 1 topics include: "Introduction to What the Bible is and What the Bible is not," "The Gospel of Luke," "Advent," "Christmas," "Revelation". This Bible Team is also working to produce the same topics in a version that could be used with youth classes. Be on the lookout for the first half of this gift in early May. Many thanks to the Bible Team for offering this to everyone in the SC Synod.

In addition, this Bible Team is working on a video concept that we hope to produce this spring using short clips to explore various Biblical questions as *Food for Thought* and an opportunity to *Feast on Faith*. This part of our work is, indeed, a work in progress. We hope to produce these short videos for use on social media and anticipate that you will see some of this in the near future. In the meantime, keep reading the Scriptures together and living God's Word in the world.

The Rev. Virginia S. Aebischer, Bishop
ELCA South Carolina Synod

Secretary Herlong expressed thanks to Carolyn Torrence and Virginia Herlong who assisted in the preparation of the *Minutes of the 2024 South Carolina Synod Assembly*.

MINISTRY SPOTLIGHT – Global Missions

Bishop Aebischer reported on the three companion synods of the South Carolina Synod:

- Japan Evangelical Lutheran Church
- Southwestern Diocese of the Evangelical Lutheran Church in Tanzania
- Evangelical Lutheran Church in Colombia (*Iglesia Evangelica Luterana de Colombia*)

REPORT OF REGISTRATION

Bishop Aebischer called on Secretary Herlong for the report of registration.

Secretary Herlong reported that on June 8, 2024, at 12:09 p.m. there were 283 registered voting members.

Bishop Aebischer thanked Secretary Herlong.

GENERAL ELECTION SECOND BALLOT

Bishop Aebischer led the assembly in prayer for the second ballot.

Bishop Aebischer called on the Rev. Rachel Hoffman, Co-chair of the Conduct of Elections Committee, to lead the election process.

Pr. Hoffman announced the position on the second ballot for general elections.

2025 ELCA Churchwide Assembly– Youth/Young Adult - (Elect 1)

Number of Votes Cast..... 244
Number of Votes Declared Illegal 0
Number of Legal Votes Cast..... 244
Number Necessary to Elect..... 123
To Be Elected 1

Tatyanna Chapman 133

Samuel Dowd 111

Bishop Aebischer declared Tatyanna Chapman elected.

MINISTRY SPOTLIGHT – Lutheran Services Carolinas

Bishop Aebischer called on Neal Fischer to present the video on Lutheran Services Carolinas.

The video was presented to the assembly.

Bishop Aebischer expressed thanks to Lutheran Services Carolinas for their partnership with our congregations.

Bishop Aebischer declared a recess for lunch at 12:30 p.m.

LUNCH

Video on Mission Funding/Spending Plan, with Raymond Henricks and Cindy Davis.

Video on the 2025 Compensation Guidelines for Rostered Ministers,
with The Rev. Jason Antley, The Rev. Heather Apel, and The Rev. Fred Klinker.

THIRD SESSION Saturday, June 8, 2024 1:05 p.m.

200th ANNIVERSARY OF SOUTH CAROLINA SYNOD ELCA

Bishop Aebischer called on Neal Fischer to present the video on the report of the 200th Anniversary Planning Team.

The video was presented to the assembly.

The video featured interviews with The Rev. Dr. James Aull, The Rev. David Donges, The Rev. Dr. Herman Yoos, and The Rev. Ginny Aebischer. These four bishops have served the South Carolina Synod since the formation of the Evangelical Lutheran Church in America.

The report of the 200th Anniversary Planning Team, The Rev. Mark Scott, Chair, is found on MIN p. 157.

Bishop Aebischer expressed thanks to the 200th Anniversary Committee.

CELEBRATION: 50th ANNIVERSARY OF ORDINATION

Bishop Aebischer called on Neal Fischer to present the video on 50th Anniversary of Ordination.

The video was presented to the assembly.

Earl R Schafer, ordained 1974, Sandy, retired.

MINISTRY SPOTLIGHT – More Justice is the Goal

REPORT OF THE VICE PRESIDENT

MINISTRY SPOTLIGHT – ELCA Foundation

REPORT OF DIRECTOR OF EVANGELICAL MISSION

REPORT OF SYNOD COUNCIL

The video was presented to the assembly.

Bishop Aebischer expressed thanks to Deacon Mitzie Schaffer and Pastor Nathan Gragg for the partnership we share with Novus Way.

REPORT OF THE OFFICE OF THE BISHOP

Bishop Aebischer presented the Report of the Bishop (MIN pp. 93-106).

MINISTRY SPOTLIGHT – Youth

Bishop Aebischer called on Neal Fischer to present the video on our South Carolina Lutheran Church Youth.

The video was presented to the assembly.

Bishop Aebischer expressed thanks to Kåre Burke and Hunter Prest.

MINISTRY SPOTLIGHT – J.R. Crumley Archives

Bishop Aebischer called on Neal Fischer to present the video on the Crumley Archives.

The video was presented to the assembly. “Unsung: A Chronical of Black Lutherans.”.

Bishop Aebischer expressed thanks to The Rev. Harvey Huntley and the Crumley Archives.

MINISTRY SPOTLIGHT – Global Refuge

Bishop Aebischer called on Neal Fischer to present the video on Global Refuge.

The video was presented to the assembly.

Bishop Aebischer expressed thanks to the Lutheran Immigration and Refuge Services.

SYNOD COUNCIL INSTALLATION

Bishop Aebischer called the current and newly elected members of the Synod Council to raise their hands and unmute to participate in the Installation.

Bishop Aebischer conducted the Order for Installation.

CLOSING WORSHIP

Bishop Aebischer called on Neal Fischer to present the closing worship video.

The video was presented to the assembly.

Bishop Aebischer thanked the Co-Chaplains, The Rev. Josh Kestner and The Rev. Jesse Canniff-Kuhn, and the students from Campus Ministries across the Synod.

FOR ALL THE SAINTS

Report of the Necrologist

Carolyn Crooks Bishop, born April 12, 1934, age 89, died July 17, 2023
Wife of Rev. Henri Bishop

Deacon Thomas Joseph O’Brien, born November 15, 1939, age 83, died July 29, 2023

Rev. Henry N. Brandt, born November 20, 1930, age 92, died September 1, 2023

Rev. Paul Allen Hirth, born October 22, 1938, age 84, died October 10, 2023

Rev. Kathy Elaine Hall Harris, born August 21, 1957, age 66, died November 13, 2023

Robert Frederick Gay, born May 11, 1946, age 77, died November 14, 2023
Husband of Rev. Mikki Gay

Rev. Dr. Carl M. Fischer, born February 4, 1933, age 90, died November 17, 2023

Jerry Dean Jennings, born October 4, 1946, age 77, died February 10, 2024
Husband of Rev. Angela Jennings

Dell Merchant Gunter, born September 17, 1947, age 76, died February 11, 2024
Wife of Rev. Rodney Gunter

Rev. James F. Shealy, born November 3, 1939, age 84, died February 28, 2024

Rev. Robert Earl McCombs Jr., born March 23, 1929, age 94, died March 2, 2024

Rev. James Rudolph (Fox) Fuchs), born July 10, 1931, age 92, died April 1, 2024

Faith Caroline Bunger Connelly, born June 16, 1932, age 91, died April 16, 2024
Wife of the late Rev. James R. Connelly

Rev. Jack D. Deal, born March 8, 1932, age 92, died May 26, 2024
Wife Carolyn Hollar Deal

Rev. George Baylis Corley, born July 9, 1924, age 99, died June 2, 2024
Wife Barbara Ruth Dennis Corley

Rev. Dr. Robert E. McCollum, born December 15, 1938, age 85, died June 3, 2024
Husband of Linda G. McCollum

Respectfully Submitted,
Rev. Rebecca G. Wicker, Necrologist

Bishop Aebischer announced that the Report of the Necrologist at the 2025 South Carolina Synod Assembly will include The Rev. Jack Deal, The Rev. George Corley, and The Rev. Robert McCollum.

REPORT OF THE COMMITTEE OF REFERENCE AND COUNSEL *(Part II of two parts)*

Bishop Aebischer called on The Rev. Gregg Hoffman, Chair of the Committee of Reference and Counsel.

Pr. Hoffman moved the adoption of *A Resolution of Thanks*.

A Resolution of Thanks 2024 Synod Assembly

WHEREAS this 199th Annual Meeting of the South Carolina Lutheran Synod of the Evangelical Lutheran Church in America has gathered in assembly online on June 8, 2024; therefore, be it

Resolved, that we acknowledge with thanks and gratitude the faithful work of all those whose diligent efforts have made this assembly possible; and be it further

Resolved, that we give thanks for the many expressions of the church and those who come to share the stories of God's love and acknowledge the healthy connection that we have to our institutions and organizations that proclaim the Gospel in word and deed; and be it further

Resolved, that we give thanks to our Lord and Savior, the Crucified and Risen Jesus Christ, the pioneer and perfecter of our faith, who has abundantly empowered the important work of this assembly, especially those who answered the call to be nominated for service through the electoral process to do the work of this church, the new synod leaders for their faithful witness and leadership, and all the faithful members of the congregations of this synod; and be it finally

2024 Synod Assembly Roster
of Voting Members

Home Congregation	Home Congregation City	Voting Member			
All Saints	Mt Pleasant	Rev.	Kris	Litman-Koon	Rostered Minister
All Saints	Mt Pleasant	Rev.	Ginger	Litman-Koon	Rostered Minister
All Saints	Mt Pleasant	Mrs.	Nancy	Appel	Lay Voting Member OVER 30
All Saints	Mt Pleasant	Mrs.	Kathy	Murphy	Lay Voting Member OVER 30
All Saints	Mt Pleasant	Mr.	Jay	Heiny	Lay Voting Member OVER 30
Ascension	Columbia	Rev.	Jackie	Utle	Rostered Minister
Bethany	Lexington	Mrs.	Virginia	Herlong	Synod Council/Rostered Synod Staff
Bethany	Lexington	Rev.	Ozzie	Herlong	Synod Council/Rostered Synod Staff
Bethany	Newberry	Deacon	Laura	Sharp-Waites	Rostered Minister
Bethel	White Rock	Rev.	Megan	Lineberger	Rostered Minister
Bethel	White Rock	Ms.	Donna	Brown	Lay Voting Member OVER 30
Bethel	White Rock	Mr.	Mike	Moore	Lay Voting Member OVER 30
Bethlehem	Leesville	Rev.	David	Edenfield	Rostered Minister
Bethlehem	Pomaria	Mrs.	Barbara	Ware	Lay Voting Member OVER 30
Bethlehem	Pomaria	Deacon	Sarah	Bowers	Synod Council/Rostered Synod Staff
Bethlehem	Pomaria	Mr.	Pete	Johnson	Lay Voting Member OVER 30
Bethlehem	Pomaria	Rev.	Arden	Hallman	Rostered Minister
Bethlehem	Irmo	Rev.	Scott	Holland	Rostered Minister
Bethlehem	Irmo		Melinda	Mukofsky	Lay Voting Member OVER 30
Bethlehem	Irmo		Daniel	Koon	Lay Voting Member UNDER 30
Cedar Grove	Leesville	Ms.	Sheila	Caughman	Synod Council/Rostered Synod Staff
Christ Community Lutheran	North Charleston	Rev.	Joshua	Knutson	Rostered Minister
Christ Community Lutheran	North Charleston	Mrs.	Roseann	Knutson	Lay Voting Member OVER 30
Christ Lutheran	Hilton Head	Rev.	June	Wilkins	Rostered Minister
Christ Lutheran	Hilton Head Island	Rev.	Rick	Klotz	Lay Voting Member OVER 30
Christus Victor	Columbia	Rev.	Michael	Price	Rostered Minister
Christus Victor	Columbia	Mrs.	Lane	Kochert	Lay Voting Member OVER 30
Christus Victor	Columbia	Mrs.	Katrina	Davis	Lay Voting Member OVER 30
Colony	Newberry	Mrs.	Lisa	Morris	Lay Voting Member OVER 30
Cristo Rey	Lexington	Rev.	Jorge	Leone	Rostered Minister
Cristo Rey	Lexington	Mr.	Pablo	Caballero	Lay Voting Member OVER 30
Cristo Rey	Lexington	Ms.	Lizbet	Funes	Lay Voting Member OVER 30
Cristo Rey Gaston	Gaston	Ms.	Juany	Anguiano	Lay Voting Member OVER 30
Cristo Rey Gaston	Gaston	Ms.	Adela	Aguilar	Lay Voting Member OVER 30
Cristo Rey Pelion	Pelion	Mr.	Omar	Meza	Lay Voting Member OVER 30
Cristo Rey Pelion	Pelion	Mr.	Cahin	Gomez	Lay Voting Member OVER 30
Cross and Crown	Florence	Rev.	Steven	Curry Gallego	Rostered Minister
Cross and Crown	Florence	Ms.	Shari	Donley	Lay Voting Member OVER 30
Crossroads	Indian Land	Rev.	Rick	Carter	Synod Council/Rostered Synod Staff
Crossroads	Indian Land	Rev.	Christi	Pursey	Rostered Minister
Crossroads	Indian Land	Ms.	Karen	Kasting	Lay Voting Member OVER 30
Ebenezer	Columbia	Mrs.	Joyce	Rose-Harris	Synod Council/Rostered Synod Staff
Ebenezer	Columbia	Mr.	Micah	Aebischer	Lay Voting Member UNDER 30
Ebenezer	Columbia	Rev.	Paul	Aebischer	Rostered Minister
Ebenezer	Columbia	Rev.	Joanna	Gragg	Synod Council/Rostered Synod Staff
Ebenezer	Columbia	Ms.	Carolyn	Traylor	Lay Voting Member OVER 30
Ebenezer	Columbia	Mr.	William	Bateman	Lay Voting Member OVER 30
Emmanuel	West Columbia	Rev.	Adam	Carnell	Rostered Minister
Emmanuel	West Columbia	Mrs.	Jentie	Roberts	Lay Voting Member OVER 30
Emmanuel	West Columbia	Mr.	Tony	Carson	Lay Voting Member OVER 30
Emmanuel	West Columbia	Mr.	Mark	Fuller	Lay Voting Member OVER 30
Epiphany	Rock Hill	Rev.	Kenneth	C Gillikin	Rostered Minister
Epiphany	Rock Hill	Mr.	William	Droz	Lay Voting Member OVER 30

2024 Synod Assembly Roster
of Voting Members

Epiphany	Rock Hill	Mrs.	Karen	Whitley	Lay Voting Member OVER 30
Home Congregation	Home Congregation City			Voting Member	
Fairfax Lutheran Parish	Fairfax	Rev.	Miho	Yasukawa	Rostered Minister
Fairfax Lutheran Parish	Fairfax	Mrs.	Bettina	Linden	Lay Voting Member OVER 30
Faith	West Columbia	Rev.	Arthur	Turfa	Retired Rostered Minister
Faith	Batesburg Leesville	Rev.	Lisa	Isenhower	Rostered Minister
Faith	Batesburg-Leesville	Ms.	Becky	Hughes	Lay Voting Member OVER 30
Faith	Batesburg-Leesville	Mr.	David	Bouknight	Lay Voting Member OVER 30
Faith Lutheran & Martin Luther	John's Island & James Islan	Rev.	Tom	Cassem	Rostered Minister
Good Shepherd	Columbia	Rev.	Andrew	Isenhower	Rostered Minister
Good Shepherd	Columbia	Mr.	David	Lucas	Lay Voting Member OVER 30
Good Shepherd	Columbia	Mrs.	Karen	Lucas	Lay Voting Member OVER 30
Good Shepherd	Columbia	Ms.	Janice	Haigler	Lay Voting Member OVER 30
Good Shepherd	Columbia	Deacon	James	Johnson	Retired Rostered Minister
Good Shepherd	Columbia	Mr.	Raymond	Hendrix	Synod Council/Rostered Synod Staff
Good Shepherd	Walterboro	Mr.	Kevin	Wicker	Lay Voting Member OVER 30
Good Shepherd	Walterboro	Mr.	Doug	Lindstrom	Lay Voting Member OVER 30
Good Shepherd	Swansea	Rev.	Gary	Lyerly	Retired Rostered Minister
Good Shepherd	Swansea		Bonnie	Swingle	Lay Voting Member OVER 30
Good Shepherd	Swansea		Tavish	Watts	Lay Voting Member OVER 30
Grace	Rock Hill	Rev.	Gregg	Hoffman	Rostered Minister
Grace	Gilbert	Rev.	Karen	Hawkins	Rostered Minister
Grace	Rock Hill	Rev.	Rachel	Hoffman	Synod Council/Rostered Synod Staff
Grace	Rock Hill	Mr.	Justin	Anderson	Lay Voting Member OVER 30
Grace	Rock Hill	Mrs.	Theresa	Miller	Lay Voting Member OVER 30
Grace	Prosperity	Mr.	Johnny	Merck	Lay Voting Member OVER 30
Grace	Prosperity	Rev.	Jane	Mitcham	Rostered Minister
Grace	Prosperity	Mrs.	Sally	Dominick	Lay Voting Member OVER 30
Grace	Prosperity	Mrs.	Deborah	Ruff	Lay Voting Member OVER 30
Grace	Prosperity	Ms.	Allie	Waters	Lay Voting Member UNDER 30
Holy Spirit	Charleston	Rev.	Jeffrey	Shealy	Rostered Minister
Holy Trinity	Anderson	Rev.	John	Fischer	Rostered Minister
Holy Trinity	Anderson	Mrs.	Beth	Fischer	Lay Voting Member OVER 30
Hope Lutheran	Vance	Rev.	Bruce	Kreutzer	Rostered Minister
Hope Lutheran	Vance	Mrs.	Janice	Dennison	Lay Voting Member OVER 30
Immanuel	Greenwood	Rev.	Chris	Christopher	Rostered Minister
Immanuel	Greenwood	Mrs.	Lynne	Presley	Lay Voting Member OVER 30
Immanuel	Greenwood	Mr.	St.eve	Presley	Lay Voting Member OVER 30
Immanuel	Greenwood	Ms.	Rebecca	Koch	Synod Council/Rostered Synod Staff
Immanuel	Greenwood	Rev.	John L	Setzler	Retired Rostered Minister
Incarnation	Columbia	Rev.	Emily	Willhide	Rostered Minister
Incarnation	Columbia		Susan	McArver	Lay Voting Member OVER 30
Incarnation	Columbia		Mimi	Fisher	Lay Voting Member OVER 30
Incarnation	Columbia		Michael	Willhide	Lay Voting Member OVER 30
Joy	Moore	Rev.	Lane	Bembenek	Rostered Minister
Joy	Moore	Deacon	Chris	St. Clair	Rostered Minister
Joy	Moore	Mrs.	Jeanne	Posey	Lay Voting Member OVER 30
Joy	Moore	Ms.	Teresa	Foster	Lay Voting Member OVER 30
Joy	Duncan	Rev.	Judy	McGuire	Retired Rostered Minister
King of Glory	North Myrtle Beach	Rev.	Christina	Johnson	Rostered Minister
King of Glory	North Myrtle Beach	Ms.	Leslie	Yarborough	Lay Voting Member OVER 30
Living Springs	Columbia	Deacon	Lexanne	Graves	Synod Council/Rostered Synod Staff
Living Springs	Columbia	Mr.	Hunter	Prest	Synod Council/Rostered Synod Staff
Living Springs	Columbia	Rev.	Zeke	Hanford	Retired Rostered Minister

2024 Synod Assembly Roster
of Voting Members

Living Springs	Columbia	Rev.	Eric	Fink	Rostered Minister
Living Springs	Columbia	Mrs.	Dea	Jones	Lay Voting Member OVER 30
Home Congregation	Home Congregation City			Voting Member	
Living Springs	Columbia	Ms.	Deborah	DePaoli	Lay Voting Member OVER 30
Living Springs	Columbia	Ms.	True	DePaoli	Lay Voting Member OVER 30
Living Springs	Columbia	Mrs.	Annie	Griffin	Lay Voting Member OVER 30
Living Springs	Columbia	Ms.	Anna	Graves	Lay Voting Member UNDER 30
Living Springs	Columbia	Rev.	Wayne	Kannaday	Retired Rostered Minister
Living Springs	Columbia	Rev.	Carl	Taylor	Synod Council/Rostered Synod Staff
Living Springs	Columbia	Mr.	LaVone	Griffin	Synod Council/Rostered Synod Staff
Lutheran Church By The Lake	McCormick	Mrs.	Sharon	Kumle	Lay Voting Member OVER 30
Lutheran Church By The Lake	McCormick	Mr.	Bill	Kumle	Lay Voting Member OVER 30
Lutheran Church By The Lake	McCormick	Rev.	Norris	Van Dyke	Rostered Minister
Lutheran Church of Our Saviour	Greenville	Rev.	Beth	Costlow	Rostered Minister
Lutheran Church of Our Saviour	Greenville	Rev.	Donald	Costlow	Rostered Minister
Lutheran Church of the Redeemer	Charleston	Deacon	Katie	Holland	Rostered Minister
Lutheran Church of the Redeemer	Newberry	Ms.	Kathleen	Riggin	Synod Council/Rostered Synod Staff
Lutheran Church of the Redeemer	Charleston	Ms.	Cindy	Davis	Synod Council/Rostered Synod Staff
Lutheran Church of the Redeemer	Charleston	Mr.	Brad	Long	Lay Voting Member OVER 30
Lutheran Church of the Redeemer	Charleston	Deacon	Ashlyn	Cox	Rostered Minister
Lutheran Church of the Transfiguration	Cayce	Mr.	Dave	Bowers	Lay Voting Member OVER 30
Lutheran Hospice	Greenville	Rev.	Maria	Miller	Rostered Minister
Macedonia	Prosperity	Rev.	Randall	Derrick	Retired Rostered Minister
Macedonia	Prosperity	Mr.	Eugene	Griffith	Lay Voting Member OVER 30
Macedonia	Prosperity	Rev.	Terry	Hundley	Rostered Minister
Messiah	Mauldin	Rev.	E.P.	Martin	Rostered Minister
Messiah	Mauldin	Mr.	Bob	Freund	Lay Voting Member OVER 30
Messiah	Mauldin	Ms.	Bobbi	Burns	Lay Voting Member OVER 30
Messiah	Mauldin	Ms.	Peggy	Drew	Lay Voting Member OVER 30
Messiah	Hanahan	Rev.	Craig	Versprille	Rostered Minister
Messiah	Hanahan	Mrs.	Tina	Johnson	Lay Voting Member OVER 30
Messiah	Hanahan	Mr.	Ryan	Morris	Lay Voting Member OVER 30
Mt Hermon	West Columbia	Rev.	Gina	Metze	Rostered Minister
Mt Horeb	Chapin	Rev.	Ron	Philabaum	Rostered Minister
Mt Horeb	Chapin	Mrs.	Rae	Davis	Lay Voting Member OVER 30
Mt Horeb	Chapin	Ms.	Lillie	Free	Lay Voting Member OVER 30
Mt Horeb	Chapin	Mr.	St.an	Shealy	Lay Voting Member OVER 30
Mt Horeb	Chapin	Mrs.	Peggy	Miller	Lay Voting Member OVER 30
Mt Horeb	Chapin	Mr.	Brandon	Miller	Lay Voting Member UNDER 30
Mt Tabor	West Columbia		Mary Kath	King	Synod Council/Rostered Synod Staff
Mt Tabor	West Columbia	Rev.	Wade	Roof	Rostered Minister
Mt. Hebron	Leesville	Rev.	Christophe	Shealy	Rostered Minister
Mt. Pilgrim	Prosperity	Rev.	Bobby	Morris	Synod Council/Rostered Synod Staff
Mt. Tabor	West Columbia	Mr.	Tex	Davis	Synod Council/Rostered Synod Staff
Mt. Tabor	West Columbia	Deacon	Harry	Prim	Retired Rostered Minister
Mt. Tabor	Little Mountain	Rev.	Richard	Johnston	Rostered Minister
Mt. Tabor	Little Mountain	Mrs.	Carolyn	Torrence	Lay Voting Member OVER 30
Mt. Tabor	Little Mountain	Mrs.	Margery	Johnston	Lay Voting Member OVER 30
Nazareth	Lexington	Mr.	Raymond	Morris	Lay Voting Member OVER 30
Nazareth/Holy Trinity	Lexington	Rev.	Angela	Jennings	Rostered Minister
Orangeburg Lutheran	Orangeburg	Rev.	Rick	Mason	Rostered Minister
Orangeburg Lutheran	Orangeburg	Mrs.	Charlotte	Wofford	Lay Voting Member OVER 30
Our Saviour	Greenville	Mr.	Verne Ken	Heckel	Lay Voting Member OVER 30
Pilgrim	Lexington	Rev.	David	Coffman	Rostered Minister

2024 Synod Assembly Roster
of Voting Members

Pilgrim	Lexington	Ms.	Mary Beth Hill	Lay Voting Member OVER 30
Pisgah	Lexington	Deacon	Deborah Poole	Synod Council/Rostered Synod Staff
Pisgah	Lexington	Rev.	St.ephen Mims	Rostered Minister
Home Congregation	Home Congregation City		Voting Member	
Pisgah	Lexington	Rev.	John Woods	Rostered Minister
Pomaria	Pomaria	Mrs.	Rita Boozer	Lay Voting Member UNDER 30
Pomaria	Pomaria	Mr.	Sam Gibson	Lay Voting Member OVER 30
Pomaria	Pomaria	Mrs.	John Boozer	Lay Voting Member OVER 30
Providence	Lexington	Rev.	Donna Florio	Retired Rostered Minister
Providence	Lexington	Rev.	Patti Sue Burton-Pye	Rostered Minister
Providence	Lexington	Mrs.	Deborah Kopitskie	Lay Voting Member OVER 30
Providence	Lexington	Ms.	Kathy Hendrix	Lay Voting Member OVER 30
Redeemer	Greer	Mr.	Jeffrey Stringer	Synod Council/Rostered Synod Staff
Redeemer	Greer	Rev.	Elise Stringer	Rostered Minister
Redeemer	Columbia	Rev.	Gary Loadholdt	Rostered Minister
Redeemer	Columbia	Rev.	Amanda Burke	Rostered Minister
Redeemer	Columbia	Rev.	Emily Hartmann	Synod Council/Rostered Synod Staff
Redeemer	Columbia	Ms.	Shannon Smith	Lay Voting Member OVER 30
Redeemer	Columbia	Mrs.	Donna Nunamaker	Lay Voting Member OVER 30
Redeemer	Columbia	Mr.	Jim Nunamaker	Lay Voting Member OVER 30
Redeemer	Columbia	Mr.	Mike Parker	Lay Voting Member OVER 30
Redeemer	Columbia	Mr.	Kai Jørgensen	Lay Voting Member OVER 30
Redeemer	Columbia	Mr.	William Newmyer	Synod Council/Rostered Synod Staff
Reformation	Columbia	Deacon	Dorothy Jeffcoat	Rostered Minister
Reformation	Columbia	Rev.	Leroy Cannon	Rostered Minister
Reformation	Columbia	Ms.	Dee Conti	Lay Voting Member OVER 30
Reformation	Columbia	Mrs.	Alicia Javis	Lay Voting Member OVER 30
Reformation	Columbia	Mr.	Clay Carlisle	Lay Voting Member OVER 30
Reformation	Columbia	Mr.	Jacob Reese	Lay Voting Member UNDER 30
Reformation	Lancaster	Rev.	Christophe Girardeau	Rostered Minister
Reformation	Lancaster	Mrs.	Katrina Bernsdorff	Lay Voting Member OVER 30
Reformation	Lancaster	Mrs.	Shelly Richards	Lay Voting Member OVER 30
Resurrection	Cameron	Rev.	Eric Little	Rostered Minister
Resurrection	Cameron	Mrs.	Gloria Rast	Lay Voting Member OVER 30
Resurrection	Cameron	Mr.	Heber Rast	Lay Voting Member OVER 30
Sagrada Familia	Columbia	Rev.	Mark Buchan	Rostered Minister
Sagrada Familia	Columbia	Ms.	Irma Rodriguez	Lay Voting Member OVER 30
Sagrada Familia	Columbia	Ms.	Yuliana Salinas	Lay Voting Member OVER 30
Sagrada Familia	Columbia	Ms.	Reyna Rivera	Lay Voting Member OVER 30
Sandy Run	Swansea	Rev.	Pamela Turfa	Retired Rostered Minister
Sandy Run	Swansea		Catherine Spilde	Lay Voting Member OVER 30
Sandy Run	Swansea	Mr.	Charles Ott	Lay Voting Member OVER 30
SC Synod	Columbia	Rev.	Virginia Aebischer	Synod Council/Rostered Synod Staff
Shepherd of the Sea	Garden City	Ms.	Carrie Nicholson	Lay Voting Member OVER 30
Shepherd of the Sea	Garden City	Rev.	Brad Bellah	Rostered Minister
Shepherd of the Sea	Garden City	Mrs.	Karen KnuSt.	Lay Voting Member OVER 30
Shepherd of the Sea	Garden City	Mr.	Chris Dunning	Lay Voting Member OVER 30
Silverstreet	Silverstreet	Mrs.	Kimberly Crone	Lay Voting Member OVER 30
Springs of Grace	Inman	Rev.	thomas Outten	Rostered Minister
Springs of Grace	Inman	Mr.	Bob Williams	Lay Voting Member OVER 30
Springs of Grace	Inman	Mrs.	Diane Ablett	Lay Voting Member OVER 30
St. Andrew's	Columbia	Mrs.	Beth Trump	Synod Council/Rostered Synod Staff
St. Barnabas	Charleston	Deacon	Carol Burk	Retired Rostered Minister
St. James	Lexington	Rev.	Frederick Bartelt	Rostered Minister

2024 Synod Assembly Roster
of Voting Members

St. James	Lexington	Mr.	Robert	Sharpe	Lay Voting Member OVER 30
St. James	Lexington	Mrs.	Elizabeth	Lane	Lay Voting Member OVER 30
St. James	Sumter	Rev.	Timothy	Landrum	Rostered Minister
St. James	Sumter	Mr.	Richard	Rasmussen	Lay Voting Member OVER 30
Home Congregation	Home Congregation City			Voting Member	
St. Johannes	Charleston	Mr.	Chuck	Long	Lay Voting Member OVER 30
St. Johannes	Charleston	Mrs.	Cynthia	Mays	Lay Voting Member OVER 30
St. Johannes / St. Paul's	Charleston / Mt. Pleasant	Rev.	Aaron	DeBenedetto	Rostered Minister
St. John	Pomaria	Rev.	Michael	Watson	Rostered Minister
St. John	Pomaria	Mrs.	Elsa	Hope	Lay Voting Member OVER 30
St. John's	Spartanburg	Rev.	Heather	Apel	Rostered Minister
St. John's	Spartanburg	Rev.	Wade	Apel	Rostered Minister
St. John's	Spartanburg	Mr.	Benjamin	Bernstein	Synod Council/Rostered Synod Staff
St. John's	Spartanburg	Mrs.	Edwina	Otto	Lay Voting Member OVER 30
St. John's	Spartanburg	Mr.	Heiner	Gallmann	Lay Voting Member OVER 30
St. John's	Spartanburg	Mrs.	Pam	Hospodar	Lay Voting Member OVER 30
St. John's	Charleston	Mr.	Mike	Lagonera	Lay Voting Member OVER 30
St. John's	Charleston	Mrs.	Ezel	Harrell	Lay Voting Member OVER 30
St. John's	Charleston	Rev.	Robert	Harrell	Rostered Minister
St. John's	Pomaria and Irmo	Rev.	Michele	Fischer	Rostered Minister
St. John's	Pomaria	Mr.	Preston	Bowers	Lay Voting Member UNDER 30
St. John's	Beaufort	Rev.	Patrick	Mullen	Rostered Minister
St. John's	Beaufort	Rev.	Craig	Boehlke	Retired Rostered Minister
St. John's	Beaufort	Mr.	Josh	Ferguson	Lay Voting Member OVER 30
St. John's	Beaufort	Deacon	Katie	Justice	Synod Council/Rostered Synod Staff
St. John's	Beaufort	Mrs.	Susan	Heim	Lay Voting Member OVER 30
St. John's	Beaufort	Mrs.	Lori	Libert	Lay Voting Member OVER 30
St. John's	Irmo	Mrs.	Judy	Hrinda	Lay Voting Member OVER 30
St. Luke	Florence	Rev.	Rusty	Kehl	Rostered Minister
St. Luke	Florence	Deacon	Joyce	Shaw	Rostered Minister
St. Luke	Summerville	Ms.	Kali	Kadelbach	Lay Voting Member UNDER 30
St. Luke	Summerville	Rev.	Nathan	Rice	Rostered Minister
St. Luke	Summerville	Mr.	Bob	Koepper	Retired Rostered Minister
St. Luke	Summerville	Mrs.	Kathi	Peddicord	Retired Rostered Minister
St. Luke	Summerville	Mr.	Don	Peddicord	Retired Rostered Minister
St. Luke's	Summerville	Rev.	Andrea	Rice	Rostered Minister
St. Luke's	Florence	Rev.	Mary	Finklea	Rostered Minister
St. Luke's	Prosperity	Rev.	Jason	Schafer	Rostered Minister
St. Marks	Isle of Palms	Ms.	Diane	Patton	Lay Voting Member OVER 30
St. Marks	Isle of Palms	Mr.	Christophe	Kovach	Lay Voting Member OVER 30
St. Matthew	Pomaria	Rev.	Mike	Shackelford	Rostered Minister
St. Matthew's	Charleston	Rev.	Eric	Childers	Rostered Minister
St. Matthew's	Charleston	Rev.	William	Trexler	Retired Rostered Minister
St. Matthew's	Charleston	Mr.	Daniel	Crofts	Synod Council/Rostered Synod Staff
St. Matthew's	Charleston	Mrs.	Donna	Poulnot	Lay Voting Member OVER 30
St. Matthew's	Charleston	Mr.	Jeff	Aysse	Lay Voting Member OVER 30
St. Matthew's	Charleston	Mr.	Bruce	Cross	Lay Voting Member OVER 30
St. Matthias	Easley	Rev.	Sean	Miller	Rostered Minister
St. Michael	Moncks Corner	Ms.	Bonnie	Horne	Lay Voting Member OVER 30
St. Michael	Moncks Corner	Ms.	Kathy	Varner	Lay Voting Member OVER 30
St. Michael	Greenville	Rev.	Andrea	Bates	Rostered Minister
St. Michael	Greenville	Rev.	Kyle	Bates	Rostered Minister
St. Michael	Greenville	Deacon	David	Rhyne	Rostered Minister
St. Michael	Greenville	Deacon	Shelley	Allen	Rostered Minister

2024 Synod Assembly Roster
of Voting Members

St. Michael	Greenville	Mr.	Matt	Wofford	Lay Voting Member OVER 30
St. Michael	Greenville	Mr.	Adam	Miles	Lay Voting Member OVER 30
St. Michael	Greenville	Mrs.	Mary	Long	Lay Voting Member OVER 30
St. Michael	Columbia	Rev.	Mary	Anderson	Rostered Minister
St. Nicholas	Fairfax	Mr.	Herbert	Loadholdt	Lay Voting Member OVER 30
Home Congregation	Home Congregation City			Voting Member	
St. Nicholas	Fairfax	Mrs.	Cathy	Deloach	Lay Voting Member OVER 30
St. Paul	Aiken	Deacon	Kathleen	Cartledge	Rostered Minister
St. Paul	Aiken	Mrs.	Kim	Jessop	Lay Voting Member OVER 30
St. Paul	Aiken	Rev.	Jeff	Erbskorn	Rostered Minister
St. Paul	Aiken	Mr.	Russ	Jessop	Lay Voting Member OVER 30
St. Paul	Aiken	Ms.	Karen	Spoering	Lay Voting Member OVER 30
St. Paul	Aiken	Ms.	Sarah	Koerner	Lay Voting Member UNDER 30
St. Paul	Columbia	Mr.	Arthur	Suggs	Lay Voting Member OVER 30
St. Peter	Pawleys Island	Rev.	Mark	Scott	Rostered Minister
St. Philip	Myrtle Beach	Mr.	John	Sparkman	Lay Voting Member OVER 30
St. Philip	Myrtle Beach	Rev.	Beth	Neubauer	Retired Rostered Minister
St. Philip	Myrtle Beach	Rev.	Henry	Moody	Retired Rostered Minister
St. Stephen's	Lexington	Rev.	Jason	Antley	Rostered Minister
St. Stephen's	Lexington	Rev.	Ralph	Hill	Rostered Minister
St. Stephen's	Lexington	Mr.	Rick	Geary	Lay Voting Member OVER 30
St. Stephen's	Lexington	Mrs.	Christie	Addy	Lay Voting Member OVER 30
St. Stephen's	Lexington	Mr.	Ron	Redd	Lay Voting Member OVER 30
St. Stephen's	Lexington	Mrs.	Gail	Felton	Lay Voting Member OVER 30
St. Stephen's	Lexington	Mr.	Matt	Martin	Lay Voting Member UNDER 30
St. Stephen's	Lexington	Mr.	George	Bernard	Lay Voting Member UNDER 30
St. Thomas	Chapin	Rev.	Lawrence	Hagerty	Rostered Minister
St. Timothy's	Camden	Rev.	Denise	Seymour	Retired Rostered Minister
St. Timothy's	Camden	Rev.	Roy	Butler	Rostered Minister
St. Timothy's	Camden	Mrs.	Kimberly	Butler	Lay Voting Member OVER 30
St. Timothy's	Camden	Mr.	Joey	Abbott	Lay Voting Member OVER 30
St. Matthew	Lexington	Rev.	John	Derrick	Rostered Minister
St. Matthew	Lexington	Mrs.	Ann	Smith	Lay Voting Member OVER 30
St. Matthew	Lexington	Mr.	Charles	Norris	Lay Voting Member OVER 30
Summer Memorial	Newberry	Deacon	Dallas	Shealy	Rostered Minister
Summer Memorial	Newberry	Mr.	Von	Metts	Rostered Minister
Summer Memorial	Newberry	Rev.	David	Seymour	Retired Rostered Minister
Summer Memorial	Newberry	Rev.	Rebecca	Wicker	Rostered Minister
Summer Memorial	Newberry	Mrs.	Norma	Price	Lay Voting Member OVER 30
The Lutheran Church of The Redeemer	Newberry	Rev.	Matthew	Titus	Rostered Minister
The Lutheran Church of The Redeemer	Newberry	Mrs.	Erin	Titus	Lay Voting Member OVER 30
Transfiguration	Cayce	Rev.	Alex	Twedt	Rostered Minister
Transfiguration	Cayce	Ms.	Sally	Smyrl	Lay Voting Member OVER 30
Transfiguration	Cayce	Ms.	Frances	Skaggs	Lay Voting Member OVER 30
Trinity	Greenville	Rev.	Susan	Crowell	Rostered Minister
Trinity	Greenville	Mrs.	Lani	Wise	Lay Voting Member OVER 30
Trinity	Greenville	Mrs.	Donna	Potts	Lay Voting Member OVER 30
Trinity	Greenville	Mr.	Mike	Boliek	Lay Voting Member OVER 30
Trinity	Greenville	Ms.	Peggy	Schotsch	Lay Voting Member OVER 30
Trinity	Greenville	Mr.	Gregory	Hamluk	Lay Voting Member OVER 30
Trinity	Greenville	Rev.	Christine	Parham	Retired Rostered Minister
Union Lutheran	Leesville	Mr.	Randy	Taylor	Lay Voting Member OVER 30
University Lutheran	Clemson	Rev.	Josh	Kestner	Synod Council/Rostered Synod Staff
University Lutheran	Clemson	Rev.	Chris	Heavner	Retired Rostered Minister

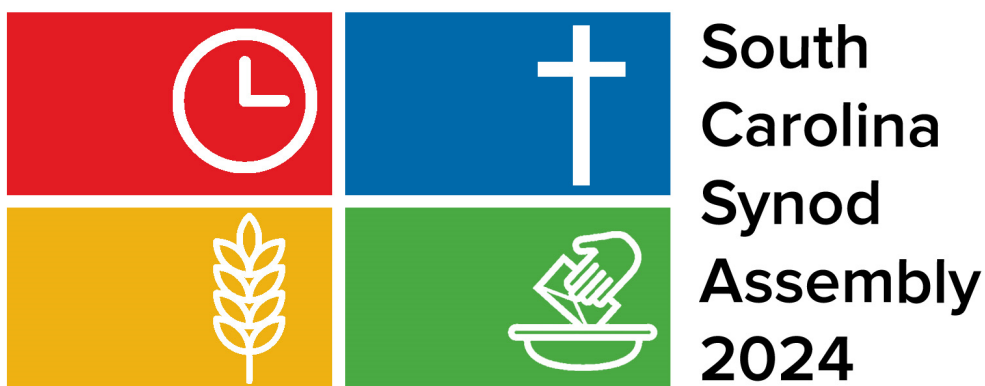
2024 Synod Assembly Roster
of Voting Members

University Lutheran	Clemson	Rev.	Jon	Heiliger	Rostered Minister
US Army Chaplaincy	Ft. Liberty	Rev.	Joe	Woodward	Rostered Minister
Wittenberg	Batesburg-Leesville	Mr.	Randy	Fellers	Synod Council/Rostered Synod Staff
Zion	Lexington	Rev.	Kathleen	Miko	Rostered Minister

BULLETIN OF REPORTS

South Carolina Synod
Evangelical Lutheran Church in America
Thirty-Seventh Assembly

Celebrating 200 Years
of the
Lutheran Synod of South Carolina



Like Good Stewards

“Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received.” I Peter 4:10

June 8, 2024

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Report of Committee on Agenda and Program
(Proposed Assembly Agenda)
2024 SOUTH CAROLINA SYNOD – ELCA ASSEMBLY
June 8, 2024
9AM-4PM



Like Good Stewards

"Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received." 1 Peter 4:10

For our 2024 South Carolina Synod Assembly, we are excited to introduce our theme of "Like Good Stewards".

"Above all, maintain constant love for one another, for love covers a multitude of sins. Be hospitable to one another without complaining. Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received. Whoever speaks must do so as one speaking the very words of God; whoever serves must do so with the strength that God supplies, so that God may be glorified in all things through Jesus Christ. To him belong the glory and the power forever and ever. Amen."

1 Peter 4:8-11

We will be sharing stories from across the Synod of how congregations, organizations, and individuals are being good stewards of their gifts and resources to care for creation, to give financially, and to work towards justice and peace. We believe there are many places where this stewardship overlaps – for instance a farmer in the lower part of the state that is farming in a method of caring for creation from the soil up, and then in turn uses 10% of their earnings to feed those in their community.

Synod Assembly will be Saturday, June 8th. This will be the Thirty-seventh Assembly of the South Carolina Synod – ELCA and the 199th meeting of the Lutheran Church in South Carolina! We anticipate our gathering lasting from 9am until 4:00pm.

It is important that all participants attend orientation on Friday, June 7th. While we're using the same system as in previous years, Lumi, there have been some changes in our procedures. Guests are welcome to watch the Assembly proceedings through a webcast on our SC Synod website.

Prior to this year's Assembly, we gathered online for 4 weeks of Bible study with Dr. Mark Allen Powell. To help us fully understand key votes on the proposed budget and compensation guidelines, we held two pre-assembly forums which allowed for questions

and answers specific to those votes. On June 8th, along with the general business of the synod, we will be worshiping together, and hearing from ministries from across the synod.

The Nominating Committee met on Wednesday, November 8 and have spent hours of faithful work in creating a slate of nominees for elections. We have 27 positions up for election in 2024. This team was careful in their selections, taking time to consider gifts, varied ages, roles within the church, experience, and locations across the state. We thank them for their work.

We are so excited to be able to gather with one another virtually 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. “Like good stewards,” may we share our gifts with those around us in order to show God’s radical love and welcome to all, and may the 2024 South Carolina Synod Assembly be a time of sharing these stories, inspiring others, and getting people excited to say THIS is my church!

THE COMMITTEE ON AGENDA AND PROGRAM RECOMMENDS:

1. THAT NOMINATIONS FROM THE FLOOR OF CANDIDATES FOR ANY ELECTIONS HELD AT THIS 2024 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, MAY 23, 2024 at NOON;
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 2024 ASSEMBLY OF THE SOUTH CAROLINA SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA.

Respectfully submitted,
Wendy Davidson
Assembly Manager

Saturday, June 8, 2024

Session 1 – 9:00 AM-10:50 AM

Order for Opening of Assembly and Worship

Organization of Assembly

Reference and Counsel Introduction of Special Guests

**Report of Synod Council (Part 1) Procedural Matters Affecting this Assembly and
Proposed Compensation Guidelines**

***Nominating Committee Report**

Introduction of New Leaders of the SC Synod

Report: ELCA

Ministry Spotlights

Break

Session 2 – 10:50 AM-12:18 PM

Report of Registration

General Elections: Ballot 1 (Majority needed to elect)

Ministry Spotlights

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

Reference and Counsel 1

Report of Synod Council (Part 3) Constitutional Matters

Report of Registration

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

Ministry Spotlights

200th Anniversary

Lunch Break

Session 3 – 1:05 -4:10 PM

50th Anniversary Recognition

Report: Bishop Aebischer

Reference and Counsel 2 (as needed)

Ministry Spotlights

Report: Vice President

Ministry Spotlights

Break

Installation of New Council

Closing Worship

Closing of Assembly

2024 SC Synod Assembly Committees & Volunteers

Agenda and Program Committee

Wendy Davidson, Assembly Manager
Deacon Sarah Bowers, Creative Assistant

Registration

Katherine Davidson

Worship & Music Leadership Team

The Rev. Jesse Canniff-Kuhn, Co-Chaplain

The Rev. Josh Kestner, Co-Chaplain
The Rev. Rebecca Wicker, Necrologist

Communications & A/V Technology

Neal Fischer, Director of
Communications
Lumi Global

The Rev. Michele Fischer
Mrs. Celie Addy
The Rev. Lisa Isenhower

South Carolina Synod Council

Bishop Ginny Aebischer
Deacon Lexanne Graves
The Rev. Ozzie Herlong
Mr. Raymond Hendrix
Becky Koch
The Rev. Bobby Morris
Tex Davis
Virginia Herlong
Ben Bernstein
Deacon Katie Justice
Sheila Caughman
Daniel Crofts
William Newmyer

Kathy Riffin
LaVone Griffin
Mary Katherine King
The Rev. Josh Kestner
The Rev. Joanna Gragg
Hunter Prest
Jeffrey Stringer
The Rev. Rachel Hoffman
Cindy Davis
Randy Fellers
Beth Trump
Joyce Rose-Harris
The Rev. Carl Taylor

2024 New Leaders to the SC Synod

The Rev. Robb Harrell
The Rev. Ron Philabaum
The Rev. Jenny Pratt

The Rev. William Strand
Deacon Beth Barkhau
Deacon Chris St. Clair

Nominating Committee

Deacon Sandra Holland, Chair
The Rev. Carl Taylor
Elliott Cox
Linda Albert
Richard Delap
Robert Epting

Silke Pyrlik
Zach Lindler
Deacon Deborah Poole
Deacon Katie Holland
The Rev. Christopher Girardeau

Conduct of Elections Committee

The Rev. Rachel Hoffman, Co-chair
The Rev. Mike Watson, Co-chair
The Rev. Angela Jennings

Charlene Fink, Staff

Committee of Reference and Counsel

The Rev. Gregg Hoffman, Chair
The Rev. Hank Moody, Parliamentarian
The Rev. Christina Johnson
Randy Fellers

The Rev. Fred Klinker
Deacon Ashlyn Cox
The Rev. Emily Hartmann
The Rev. Ozzie Herlong

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

BIOGRAPHICAL INFORMATION
2024 South Carolina Synod Assembly Elections

2024 South Carolina Synod Assembly Nominating Committee

2023-2024 Terms

Deacon Sandra Holland, Chair
Deacon Katie Holland
Rev. Carl Taylor
Rev. Christopher Girardeau
Robert Epting

2024-2025 Terms

Elliott Cox
Linda Albert
Richard Delap
Robert Epting
Silke Pyrlik
Zach Lindler

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

COMMITTEE ON DISCIPLINE

The Committee on Discipline of this synod shall consist of 12 persons of whom six shall be rostered ministers and six shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive reelection. The functions of the Committee on Discipline of this synod are set forth in Chapter 20 of the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America. The Synod Council shall fill vacancies on the Committee of Discipline for any unexpired term.

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. The members of the Endowment Grant Committee shall not receive compensation for their duties. 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.

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. Rostered Minister

Voting Members to the 2025 ELCA Churchwide Assembly (CWA), July 27 to August 2, 2025 in Phoenix, Arizona. Times and dates may shift for this event.

Allocation of (9) voting members using the formula, (6) of them must be lay- (5) women and (4) men. Vice president counts a lay woman. Bishop counts as rostered minister (Woman). A minimum of one of the (9) must be a person of color or person whose primary language is other than English.

A minimum of one the (9) must be a youth (a voting member of a congregation who has not reached the age of 18 at the time of election, June 8, 2024) or young adult (a voting member of a congregation between the ages of 18 and 30 at the time of election, June 8, 2024).

Therefore, elect:

(3) lay men

(2) lay woman

(2) rostered ministers (pastors or deacons, one woman and one man)

In addition to the (9) persons allotted by the formula, one additional person of color or person whose language is other than English.

In addition to the (9) persons allotted by the formula, one additional youth or young adult would also be elected, for a total of (11) members.

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/early November.

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

The positions open for nominations are announced in the Synod ENews which allows us to receive nominations from the general population of our Synod.

At the 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 – Northern Area

Term Ending 2027 (Elect 1)

**Norma Price
Ellen Girardeau**

Position Nominated For: Synod Council – Lay Woman – Northern Area

Full Name: Norma Lavender Price

Email Address: nslprice@bellsouth.net

Mailing Address: 1019 Wallace Drive Newberry, SC 29108

Congregation: Summer Memorial

Congregation City: Newberry

Employment/Profession: Retired School Teacher and Adjunct Professor at Newberry College

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

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

Served on three call committees for SMLC, currently serving as President of church council for the second term, served as conveyor of Summer Memorial WELCA organization, very active in Kathryn Luther circle, taught and directed Bible School many years, currently serve on our visitation team, active on Mutual Ministry, Evangelism, and Christian Education.

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.

This is a hard question for me to answer because my church, I feel, has always been there for me. But what I feel is my most joyous memory was last May, as part of the call committee from my church, we extended a call to Pastor Rebecca Wicker. What a joy this has been as Pastor Wicker and I have worked so well together to make Summer Memorial Lutheran Church the best Lutheran church in Newberry County. We had two members of our congregation die

within two weeks of Pastor Wicker arriving, she immediately met with the families and performed one funeral and assisted family in the other funeral. We held a "Meet and Greet" and "Covered Dish Luchon" and "wow" did my congregation make both of those festive, joyous, and heavily attended!

Summer Memorial Lutheran Church may be a small mill village church on Milligan Street, but we have a lot going on and I am so proud to be a part of this congregation.

I conclude by saying I feel I am a hard worker and would love to serve the Synod in any capacity that I am asked to serve.

Position Nominated For: Synod Council – Lay Woman – Northern Area

Full Name: Ellen Sharp Girardeau

Email Address: ellengirardeau1@gmail.com

Mailing Address: 1026 E Meadow Dr, Lancaster, SC 29720

Congregation: Reformation

Congregation City: Lancaster

Employment/Profession: Stay-at-home mom to Arthur (2.5 year-old boy)

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

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

- Grace Lutheran Church School of St Petersburg FL, Spanish teacher, 2014
- University Lutheran Church of Clemson SC, ecumenical youth group leader, 2016
- Providence Lutheran Church of Lexington SC, secretary, 2017
- Lutheran Theological Southern Seminary of Columbia SC, mail clerk, 2018
- Living Springs Lutheran Church of Columbia SC, elementary school youth group leader and children's worship space coordinator, 2019
- Trinity Ecumenical Parish of Moneta VA, nursery worker, 2020
- Lutheran Theological Southern Seminary of Columbia SC, Spiritual Direction program administrative assistant, 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?
Tell about a time your church was there for you.**

The women at my current congregation organized a baby shower for me, which took place in our fellowship hall as soon as my husband began preaching there part-time, almost three years ago. The event was especially meaningful because the planners put forth a lot of effort into creating a lovely gathering, despite the fact that they didn't know me at that point in time.

I love that I just recently had the chance to help plan a similar shower in the same space for another mom-to-be! Reformation has given me several opportunities to use my gifts as a wannabe party planner over the last three years, and I am overjoyed by the other ways they have made my son feel welcome.

Synod Council – Rostered Minister – At Large
Term Ending 2027 (Elect 1)
Bobby Morris
Megan Lineberger

Position Nominated For: Synod Council – Rostered Minister – At Large

Full Name: Megan Lineberger

Email Address: pastormegan17@gmail.com

Mailing Address: PO Box 367, White Rock, SC 29177

Congregation: Bethel Lutheran

Congregation City: White Rock

Employment/Profession: Pastor

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

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

- SC Lutheran Church Youth Treasurer 2002-2003
- SC Lutheran Church Youth President 2003-2004

- SC Synod Council Youth Representative 2001-2004
- Lutheridge Counselor 2005, 2006; Lutheridge Senior Staff 2007
- Youth and Family Ministry- St. John's Lutheran, Cherryville, NC 2008-2013
- Trinity Lutheran Church Pastoral Internship 2015-2016
- Associate Pastor- Lutheran Church of Redeemer 2017-2021
- Charleston Area Justice Ministries 2018-2021
- SC Synod Deepening Discipleship Table Convener 2021-2023
- Lutheran Services Carolinas Foster Program 2023-current

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

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

One of my more recent joyous memories from my current faith community is when Bethel installed our Little Free Library. The project began as a small idea of a few, and grew into a project that included our Lutheran men (visioning and building), youth (painting), outreach team (facilitating and supporting), Girl Scouts (donating a bench to stop by and read), and so many others. We hosted an event with former USC authors reading stories and celebrating the important gifts of reading/literacy and community. I believe we are living into God's vision for the kingdom when church and community work together. The Little Library is a simple way we connect with our neighbors and an example of how meaningful it is when we all work together for a common goal.

Synod Council – Lay Man – Central Area
Term Ending 2027 (Elect 1)
Tex Davis
Russell Pye

Position Nominated For: Synod Council – Lay Man – Central Area

Full Name: Tex Davis

Email Address: gamecockpoppa@gmail.com

Mailing Address: 125 Heatherfield Drive, West Columbia S.C.

Congregation: Mt. Tabor

Congregation City: West Columbia

Employment/Profession: Attorney

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

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

I initially served on Mt. Tabor's Church Council from 2014-2017. In 2017, I served as Council President. I was elected once again to Church Council in 2023. I currently serve as Treasurer. From 2019 to 2020, I served on the SC Synod Nominating Committee (2020 - Chair). In 2021, I was elected to SC Synod Council. I have also served on the Synod Council Executive Committee from 2022-2024.

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

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

My family and I joined the ELCA faith community in 2008. Each of my family members has been able to find his or her own niche. Be it music for my wife or youth activities for my children. My faith community at Mt. Tabor and through the SC Synod have walked with me through many highs and lows. I am grateful to the many wonderful people who I have gotten to know and who have helped me groom in my faith. I would be honored to continue to serve the SC Synod on Church Council.

Synod Council – Lay Woman – At Large
Term Ending 2027 (Elect 1)
Nancy Appel
Colleen Hilton

Synod Council – Lay Man – At Large
Term Ending 2027 (Elect 1)
Bernie Lee
David Bouknight

Position Nominated For: Synod Council – Lay Man – At Large

Full Name: Bernie Lee

Email Address: franandbernie@hotmail.com

Mailing Address: 169 Morgan Dr., Lexington SC 29072-3903

Congregation: St. David

Congregation City: West Columbia

Employment/Profession: Retired Major, USAF; Retired OSHA Officer II, SC Budget and Control Board

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

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

- High School Youth Sunday School Teacher (Mt. Calvary Lutheran Church, Warner Robins GA; 1990-1991)
- Member of St. David Lutheran Church (1994-present)
- Confirmation Teacher (1995-1996)
- Adult Sunday School Teacher (1999-2008)
- Sunday School Secretary (2008-2018)
- Worship Assistant (2010-2012)
- Lector
- Church Council, Secretary (2008-2009) and President (2009, 2010, 2018 & 2019)
 - Assisted Interim Pastor in Call Process and coordinated with Bishop Yoos and then Asst. to the Bishop, Ginny Aebischer, on our Ministry Site Profile (2018-2019) in calling current pastor
- Committee to Update the St. David Constitution (2016-2019)
- Editor of St. David E-Newsletter (2018-2021)
- Synod Communicator for St. David (2017-2020)
- Young-At-Heart (2010-Current)
- Lutheran Men & Committee of 100 (Current)
- Cemetery Committee, Chair (2014-Current)
 - Acknowledge Memorials (2016-2023)
- OTHER INFORMATION:
 - Neighborhood Watch, Block Captain (2009-2018)
 - Grandparents Camp at Lutheridge NC (2019-Current)
 - American Red Cross:
 - Blood Donor since 2004 (10+ gallons)
 - Blood Drive Coordinator for St. David (2016-Current)
 - Volunteer Blood Transportation Specialist (2016-2023)
 - Volunteer Blood Ambassador, Regional Office (2024-Current)
 - Hobby - Read Books
 - 1975 Graduate of Newberry College

- Married to Fran Shull (June 5th, 1976, at St. David Lutheran Church, West Columbia SC)
- 2 Sons (one is Pastor Jason Lee, St. Philip, Myrtle Beach), 1 Daughter & 6 Grandchildren

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.***

Not having grown up in the church, when some high school friends shared what Jesus meant to them, I was baptized soon thereafter. Jesus walked beside me through several schools and led me to my wife and first and second careers. I learned how to serve others by living with my grandparents for three years, being a husband, a father and a grandfather, and educating and working with fellow employees, customers and church members. When my wife's cousin was killed in Iraq, I started donating blood in his memory and volunteered with the Red Cross; I still do. When my parents passed, I was so consoled by church members I now return that comfort the best I can as Chair of our Cemetery in assisting with final arrangements. Thanks to Him for the talents and life given to me.

Synod Council – Rostered Minister – Eastern Area
Term Ending 2027 (Elect 1)
Christina Johnson
Mary Finklea

Position Nominated For: Synod Council – Rostered Minister – Eastern Area

Full Name: Christina Johnson

Email Address: pastorchristina024@icloud.com

Mailing Address: 4486 Mandi Ave. Little River, SC 29566

Congregation: King of Glory

Congregation City: North Myrtle Beach

Employment/Profession: Pastor

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

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

- King of Glory Lutheran church 2021-Present
- ELCA – Churchwide offices 2008-2021
- St. Mark Lutheran church 2019-2021
- Prince of Peace Lutheran church 2017-2019
- 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:

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

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 worship 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.

Position Nominated For: Synod Council – Rostered Minister – Eastern Area

Full Name: Mary Mappus Finklea

Email Address: Pastorfinklea@bellsouth.net

Mailing Address: 1800 Bishop Drive, Florence, SC 29505

Congregation: Cross and Crown

Congregation City: Florence

Employment/Profession: Pastor

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

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

- Lutheran Services Carolinas, Board Member, 2007- current
- Eastern Carolina Community Foundation, former Board Chair, 2021
- Women In Philanthropy, former President, 2019
- Lutheran Ecumenical and Interfaith Representative Network, various roles as member, board member, vice president, for approximate years 2008-2020
- Other community organization board service for Mercy Medicine, Lighthouse Ministries, and the Florence chapter of League of Women Voters

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.***

A joy filled moment for me occurred recently at Alumni Day at LTSS. To gather with friends and respected colleagues in the chapel and once again raise our voices in song and worship really feels like a foretaste of the feast to come. Having the assembly boldly sing songs of faith always boosts my spirit and warms my heart.

**Committee on Discipline – Rostered Minister - Man
Term Ending 2030 (Elect 1)
Christopher Shealy
Christopher Girardeau**

Position Nominated For: Committee on Discipline – Rostered Minister – Man

Full Name: Christopher D. Shealy

Email Address: cshealy88@gmail.com

Mailing Address: PO Box 1087, Prosperity SC 29127

Congregation: Mt. Hebron

Congregation City: Leesville

Employment/Profession: Pastor

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

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

- *Newberry Community Choir (2001-5, 2009-17)
- *regular blood donor (2005-present)
- *adult Sunday School teacher (~2010-7)
- *Relay for Life volunteer / team member / captain (2010-7)
- *SC synod assembly delegate (2011-2, 2014-7, 2020-3)
- *church council (2011-3)
- *Care & Fellowship team member / chair (~2011-5)
- *VBS music leader, classroom teacher (~2012-6)
- *intern at Grace Lutheran, Boone NC (2019-2020)
- *pastor at Mt. Hebron, Leesville SC (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?
Tell about a time your church was there for you.***

I have two very joyous memories that I'll share. The first comes from December 2021, my first winter at Mt. Hebron. I was leading Christmas Eve worship, and as the service came to a close, we dimmed the lights in the sanctuary, everyone lit their candles, and we all joined in singing "Silent Night." It was beautiful. I walked away from the front of the church and joined my wife in the pew. We got to sing together, out of the same hymnal, for a few brief moments. For me, it was the best part of the service. My second memory comes from this past fall. Mt. Hebron celebrated 125 years of ministry! And, we had 125 people in attendance for our big worship

service - about three times the average for Sunday morning! Bishop Aebischer was in attendance and gave a wonderful message. Having a "packed house," seeing all the smiling faces, talking with everyone, serving communion to all those people - it was a very joyous occasion.

There have been many times when the church was there for me - how do I pick just one? I'll briefly mention 2008, when both grandparents on my Dad's side died five months apart. In each case, the church was there for me and my family: lifting us up in prayer, calling us, visiting us, sending us cards, providing us food (so many casseroles!), and in general getting us through such a tough time.

Position Nominated For: Committee on Discipline – Rostered Minister – Man

Full Name: Christopher Daniel Girardeau

Email Address: christopher.girardeau@gmail.com

Mailing Address: 1026 E Meadow Dr, Lancaster SC 29720

Congregation: Reformation

Congregation City: Lancaster

Employment/Profession: Pastor

Age Range:	Under 30	30-45	46-60	over 60
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Service in synod, ELCA, interchurch agencies, local congregation, community, etc. Please include dates served.

MORE Justice Member, Columbia SC (2017—2021); 315th Airlift Wing First Sergeant Council Member, JB Charleston SC (2019—Present); SC Synod Inclusiveness Network (2021—Present); SC Synod Gender and Sexuality Justice Task Force Founder and Chair (2022—Present); SC Synod Nominating Committee (2022—Present); Co-Instructor of "Debunking the Clobber Passages: An Ecumenical Seminar" (2023); Worship Leader: Region 9 First Call Stewardship Retreat (2023); Worship Leader: House Band, 2023 SC Synod Assembly (2023); Worship Leader: Kairos Confirmation Camp (2023); Lutheridge 75th Birthday Capital Appeal, Alumni Gifts Team Member (2024); ELCA Youth Gathering, Community Life Team (2024); Lancaster Rotary Club Chaplain (2024—Present)

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

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

One of my most joyous memories from my faith community is also one of the most profoundly difficult times as well. In November of 2022, my dad passed away suddenly. I was just on the cusp of my first year anniversary as an ordained pastor and his death felt like the earth disappeared underneath my feet. I was not only at a loss for words and at a loss for what to do. Thankfully, this is where the Body of Christ shows up best.

Instead of feeling frazzled and strained to fulfill my role as a pastor, my congregation immediately jumped into action to cover for me so that I could concentrate on grieving and being with my family.

That, of course, would've been more than enough kindness, but they went above and beyond to care for me and my family—they prayed for us, cooked us meals, offered to do errands, and sent flowers to the funeral; multiple congregation members even drove almost 4 hours, round-trip, to be there at my dad's funeral, offering love and support. I cannot overstate how much I needed and appreciate their kindness and love during that time.

Furthermore, the Body of Christ is not just confined to one congregation; it is truly more ever-present than we can actually realise. The amount of outpoured love that I experienced during that time from family, friends, synodical colleagues, and ecumenical siblings was an integral part of me making it through that time in a healthy way.

It seems that in profound vulnerability, we are able to experience profound love. It seems to me that God is loving relationship itself; and our relationships, necessarily, are where we experience love at its fullest.

Relationships matter. Relationships are everything. Relationships are where we fully experience God.

Committee on Discipline – Rostered Minister - Woman
Term Ending 2030 (Elect 1)
Rebecca Lord Phillips
Mary Anderson

Position Nominated For: Committee on Discipline – Rostered Minister – Woman

Full Name: Rebecca Lord-Phillips

Email Address: Pastorlordphillips@gmail.com

Mailing Address: 103 Randy Drive Taylors SC 29687

Congregation: St. Michael

Congregation City: Greenville

Employment/Profession: Pastor

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

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

Associate pastor at Grace Lutheran Rock Hill SC June 2015-April 2018, Pastor for Christ the King Lutheran March 2021-February 2024

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

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

One of the things that brings me joy about St. Micheal is how naturally intergenerational relationships are formed. It's normal to see a fussy baby passed to another pew to be cooed and calmed. Teens and adults alike are happy to stop and listen to a child talk about their toy, and make them feel heard. Each Sunday is a joyous memory of a demonstration of how faith is shared and modeled in a loving family of faith.

Position Nominated For: Committee on Discipline – Rostered Minister – Woman

Full Name: Mary W. Anderson

Email Address: mwanderson140@gmail.com

Mailing Address: 140 Shuler Rd. Columbia, SC 29212

Congregation: St. Michael's

Congregation City: Columbia

Employment/Profession: SC Synod Interim Pastor at Pilgrim, Lexington

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

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

I serve the SC Synod as a called interim pastor and am now serving my second year at Pilgrim Lutheran in Lexington. In Region 9 of the ELCA, I serve as a consultant and teacher in the ministry areas of preaching and church administration. My on-line ministry provides weekly Bible studies, the Ponder Anew blog, and the You're On Mute podcast. In the Columbia community, I serve as an elementary school reading tutor and as the chaplain at Transitions, the Homeless Recovery Center. I have been a pastor in rural and urban settings in South Carolina and Metro Chicago Synods for the past 41 years.

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

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

As a lifelong Lutheran and a long-time pastor, I have been involved in the life of eleven different congregations at this point in my life. For me, my faith community consists of Lutherans around the globe. I treasure the church we share for the sake of the world. Visiting Bethlehem in Palestine a few years ago, I was overjoyed to see how the passionate efforts of some of my parishioners to support Lutheran Palestinians had borne much fruit in the beautiful new Lutheran university there. I was brought to tears at seeing the signs outside of classrooms thanking the generous stewards who made them possible. There I saw the names of congregations I knew well, friends here in South Carolina, and seminary classmates. Once I retire, my hope is to return to serve as a volunteer at the University.

Committee on Discipline – Lay Man
Term Ending 2030 (Elect 1)
Ashley Leaphart
Fred Baus

Position Nominated For: Committee on Discipline – Lay Man

Full Name: Ashley R. Leaphart

Email Address: arleaphart@icloud.com

Mailing Address: 411 Bernard St, Leesville, SC 29070-7858

Congregation: Grace **Congregation City:** Gilbert

Employment/Profession: Pharmacist

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

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

- Call Committee
 - Church Council (President, Vice President, and Secretary)
 - Stewardship Committee (Chairperson)
 - South Carolina Synod Communicator
 - Worship and Music Committee (Chairperson)
-
- American Red Cross – Volunteer Blood Donor (1994 – Present)
 - Arts on the Ridge - Volunteer (2017 – Present)
 - Batesburg-Leesville Chamber of Commerce – Board Member (2023 – Present)
 - Batesburg-Leesville Summer Literacy Program – Volunteer Reader (2023 – Present)
 - South Carolina Poultry Festival - Volunteer (1987 – Present)

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

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

In 2007, an older member of our congregation knew that I liked to attend concerts. She called me one evening to see if I was planning to attend the concert of a world-renowned artist who was coming to The Colonial Center (currently known as Colonial Life Arena). Although I had no previous intention to attend the concert, I politely told her that I had not yet purchased tickets while simultaneously asking her if she and her husband would like to go to the concert. She immediately gave an affirmative response to my offer to take them to the concert.

I picked them up at their home and we enjoyed supper at a local restaurant prior to the concert. She was eagerly anticipating seeing and hearing the artist in person that she had only previously seen on SCETV. Although she was in her eighties her enthusiasm was comparable to a teenager at their first official concert. You can only imagine the smile on her face when the artist finally appeared on stage. She and her husband (who was also in his eighties) even danced together in the aisle that night.

She thanked me multiple times afterwards for taking them to the concert. However, I should have honestly been thanking them for the blessing they shared with me that night. It was indeed a blessing to witness their personification of God's love in a simple waltz in the aisle!

Position Nominated For: Committee on Discipline – Lay Man

Full Name: Frederick Baus (Fred)

Email Address: fbaus@bellsouth.net

Mailing Address: 302 River Walk Drive, Simpsonville SC 29681

Congregation: St. Michael

Congregation City: Greenville

Employment/Profession: Higher Education Association CEO - retired

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

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

Numerous committees and councils at the congregational level, e.g.,
Congregation Council - Trinity Lutheran Worcester MA, 2004-2006; St Michael Lutheran Greenville SC, current
Stewardship - Trinity LC Worcester MA 2002-2004; St. Michael Greenville SC, current
Strategic Planning Committee - Trinity Lutheran MA 2004-2006
Pastoral Call Committee - Trinity Lutheran MA 2004

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

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

Perhaps "joyous" is not the right term. During my time at Trinity Lutheran Church in Massachusetts we had gone through an ELCA education program regarding the LGBTQIA issue. When I served on the Call Committee, the Bishop of the New England Synod sent us a candidate who was gay. I had the opportunity to host him in our home for a meal to get to know him and his faith journey and the challenges he faced. Throughout the call process I got to understand the complex issues, both pro and con, that represented congregation members' positions and the call possibility. The committee recommended extending the call unanimously. Approval required a 2/3 majority vote by the congregation. The result was 62 percent for and 38 percent against. It was a divisive issue with many congregants on both sides of the issue leaving the church. While it may not have been a "joyous" experience, it taught me patience and respect for the many ways our faith confronts real issues in a complex world. I would say the experience "energized" my faith journey.

Committee on Discipline – Lay Woman
Term Ending 2030 (Elect 1)
Karen Kasting
Shanna Cisson

Position Nominated For: Committee on Discipline – Lay Woman

Full Name: Karen Kasting

Email Address: kkasting@ymail.com

Mailing Address: 2026 Harvest Lane #89 Charlotte NC 28210

Congregation: Crossroads

Congregation City: Fort Mill

Employment/Profession: Logistics

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

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

Council VP, Sunday School Leader, Retreat Leader

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.**

Since my mother's death in 2021, I have been surrounded with a loving faith community that feels like family.

Position Nominated For: Committee on Discipline – Lay Woman

Full Name: Shanna Cisson

Email Address: shanna.cisson@outlook.com

Mailing Address: 414 2nd Avenue South, Trl 43, Myrtle Beach, SC 29577

Congregation: St. Philip

Congregation City: Myrtle Beach

Employment/Profession: Community Manager, HOA Properties

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

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

Member of St. Philip congregation since 2/2012; Sunday School teacher, VBS coordinator and Group Leader; Council Member (5 years); Mission and Outreach Committee member; Feeding the Homeless Committee Leader and member; WELCA Leader and participant; Lector; and Sabbatical Committee Leader.

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.**

The first time I walked into St. Philip's, it was Christmas, 2011, with my husband. As we lined up to leave the service, a member of the church turned to me and asked, 'how does it feel to be the youngest person here?'. I honestly had not noticed this because everyone was so friendly and gave us such a warm welcome as we entered. My husband and I both felt at home immediately. Unfortunately, about 2 months later, my husband passed away. I had no hesitation in walking into St. Philip alone because I knew I was welcomed there. It truly is a church family. I have made suggestions in Council meetings and in other church meetings that may have raised some eyebrows, but I was given the "green light" to try them. One suggestion, which has turned out to be quite successful, is Feeding the Homeless once a month in our Fellowship Hall. This program gets the whole church family involved and Pastor Jason Lee has been very instrumental in keeping the program going with online sign-up sheets and preaching from the pulpit the importance of the program. I've been helping to plan Pastor Lee's upcoming sabbatical and am working with the SC Synod on promoting events during his time away. I am currently part owner of a community property management company in Myrtle Beach where we help manage HOA's and their members. Following recorded rules and regulations are key to managing HOA's as well as communicating with the homeowners. I've been doing this type of work for over 10 years, and I feel communicating with others is one of my strongest attributes.

Consultation Committee – Rostered Minister - Man

Term Ending 2030 (Elect 1)
Nathan Rice
William Strand

Position Nominated For: Consultation Committee – Rostered Minister - Man

Full Name: Nathan Joseph Rice

Email Address: pastor.nathan@sllc.org

Mailing Address: 312 Upshur Ct. Summerville SC 29485

Congregation: St. Luke's

Congregation City: Summerville

Employment/Profession: Pastor

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

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

- Coastal Conference Dean: 2020-2023
- SC Synod Assembly Chaplain: 2022
- Summerville Area Churches Thanksgiving Basket Project: 2014-Present
- Home of Hope Board Member (Men's Homeless Shelter - Summerville): 2015-2018
- SC Synod Community Outreach Network: 2013-2020
- SC Synod Public Education Task Force: 2013-2020
- Pastor - St. Luke's Lutheran Church: 2014 - Present
- Pastor - St. Jame's Lutheran Church: 2008-2013
- Pastor - NVSV Lutheran Parish: 2005-2008

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

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

One of my most joyous memories from serving at St. Luke's happened on Palm Sunday during the pandemic. Following our outdoor worship the congregation voted unanimously to move forward with building our Family Life Center. As a pastor, it was a joy to see the congregation embrace our mission of "Building Disciples Together With God" in the midst of uncertain times. What a faith filled moments by the entire congregation.

Their certainty and faith in the mission we share together has given me strength on numerous occasions when difficult decisions had to be made. I am thankful for their witness.

Position Nominated For: Consultation Committee – Rostered Minister - Man

Full Name: William Strand

Email Address: wstrand001@luthersem.edu

Mailing Address: 9560 Denny Hwy

Congregation: St. Mark's and Corinth Lutheran Churches **Congregation City:** Prosperity

Employment/Profession: Pastor

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

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

Intern, Bethlehem and Trinity Lutheran Churches July 2021- June 2022; On-Call Chaplain, St. Mary's Medical Center June 2022- April 2023; Christian Education Coordinator April 2023- July 2023; Pastor, St. Mark's and Corinth July 2023-current

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

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

My faith community as a whole has been there for me all my life, but in particular, Messiah Lutheran Church (my first church and sending parish) during my candidacy was a constant place of support. They helped me and others pay for seminary, and when I needed to transfer seminaries and go to school online, they gave me a desk in the church library for a quiet place to work. Offering me access to the resources there and, of course, from the other ministers at work in the church. They also supported me as a location to complete my Contextual Education in preparation for the Internship. After a significant life event, I had to leave my post as an on-call chaplain; they gave me a job to help coordinate their youth and prepare them to call a

rostered minister for families. I am blessed to have them and the greater community there for me.

Consultation Committee – Rostered Minister - Woman

Term Ending 2030 (Elect 1)

Rachel Connelly

Elise Stringer

Consultation Committee – Lay Man

Term Ending 2030 (Elect 1)

Craig Wheatley

Calvin Harmon

Position Nominated For: Consultation Committee – Lay Man

Full Name: Calvin C Harmon

Email Address: charmon@charmonlaw.com

Mailing Address: 2496 Poole Rd., Greer, SC 29651

Congregation: Trinity

Congregation City: Greenville

Employment/Profession: Attorney/Mediator

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

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

Grew up at St. Peter's Lutheran Church (when still ELCA) - confirmed by Pastor Dermon Sox in 1969 - Youth Leader; Later served in various roles in the Episcopal and Methodist Churches; Attended Christ the King Lutheran Church Greenville from approximately 2002 - 2017 — served as Youth SS Teacher several years; served as Lay Leader and Communion Assistant; Served as Habitat for Humanity Leader for approximately 12 years ; served on Church Council; Attended Trinity Lutheran Church from from approximately 2017 - present.

Served on stewardship and outreach Committees, currently serving on Church Council for third year - also serving as Usher and Lay reader (greeter before). Leader of men's Reflection Group for third year - also involved with Habitat for Humanity.

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 take extreme joy every week when I welcome members and visitors to our Church. I am proud to be a church that welcomes everyone (without exception) with a handshake or hug (or kind words). I know that everyone leaves with love for our Lord in their hearts and joy on their faces.

My church is always there for my family and me! I remember attending an ally program one evening not long after I began attending Trinity (when I may not have really understood what loving everyone without exception really meant). An older couple told their story of how their son had been displaying gay tendencies over the past years. They did everything in their power to change their child (spending much money on counselors and doctors to try to “change” their son. Tears rolled down my face as they told their story that ended with their child committing suicide because of his non acceptance by society. They also expressed how it was necessary for them, as parents “to come out” as well! From that night forward, I have felt love for everyone without exception (because you just never know where some one has been, especially those on the margins). I acknowledge that I am a privileged white male (but I also accept all of God’s children as equals).

Consultation Committee – Lay Woman
Term Ending 2030 (Elect 1)
Mary Ann Shealy
Silke Pyrlík

Position Nominated For: Consultation Committee – Lay Woman

Full Name: Mary Ann Shealy

Email Address: Mashealy58@gmail.com

Mailing Address: 2346 Shull’s Fork Road, Gilbert, SC 29054

Congregation: Wittenburg

Congregation City: Batesville-Leesville

Employment/Profession: Organist/pianist, otherwise retired

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

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

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:

One of my greatest blessings in my entire life is having been born into a pastor's family. I saw first hand what it meant to serve others joyfully, to experience the love and care of congregations that my dad served, to live and grow in a Christ-filled home. It has been my privilege to have been a member of six congregations in my growing up years. Since marrying, I have been a member of that many more congregations. I thank God for these experiences that have nurtured my growth in Him!

- 2007-2009 Christ Lutheran Church Council President
- 2009- ongoing Christ Lutheran Church, Director of Spiritual Formation
- 2017-2019 LTSS Spiritual Direction Certification Program

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.*

In 2007 I found a home away from home (I am German) when I joined Christ Lutheran Church. Being a part of a church that was so very similar to my home church in Germany was very comforting at a time where I had difficulties adjusting to the (for me) very strange life in the USA. The following years, especially being employed by my church, provided ample opportunity for spiritual growth through good times and bad times.

In 2019 my husband was diagnosed with pancreatic cancer and passed away 7 months after the diagnosis, our son was still in high school.

My church has been very supportive, understanding and loving throughout the whole process. I had the whole congregation, and especially our then interim pastor Mary Anderson, standing behind me , lifting me up and giving me the time I needed to cope with the tremendous loss. My very strong, never wavering faith and my church carried me through this transformative time and I will be forever grateful.

In the meantime I am remarried and I give God all the glory for the wonderful, caring supportive and loving husband by my side to journey with me through the second half of life.

Mission Endowment Fund Grant Committee – Lay Man
Term Ending 2027 (Elect 1)
Danny Koon
David Potts

Position Nominated For: Mission Endowment Fund Grant Committee – Lay Man

Full Name: Daniel H. (Dan) Koon

Email Address: Dhkoon100@yahoo.com

Mailing Address: 2272 North Lake Dr. Columbia, SC 29212

Congregation: Bethlehem **Congregation City:** Irmo

Employment/Profession: Retired Deputy Commissioner of the SC Human Affairs Commission

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

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

- SC Synod Mission Endowment Fund 2021-2023
- SC Synod Inclusive Network -2024
- SC Lutheran Retreat Centers Board Member 2003-2008
- Newberry College Alumni Association President and Board of Trustees 2002-2004
- Coordinator of the Midlands Crop Walk Against Hunger 1995-2000
- Midlands Conference of Lutheran Churches Coordinator for Building of 2 Lutheran Habitat for Humanity Homes
- Bethlehem Lutheran Church Council Vice Chair 2023-24
- Bethlehem Lutheran Church - Worship Assistant, Lay Communion Assistant and member of the Social Ministry, Education and Stewardship Teams- Present

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

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

While I have many joyous memories of being a part of a faith community, I think the most impactful was attending a Lutheran School, Newberry College. Having the opportunity to study the Bible in a scholarly manner led me to a greater understanding of God's work for social justice and love for all people. The opportunity to look at Old and New Testament teachings through the eyes of wonderful professors who lived their lives of faith, led me to my life long career of promoting social justice at the SC Human Affairs Commission, whose mission is to prevent and eliminate discrimination and to foster good will among all people. The SC Synod supports many wonderful institutions that provide various ministries, and one of those institutions, Newberry College, was there for me.

Position Nominated For: Mission Endowment Fund Grant Committee – Lay Man

Full Name: David W. Potts

Email Address: davepotts311@gmail.com

Mailing Address: 311 Cicle Drive, Townville, SC 29689

Congregation: Trinity

Congregation City: Greenville

Employment/Profession: Retired, HIV physician

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

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

- Synod, Lutheran Family services in 70s
- Church Council twice 90s and 2010
- Multiple Church committees
- Leader Afghan family support team 2022 current
- Active in AID Upstate since its inception in 1988 to current

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.***

Trinity has been an important part of my life and faith story since the early 80s. Married there, children baptized there, supported by faith family in all aspect of our lives. During time of great stress and depression over issues involving one of our children Trinity with the help of the Lord allowed us to give the issues to the Lord and free ourselves of the day to day anxiety. Both our child and we have done much better.

**Mission Endowment Fund Grant Committee – Lay Woman
Term Ending 2027 (Elect 1)
Katrina Bernsdorff
Lura Godfrey**

Position Nominated For: Mission Endowment Fund Grant Committee – Lay Woman

Full Name: Lura DiAntonio Godfrey

Email Address: luradg@charter.net

Mailing Address: 313 W Stone Ave Greenville, SC 29609

Congregation: Trinity **Congregation City:** Greenville

Employment/Profession: Architect/Owner- LMG Architects

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

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

2016 SC Synod Gathering Attendee

Service at Trinity Lutheran Church:

Current- Property Committee, Love Wins Group, GOAL Participant

Past: Church Council 2015-2017; Outreach Committee 2015-2018; Education Committee 2019-2020; Backpack Buddies 2013-2019; Creation Care Team 2016-2019; Interfaith Hospitality Network Volunteer; Women's Bible Study & Fellowship Group; Leader of installation of new church playground 2012

Community Service:

Current- Board Member Rebuild Upstate; Architect for Pickens County Habitat for Humanity; Architect for Homes of Hope; Member of Historic Review Board for City of Greenville; PTA President Greenville Middle Academy; American Institute of Architects

Past- PTA President for Stone Academy; Stone Academy PTA VP of Health and Safety; Coordinator for Safe Routes to School; Health Fair Chair; Book Fair Chair

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.***

Pre-Covid, my family was actively involved in a ministry called Backpack Buddies at Trinity Lutheran, providing weekend food for kids at our nearby public schools. Pastor Susan Crowell at Trinity new my love of hands on serving, especially in this way, because as a child, my family would pack Christmas bags of food for families through Goodfellows. It didn't feel like Christmas to me until we had packed those bags! As a parent, I was so grateful and excited to assist with the Backpack Buddies program at Trinity. Our family would pack bags once a month with our closest family friends at church. Later that week, some of those bags would be delivered to kids at our boys' school to be taken home over the weekend. Talk about full circle! I am so grateful to have been a part of this IMPORTANT ministry at Trinity Lutheran Church!

**South Carolina Lutheran Retreat Centers – Rostered Minister
Term Ending 2027 (Elect 1)**

**Rebecca Wicker
David Coffman**

Position Nominated For: South Carolina Lutheran Retreat Centers – Rostered Minister

Full Name: Rebecca Wicker

Email Address: pastor@summerlutheran.org

Mailing Address: 1609 Milligan Street, Newberry, SC 29108

Congregation: Summer Memorial

Congregation City: Newberry

Employment/Profession: Pastor

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

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

Current board member for SCLRC, 2021-present; adjunct professor of Religion at Newberry College, fall 2023 - present; volunteer for Interfaith Community Services, Newberry 2024; former Young Adults in Global Mission (YAGM) liaison for SC Synod Global Mission Table, spring 2017 - fall 2018

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

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

This past year, I moved to a new call at Summer Memorial. It's been a joy to get to know the people of Summer and see their willingness to try new things and welcome new ideas. But most importantly, I've seen how the congregation shows up for each other for newcomers and long-time members alike. We may encounter tough times, but there is a trust that we won't go through those times alone. Summer truly embraces that we carry God's presence when we show up for each other.

Position Nominated For: South Carolina Lutheran Retreat Centers – Rostered Minister

Full Name: David Coffman

Email Address: david.coffman@newberry.edu

Mailing Address: 769 Cold Springs Lane Irmo, SC 29063

Congregation: Pilgrim

Congregation City: Lexington

Employment/Profession: Campus Pastor, Newberry College

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

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

- Newberry College Campus Pastor, 12/22 - present
- Care Coordinator, SC House Calls, 8/22 - 2/23
- Chaplain, AgapeCare/ Agape Hospice 4/12 - 8/22
- Chaplain Resident, 8/11 - 8/12
- Pastor, St. John's Walhalla 11/01 - 1/11

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.***

Each day is a new day of opportunity to share the grace, mercy, love and peace of God on a rustling, bustling campus. I love to hear students make the connections to other parts of their lives. I love to hear the story of faith shine through them as they serve in the Wolves Pantry or around the community. I love to sit with students, faculty and staff and have regular check-ins about life matters beyond the classroom and see where God is at work in their lives.

I continue to be supported by the imperfect people in the church when other people say I don't belong. I'm shaped by God's unconditional love for me and the whole world as we go about our daily life figuring it out. I've learned to share that immeasurable grace with others and keep moving forward.

**NovusWay
Board Elected, Assembly Ratified
Term Ending 2027**

2025 ELCA Churchwide Assembly – Lay Man

(Elect 3)

**Neal Fischer
Calvin Harmon
Ron Walrath
Michael Kuhrau
Hunter Prest
Nicholas Caughman**

Position Nominated For: 2025 Churchwide Assembly – Lay Man

Full Name: Neal F. Fischer

Email Address: nealffischer@gmail.com

Mailing Address: 2104 Newberry Landing Circle Newberry SC 29108

Congregation: Pomaria

Congregation City: Pomaria

Employment/Profession: Director of Communications, SC Synod

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

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

As Director of Communications for the South Carolina Synod, I support the Office of the Bishop, Assistants, Auxiliaries, and congregations with communicating news, information, and stories throughout the synod. I've served the Church since I was fourteen as a musician or communicator. My experience includes:

- * Serving the churchwide communications teams for four Churchwide Assemblies.
- * Three ELCA Youth Gatherings.
- * Presenting at numerous ELCA Synod Communicator gatherings.

In my 15 years as a communicator between the Upstate New York and South Carolina Synods, I have taken calls or assisted 52 of the 65 synods.

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

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

One inspiring memory from my time serving in the Church has to be the feeling of accomplishment following the 2020 Synod Assembly. Our team was terrific, and we pulled off a solid first assembly online. Accomplishing the technical side of things competently and successfully made me feel proud of our team.

Position Nominated For: 2025 Churchwide Assembly – Lay Man

Full Name: Hunter L. Prest

Email Address: hunteralyssa07@gmail.com

Mailing Address: 108 Hanlon Dr. Elgin SC 29045

Congregation: Living Springs **Congregation City:** Columbia

Employment/Profession: Student

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

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

Synod Council 2023-present, Youth Ministry Task Force (LCY) 2023-present, GraceWorks Planning team 2020-present, Church Council 2022-present.

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

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

My most joyous memory from being a part of my faith committee is when I went to the National Youth Leadership summit last fall. I was able to interact with and learn from a myriad of diverse peoples and truly understand what it looks like to live in God’s love! Never before

have I experienced such a welcoming, inclusive, and uplifting community of believers! I made friends that will last a lifetime, and grew in my faith so much!

My church has been there for me so much through youth group! Weekly youth meetings are a sturdy rock in the desert of life’s struggles. Anytime I’m going through something tough, I know I can lean on my youth group to support me and lift me up!

Position Nominated For: 2025 Churchwide Assembly – Lay Man

Full Name: Calvin C Harmon

Email Address: charmon@charmonlaw.com

Mailing Address: 2496 Poole Rd., Greer, SC 29651

Congregation: Trinity **Congregation City:** Greenville

Employment/Profession: Attorney/Mediator

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

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

Grew up at St. Peter’s Lutheran Church (when still ELCA) - confirmed by Pastor Dermon Sox in 1969 - Youth Leader; Later served in various roles in the Episcopal and Methodist Churches; Attended Christ the King Lutheran Church Greenville from approximately 2002 - 2017 — served as Youth SS Teacher several years; served as Lay Leader and Communion Assistant; Served as Habitat for Humanity Leader for approximately 12 years ; served on Church Council; Attended Trinity Lutheran Church from from approximately 2017 - present.
Served on stewardship and outreach Committees, currently serving on Church Council for third year - also serving as Usher and Lay reader (greeter before). Leader of men’s Reflection Group for third year - also involved with Habitat for Humanity.

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 take extreme joy every week when I welcome members and visitors to our Church. I am proud to be a church that welcomes everyone (without exception) with a handshake or hug (or kind words). I know that everyone leaves with love for our Lord in their hearts and joy on their faces.

My church is always there for my family and me! I remember attending an ally program one evening not long after I began attending Trinity (when I may not have really understood what loving everyone without exception really meant). An older couple told their story of how their son had been displaying gay tendencies over the past years. They did everything in their power to change their child (spending much money on counselors and doctors to try to “change” their son. Tears rolled down my face as they told their story that ended with their child committing suicide because of his non acceptance by society. They also expressed how it was necessary for them, as parents “to come out” as well! From that night forward, I have felt love for everyone without exception (because you just never know where some one has been, especially those on the margins). I acknowledge that I am a privileged white male (but I also accept all of God’s children as equals).

Position Nominated For: 2025 Churchwide Assembly – Lay Man

Full Name: Ron Walrath

Email Address: ronwalrath@gmail.com

Mailing Address: 117 Hunters Blind Drive, Columbia, SC 29212

Congregation: St. Andrew's

Congregation City: Columbia

Employment/Profession: Retired Financial Planner and Retired Officer of Marines

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

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

Stewardship of Life Institute 2009 - 2023, Synod Audit Committee 2020 - 2023, Synod Finance Committee 2023 - current, VP for Development, Lutheran Theological Southern Seminary 2007 - 2012, Fundraising Co-leader of St. Andrew's 2022 Capital Campaign.

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.

A favorite memory is when St. Andrew's decided to fund an entire Tanzania Safe Water Project. The project injected new life into our congregation as we poured ourselves into service on behalf of people we didn't know and would most likely never meet. The effort was truly spirit inspired!

When I was deployed to Iraq in 2003 as part of Operation Iraqi Freedom. During that deployment I received a flood of letters from church friends. My family was embraced with care from the St. Andrew's community. I hope folks know how important and appreciated was their service to me and my family.

2025 ELCA Churchwide Assembly – Lay Woman

(Elect 2)

Bethany Boyd

Marie Tidwell

Silke Pyrlik

Susan McArver

Position Nominated For: 2025 Churchwide Assembly – Lay Woman

Full Name: Regina Marie Tidwell

Email Address: reginamarietidwell@gmail.com

Mailing Address: 112 Crown Point Road

Congregation: Emmanuel

Congregation City: West Columbia

Employment/Profession: Fulltime Student

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

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

Youth ministry cabinet member 2021 – 2022

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 have many dear memories from my time in SCLCY, but one that stands out the most for me is my first time as a counselor for Camp HUGG. During that week, I learned a tremendous amount about loving my neighbors despite our differences, and I gained self-confidence in my own abilities as a leader. I often look back on that week when I need a reminder of what I am able to be.

My church has been my rock for years. Every moment of trouble and every moment of joy, my church has been right there with me, uplifting and encouraging me. I remember my Graduation Sunday and my family and friends wrapping me in a hand-made quilt built from childhood T-shirts. I remember the smiles and kind words. I have never felt so supported as I did in that moment.

Position Nominated For: 2025 Churchwide Assembly – Lay Woman

Full Name: Silke Pyrlik

Email Address: silkepyrlik@clchhi.com

Mailing Address: 96 Mathews Dr., Apt 96, Hilton Head Island, SC 29926

Congregation: Christ Lutheran

Congregation City: Hilton Head Island

Employment/Profession: Director of Spiritual Formation/ Spiritual Director

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

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

- 2007-2009 Christ Lutheran Church Council President
- 2009- ongoing Christ Lutheran Church, Director of Spiritual Formation
- 2017-2019 LTSS Spiritual Direction Certification Program

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.***

In 2007 I found a home away from home (I am German) when I joined Christ Lutheran Church. Being a part of a church that was so very similar to my home church in Germany was very comforting at a time where I had difficulties adjusting to the (for me) very strange life in the USA. The following years, especially being employed by my church, provided ample opportunity for spiritual growth through good times and bad times.

In 2019 my husband was diagnosed with pancreatic cancer and passed away 7 months after the diagnosis, our son was still in high school.

My church has been very supportive, understanding and loving throughout the whole process. I had the whole congregation, and especially our then interim pastor Mary Anderson, standing behind me, lifting me up and giving me the time I needed to cope with the tremendous loss. My very strong, never wavering faith and my church carried me through this transformative time and I will be forever grateful.

In the meantime I am remarried and I give God all the glory for the wonderful, caring supportive and loving husband by my side to journey with me through the second half of life.

Position Nominated For: 2025 Churchwide Assembly – Lay Woman

Full Name: Susan Wilds McArver

Email Address: susan.mcarver@lr.edu

Mailing Address: 620 Hampton Trace Lane Columbia, SC 29209

Congregation: Incarnation

Congregation City: Columbia

Employment/Profession: Church History Professor - Lutheran Theological Southern Seminary

Age Range:	Under 30	30-45	46-60	over 60
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Service in synod, ELCA, interchurch agencies, local congregation, community, etc. Please include dates served.

ELCA

Commission for a Renewed Lutheran Church (CRLC) (2022 - present)

ELCA Church Council (2009-2015)

ELCA Word and Service Task Force (2013-2017)

ELCA Social Statement, "Our Calling in Education" (2003-2007)

Synod

200th Anniversary of South Carolina Synod Committee (2023-present)
Chair, Board of Trustees, James R. Crumley Jr Region 9 Archives (2021-present)
SC Synod Mission Endowment Fund Grant Committee (2023-present)
Florida-Bahamas Candidacy Committee (2005-present)

Regional

Lutheridge CARE leader (1989-2019) and former counselor
Many historical presentations to congregations and synods (1998-present)

Incarnation Lutheran Church, Columbia:

Adult and handbell choirs (all my adult life)
Member WELCA (all my adult life)
Chair of Worship and Music (2020 - present)
Chair 100th Anniversary Committee (2019-2021)
Church Council (2017-2019)
Oktoberfest baker and worker (2012 - present)

Community and Other

President, Lutheran Historical Conference (for historians in ELCA, LCMS and WELS) (2006-2012)
South Carolina State Department of Education Bias Review Assessment Team (2016 - present)
Presenter to various genealogical societies (2015-2017)
Presenter in various settings for the United Methodists and Moravians (2000 - 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:

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

A joyous memory:

While I have been fortunate to experience a lifetime of joyous memories within my faith community, my participation in the vocal and handbell choirs of my congregation runs as a constant thread in many of those memories, from my childhood to the present.

We may not have always been the greatest musicians in the world, but we have always given it our all, whether it is a festival observance such as Easter or Christmas, or a more contemplative service during Lent or at the close of the day. Singing or playing in a choir is a communal event, which adds to its depth of meaning, as each person's contribution is necessary to create the whole. When the scripture texts of the day, the anthem text, and the music are all beautifully aligned, there is nothing more joyous.

A time when my church was there for me:

My church has ALWAYS been there for me. I grew up in a congregation that took its youth seriously, mentored us conscientiously, and allowed us to ask questions endlessly. Those long-departed, infinitely patient (and long-suffering) Sunday School teachers, confirmation pastors, youth advisors, and campus pastors formed my faith in ways that endured.

“My church” was also present through Lutheridge, which shaped my life and set me on a path to ministry that lasts to this day in my calling as a seminary professor. Decades ago, the South Carolina Synod took a chance and provided the scholarship support that enabled me to go to seminary as a very young student, which might not have been possible otherwise. The larger church itself (back then, the LCA) gave me a vision of what “my church” could do beyond our own little congregation, through synodical and national youth events and through the ministry it conducted through world hunger appeals, refugee resettlement, disaster response, and more. In doing so, the larger church connected me to something far greater than my own local community. I am truly grateful that Christ’s church has always been present for ministry in the world, and even more grateful that it has always “been there” for me.

2025 ELCA Churchwide Assembly – Rostered Minister - Man

(Elect 1)

Josh Knutson

Christopher Girardeau

Position Nominated For: 2025 Churchwide Assembly – Rostered Minister - Man

Full Name: Joshua Knutson

Email Address: pastor@christcommunityLNC.org

Mailing Address: 221 Baxter Lane, Summerville, SC 29486

Congregation: Christ Community Lutheran

Congregation City: North Charleston

Employment/Profession: Pastor, Mission Developer

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

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

As a mission developer, one of my primary responsibilities is to be present in our community. Since 2022, I have served on a committee lead by Neighbors Together in Charleston that is

seeking to address homelessness in the Tri-county area. I also began serving on the board of Restoration Chapel Greenwood, a program that offers Christian learning, guidance, and support to those recovering from substance abuse disorder, in 2024. In 2023, I was asked to serve on the SC Synod's Bible Team to address the resolution on unity passed at the 2023 Assembly. I am a strong believer that we cannot understand where Jesus is calling us to serve if we do not know and love the people beyond our walls.

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 am extremely thankful that the two congregations I serve have supported and encouraged me throughout our time together. The event that stands out most in my mind is when my father-in-law passed away. Both congregations cared for my family in ways that were beyond my wildest expectations, especially since we had only been together a few months. That, however, is not my most joyous memory. In North Charleston, there is an old hotel that was converted into transitional housing for veterans emerging from homelessness. We take up year-round collections of food and supplies for that program to ease the residents transitions. Last year, members of SC Lutheran Men in Mission from across the state joined with both congregations to provide a fried chicken dinner to the residents on a Sunday afternoon. They did not just serve a meal--they carried the love of Christ to each person they saw. They ate with the residents, talked with them, laughed with them, and prayed with them. They made sure that everyone got enough to eat and that they had all the supplies they needed. And they did this gladly. They demonstrated what it looked like to serve the forgotten and I was thankful to be a part of that. I continue to find joy in both communities because their hearts are too big to contain inside a church building.

Position Nominated For: 2025 Churchwide Assembly – Rostered Minister - Man

Full Name: Christopher Daniel Girardeau

Email Address: christopher.girardeau@gmail.com

Mailing Address: 1026 E Meadow Dr, Lancaster SC 29720

Congregation: Reformation

Congregation City: Lancaster

Employment/Profession: Pastor

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

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

MORE Justice Member, Columbia SC (2017—2021); 315th Airlift Wing First Sergeant Council Member, JB Charleston SC (2019—Present); SC Synod Inclusiveness Network (2021—Present); SC Synod Gender and Sexuality Justice Task Force Founder and Chair (2022—Present); SC Synod Nominating Committee (2022—Present); Co-Instructor of "Debunking the Clobber Passages: An Ecumenical Seminar" (2023); Worship Leader: Region 9 First Call Stewardship Retreat (2023); Worship Leader: House Band, 2023 SC Synod Assembly (2023); Worship Leader: Kairos Confirmation Camp (2023); Lutheridge 75th Birthday Capital Appeal, Alumni Gifts Team Member (2024); ELCA Youth Gathering, Community Life Team (2024); Lancaster Rotary Club Chaplain (2024—Present)

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

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

One of my most joyous memories from my faith community is also one of the most profoundly difficult times as well. In November of 2022, my dad passed away suddenly. I was just on the cusp of my first year anniversary as an ordained pastor and his death felt like the earth disappeared underneath my feet. I was not only at a loss for words and at a loss for what to do. Thankfully, this is where the Body of Christ shows up best.

Instead of feeling frazzled and strained to fulfill my role as a pastor, my congregation immediately jumped into action to cover for me so that I could concentrate on grieving and being with my family.

That, of course, would've been more than enough kindness, but they went above and beyond to care for me and my family—they prayed for us, cooked us meals, offered to do errands, and sent flowers to the funeral; multiple congregation members even drove almost 4 hours, round-trip, to be there at my dad's funeral, offering love and support. I cannot overstate how much I needed and appreciate their kindness and love during that time.

Furthermore, the Body of Christ is not just confined to one congregation; it is truly more ever-present than we can actually realise. The amount of outpoured love that I experienced during that time from family, friends, synodical colleagues, and ecumenical siblings was an integral part of me making it through that time in a healthy way.

It seems that in profound vulnerability, we are able to experience profound love. It seems to me that God is loving relationship itself; and our relationships, necessarily, are where we experience love at its fullest.

Relationships matter. Relationships are everything. Relationships are where we fully experience God.

2025 ELCA Churchwide Assembly – Rostered Minister - Woman

(Elect 1)

**Sarah Bowers
Maria Miller-Perez**

Position Nominated For: 2025 Churchwide Assembly – Rostered Minister - Woman

Full Name: Sarah Delap Bowers

Email Address: SKDBowers@gmail.com

Mailing Address: 279 Ringer Rd. Pomaria, SC 29126

Congregation: Bethlehem **Congregation City:** Pomaria

Employment/Profession: Deacon & Land Steward

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

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

Served on the ELCA's Always Being Made New Campaign, Young Adult in Global Mission (2011-2012), Director of Youth and Family Ministries at Redeemer Lutheran Columbia, SC (2012-20128), Served on Gamecock Lutheran's Board for 3 years, Creative Director for South Carolina Synod (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?
Tell about a time your church was there for you.***

Wow! While I would say my lifetime has been relatively short thus far, it has had no shortage of incredible ways the church has shown up for me. I think we often look for these massive ways that the church shows up, and those are amazing of course, but sometimes it's in the smallest moments where they show up that really make the difference in our lives.

This Spring I was supposed to officiate my first wedding. It was the wedding of a young woman who was in youth when I worked as a Director of Youth and Family Ministry. I had been looking forward to this for months, the meetings with the bride and groom, the creating of the service, I loved all of it. This couple was not as connected to the church as they once were, so I was finding a way to walk with them, while still being that church presence and respecting where they were now.

Fast forward to the weekend of the wedding, and I was sooooo sick. It was awful and I couldn't get out of bed. I didn't know what to do, except call the pastor of my home church, that was located just down the road from where the ceremony would take place the next day. My pastor walked with me through the process, helped me find someone to step in, and the ceremony went on seamlessly. Did I mention this was Palm Sunday weekend? The start of Holy Week?! For me, this was a mentor and friend walking me through one of the biggest disappointments of my ministry, but even bigger than that, this was a larger church coming around to love and support a couple who maybe doesn't see the point of church anymore, but I wonder what the long term impact of that will be and if they'll ever realize the team effort it took to have the "show go on."

I was thankful on so many levels for the church community that day, and especially the community of rostered leaders, who even during one of the craziest seasons of the church year, was willing to walk with me and show not only myself, but an entire family, the gift the church family really is and how wide it really reaches.

Position Nominated For: 2025 Churchwide Assembly – Rostered Minister - Woman

Full Name: Maria Elena Miller-Perez

Email Address: Pastormem@yahoo.com

Mailing Address: 419 Adams Mill Road Mauldin, SC 29662

Congregation: St. Matthias

Congregation City: Easley

Employment/Profession: Chaplain of Lutheran Hospice-Upstate/Stated Supply Pastor
Augsburg Lutheran Church 2015-Present

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

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

Chaplain for SC WELCA Convention 2003 and 2016, Synod Council 2017-2020, Chaplain for SC Synod Assembly 2020, Foothills Conference Dean 2017-Present, Mauldin High School Band Boosters 2019-2024, Walk to End Alzheimer’s Champion’s Club 2023-Present.

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

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

I have had the pleasure of serving as Stated Supply Pastor for Augsburg Lutheran Church for over 8 years. Augsburg is small (we average 12-16 on a Sunday) but incredibly faithful. We have a 2 year old who attends every week with his grandmother. The congregation wholly embraces him and lives out the promises they made to him at his baptism. Each week he “assists” the member who lights and extinguishes the candles for worship and the usher who collects the offering. It brings joy to my heart every week to see this little one holding the hand of the 80 something year old man as they serve the church together. In moments like these I recognize how faith is passed from one generation to the next and it gives me hope for the future.

2025 ELCA Churchwide Assembly – Youth/Young Adult
(Elect 1)
Tatyanna Chapman
Jason Costlow

Position Nominated For: 2025 Churchwide Assembly – Youth/Young Adult

Full Name: Tatyanna Nicole Chapman

Email Address: Tatyanna.Chapman@Newberry.edu

Mailing Address: 1003 Weslin Creek Dr

Congregation: Shepherd of the Sea **Congregation City:** Myrtle Beach

Employment/Profession: Student

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

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

At Shepherd of the Sea, I regularly helped with children's church and acolyting throughout 2015-2022. At Newberry College, I am currently a student leader in the Campus Ministry and help make meals and set up for our weekly meeting.

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

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

My most joyous memory is sitting with other people at my school who are part of Campus Ministry as well as a nearby church, doing a bonfire and looking at the stars and seeing a shooting star. It was like a sign from God that I was where I was supposed to be.

My school's Pastor is always there for me. Anytime I have a problem or need to rant, he is there to listen. When I need to stop by the Weber Ministry house because I've missed a meal, I can just stop in and make myself something or if I need to do a load of laundry and my dormitory's laundry room is full, I am able to get laundry done at the ministry house.

Position Nominated For: 2025 Churchwide Assembly – Youth/Young Adult

Full Name: Jason Andrew Costlow

Email Address: jacost347@gmail.com

Mailing Address: 18 Double Branch Trail, Mauldin SC 29662

Congregation: Lutheran Church of Our Saviour

Congregation City: Greenville

Employment/Profession: Student

Age Range:	Under 30	30-45	46-60	over 60
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Service in synod, ELCA, interchurch agencies, local congregation, community, etc. Please include dates served.

- Voting member of SC synod assembly: 2021-2023
- Congregation Council: 2020-2023
- VBS volunteer: 2017-2019

- Fellowship committee: 2020-2023
- Assisting Minister: 2020
- Communion assistant: As needed
- Acolyte: As needed
- Newberry College campus ministries: current
- Foothills Conference, SC Synod Young Lutheran Man of the Year for my Eagle Scout Project: 2023

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

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

As a pastors' (both parents are pastors) kid I have never lived close to my extended family and my congregation has given me the support of the extended family. They have celebrated my milestones with me, most recently--*=-98765e3 my high school graduation and Eagle Scout ceremony last year. During my time at Newberry College, Campus Ministries helped me find a friend group at school.

**2025 ELCA Churchwide Assembly – Person of Color/Language Other Than English
(Elect 1)
Thulie Beresford
Carl Taylor**

Report of the Bishop 2023-2024
2024 South Carolina Synod Assembly

“Like Good Stewards of the manifold grace of God, serve one another with whatever gift each of you has received” I Peter 4:10

The 2024 Assembly, “Like Good Stewards,” allows us the opportunity to focus on the variety of gifts God gives us of time, talent and treasure. Good Stewards recognize that all gifts come from God and we are called to use our God given gifts to serve one another, for mutual up building and to speak and act on behalf of those in need. We celebrate that because as God gathers us into Christ’s community we are able to live out these gifts of grace and love together in the name of Jesus as blessings from God through our ministry and mission in the South Carolina Synod and by extension, across the world. In addition to the stories that will be shared as we gather in online Assembly June 8th, this year we can also look forward to a four session Bible Study led by Dr. Mark Allan Powell, 7 p.m. each Tuesday evening in May that is sure to enrich our understanding of the call to be Good Stewards.

January 14, 2024 marked the 200th Anniversary of this South Carolina Synod which was celebrated at St. Michael, Columbia where the earliest leaders gathered to form this Synod. In honor of this milestone in our history, St. Michael’s hosted an Organ Recital and Reception.

The Synod Council named an Anniversary Committee who have been active since late fall planning various ways to lift up the ministries that have formed our mission. Pastor Mark Scott serves as Chair for the Anniversary Committee.

In an introduction to the Celebration of our Anniversary, Dr. Susan McArver wrote:

“If you read the Minutes of the South Carolina Synod for its founding year in 1824, you quickly realize two things: The fledgling Synod of South Carolina and Adjacent States came into existence with few resources and While the beginning of an organization for the Synod occurred during at the beginning of the year, Synod did not fully exist as an ecclesiastical entity until December of that year.

In fact, the history of the South Carolina Synod includes many milestones relating to the history of the Lutheran Church in the United States. And, while this history includes significant controversies, it also includes many developments that took root in the wider mission of the Lutheran Church in this country too. We hope that our celebration of two centuries of ministry will inspire you as leaders and members of congregations. And we pray that God will continue to bless and guide us as we serve into the future God provides.”

Throughout the year ahead you can anticipate receiving various stories and videos which we hope you will share with your congregations, and we will join in a celebration banquet at our 2025 Assembly.

We continue to grow into our new Mission and Vision Statements that were adopted in 2023 and following our Core Values as we walk together in the South Carolina 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).

Our partnership includes a variety of leadership ministries, events and connections, such as Candidacy, First Call Theological Education, Call Process and Congregational Events; Youth Ministry and Campus Ministry; ministry with Institutional and auxiliary partners; connections through the work of Synod Council, Conference Deans, Interim and Stated Supply Pastors; Region 9; Global Companion Synods of the Lutheran Church in Japan, Tanzania and Colombia; and across the ELCA. Each of these partnerships are incredible relationships that help us resource & equip the people of God and congregations who serve in South Carolina so that together we can be faithful disciples of Jesus in our varied contexts.

Our SC Living Lutheran quarterly online magazine, weekly Enews, and various other video series are all produced by our Director of Communications, Neal Fischer. We are thankful for his skills in technology that allow us to keep telling the stories from across the Synod and the whole church about ways the Spirit is connecting and moving us in mission. Because of technology we have been able to offer online Bible Studies and enrichment courses such as “the Great ReEvaluation,” led by Dr. Mark Tidsworth and “The History and Context of the Israel – Hamas War,” which was taught by the Rev. Bobby Morris. We are blessed by Pastor Emily Hartmann’s video series, “FAQ,” and for her teachings on the basics of Lutheranism. She has built quite a fan base with this series, stretching all the way to Australia where some are using her work for Confirmation Instruction. In the fall of 2023 Pastor James Henricks organized The Ministry ToolBox events which were hosted by Messiah, Mauldin and All Saints, Mt. Pleasant. Many leaders from across the Synod were offered tools for best practices for church councils in Administration, Christian Education, Stewardship, Bible Study and more. People left with lots of resources for doing ministry together today. In the first quarter of 2024 we partnered with GSB and Mike Ward to offer congregational council training. This training has had both in-person and online components between January and May engaging 18 congregational councils from across the State.

Throughout the past year our Inclusiveness Network has found a variety of ways to help us better understand history and to lift up our call to Justice work. Pastor Bruce Kreutzer serves as Chair of the Inclusiveness Network. They have hosted online and in-person book studies featuring several authors every other week. In Spring of 2023 we participated in the Civil Rights Pilgrimage and Tour with the Southeastern Synod traveling through Atlanta, Montgomery, Selma and Birmingham. In October 2023 a group of us visited the new International African-American Museum in Charleston and had lunch and conversation hosted by St. Matthew’s, Charleston. In January Ascension hosted a MLK, Jr. Remembrance and Day of Worship. In February 2024 we took the Columbia Civil Rights Pilgrimage and Tour learning a great deal of history in our own backyard. A few of our Synod Congregations are involved in MORE Justice and Nehemiah Gatherings which are ecumenical community events that lift up and focus on justice issues and needs in community. We continue to have much to learn and invite you to join in with us on this journey of discovery and inclusion.

In 2023 the Assembly adopted the Resolution on *Living into the Unity of the Body of Christ*. Following Assembly, a group of leaders from the South Carolina Synod were gathered to serve as the Synod Bible Team and their task was to collaborate on ways we could fulfill the hope of the Resolution and encourage our congregations to unite in the study of the sacred texts of Scripture. This Bible Team has partnered to create Bible Study materials that can be used with small groups in

any congregation. The first half of the materials were released May 1 and are available as a gift to you. The second half of the materials will be released later this fall.

In August of 2023 we had the distinct pleasure of dedicating the new sanctuary for Cristo Rey Lutheran Church in West Columbia. This was the result of many years and many hearts from across our Synod working together to build a beautiful house of worship. The people of Cristo Rey added their own creative touches to truly make this their own and they always provide a warm welcome so feel free to visit them in worship at any time.

In November 2023 I was able to meet and be reacquainted with our Companion partners in the Japan Evangelical Lutheran Church, and together to consider ways our two Synods could continue to learn from each other and accompany one another on this faith journey. It was a delightful meeting that promises to bear fruit in the year to come. I am grateful to Bonnie Bouknight who has served as the SC Synod Companion Coordinator for this relationship since 2017. Bonnie has stepped out of the Coordinator role, but expressed her deep love for the JELC and an interest in remaining on this Companion Team. I am happy to share that Pastor Miho Yasukawa and Pastor Tom Cassem will serve as Co-Coordiators for this Companion Relationship. Both bring unique gifts to this leadership role and after gathering a Team they plan to share the stories of our connections with the JELC broadly across the Synod. They are also working on details for highlighting this Global partnership in 2025 when we may be welcoming guests from Japan. If you are interested in serving on this Companion Team or would like to know more about connections with the JELC, please contact Pastor Tom or Pastor Miho.

The opportunity to visit the JELC last fall became possible because of an invitation from the ELCA to participate in the Installation of Bishop Sreyliak, the first bishop of the Lutheran Church in Cambodia on November 9, 2023. It was an honor to be asked to be the preacher for her Installation Service. While there I had the privilege to learn that The Lutheran Church of Singapore, The Japan Evangelical Lutheran Church, The ELCA and several other world churches helped to form this young church in Cambodia. Their focus is on discipleship, sharing God's Word and supporting healthy agricultural advancement and small farms. In addition to participating in the Installation of the Bishop and the Ordination of four new pastors, I was able to visit the ministry sites, and also to learn about the difficult history of the Cambodian people who still bear the scars from the Khmer Rouge Regime.

Last July (2023) our Companion Team for the SW Diocese of Tanzania had a wonderful visit on the mountain with our partners where they were able to furnish the new Medical Clinic that our Synod helped make possible. They each came home to South Carolina filled with joy and hope for the ways we can continue walking together with these companions. We have completed our Water Mission work in the Diocese, and the Clinic is up and running. Our focus now, as requested by Bishop Nguvula, is to help support their new Agriculture and Irrigation Project to learn about and grow wheat. The Team is excitedly working on what they call the *She Shed* Project. Cathy Milejczak serves as Companion Coordinator for this Team and is happy to share details and answer any questions you may have.

Our partnership with the Lutheran Church in Colombia focuses on relationship building and has included regular conversations via Zoom between women pastors from Colombia, South Carolina, Southeastern Minnesota and Alberta Canada since the fall of 2020. These four Synods across the Americas have been doing ministry together for many years and enjoy building these partnerships. In October 2023 leaders from these Synod met together in Houston at the Latin America Consultation that was hosted by the ELCA. At this Consultation we learned about more ways we can walk together. In April 2024 the four Synods produced and provided a service of worship that included participants and worshippers from both Continents. The bishops of these four synods meet every two months for mutual support and planning, and in August 2024 three of us, Pastor Ginger

Litman-Koon, Pastor Lisa Isenhower and I will be attending the Annual Women's Convention in Colombia. We look forward to that special event and to coming back to share more stories with all of you about this Global Companion relationship.

This spring we have experienced several changes on our Synod Staff. In February Wendy Davidson had surgery on her foot and was out on medical leave. That same month Pastor James and his wife, Christina welcomed their first child. We are delighted that baby and parents are home and doing well. Pastor James is out on paternity leave. Pastor Rick Carter and I, together, are working to be sure that our Mission Developers and Mission Sites are supported, that our Holy Closures are completed faithfully, that our Congregational Vitality Team continues to move forward in their work and that our connections with the ELCA in Development continue to be strong. In March, Deacon Deborah Poole joined our staff as Coordinator for Children and Youth Ministries, and Jenny Spearen, Executive Administrative Assistant resigned to move and take a position with the North Carolina Synod. Jenny served the SC Synod for 16 years and is truly missed by all of us. We wish her all the best in her new position. In May we will welcome Deborah Slice as our next Executive Administrative Assistant and following Assembly we plan to gather with the whole staff to regroup and begin our planning for the fall.

This staff is an amazing group of creative and faithful servants who spend each day looking for the ways to support and partner with you in the SC Synod, and to share the Good News of Jesus with the world. I know you will join me in thanking each of them for their partnership in this ministry and will hold us all in prayer as we continue to move through transition.

I am deeply thankful for each of you, for the congregations and communities you represent, and for the ways you live and move and share the love of Jesus in the communities where you live and serve. *Like Good Stewards*, may we use our God given gifts to bless one another and the world Jesus so dearly loves.

Together in Ministry,

+*Bishop Ginny Aebischer*

Office of the Bishop Official Acts April 1, 2023 – March 31, 2024

Annual Assembly

November 8, 2022 - Nominating Committee Meeting
May 11, 2023 - COE Pre-Assembly Meeting
May 25, 2023 – Reference & Counsel Committee Meeting
May 30, 2023 – Reference & Counsel Committee Meeting
June 8-10, 2023 – Annual Assembly
June 20, 2023 – Reference & Counsel Committee Meeting with Executive Committee

Calls Accepted

April 1, 2023 – Deacon David Rhyne, Director of Music, St. Michael, Greenville
April 5, 2023 – The Rev. Dan Kirkpatrick, Thomas McAfee Funeral Homes, Director of Grief Resources and Education
April 14, 2023 – The Rev. Kathleen Miko, Interim Minister, SC Synod
May 7, 2023 – The Rev. Rebecca Wicker, Summer Memorial, Newberry
May 8, 2023 – The Rev. Dr. Scott Landrum, St. James, Sumter
May 23, 2023 – The Rev. Nathan Gragg, Development Officer, NovusWay Ministries
July 1, 2023 – The Rev. William Strand, St. Mark, Batesburg-Leesville & Corinth, Saluda
August 1, 2023 – The Rev. Lance Henderson, Union, Leesville
August 1, 2023 – Deacon Chris St. Clair, Joy, Moore
October 1, 2023 – The Rev. Mark Smith, St. John, Lexington
October 22, 2023 – The Rev. Robert Harrell, III, St. John's, Charleston
November 6, 2023 – The Rev. Sue Johnson, Chaplain, Lutheran Homes of SC
November 19, 2023 – Michele Fischer, St. John Lutheran Church, Irmo
January 7, 2024 – The Rev. Ronald Philabaum, Mt. Horeb, Chapin
February 4, 2024 – The Rev. Christi Pursey, Crossroads, Indian Land
March 31, 2024 – The Rev. Angela Jennings, Holy Trinity and Nazareth Parish
April 1, 2024 – The Rev. Greg Van Dyke, Lutheran Church by the Lake

Campus Ministry

August 21, 2023—Interview for new WELCM campus minister
November 15, 2023—Task Force Meeting

Candidacy

April 25-26, 2023 – Candidacy Committee Meeting, Entrance Decisions
June 20, 2023 – Candidacy Hearing, ELCA
October 3-4, 2023 – Candidacy Committee Meeting, Endorsement Decision
December 5-6, 2023 – Candidacy Committee Meeting, Approval Decision
2023 Data
Number of Candidates Entranced: Word and Sacrament – 1 Word and Service – 2
Number of Candidates Endorsed: Word and Sacrament – 2
Number of Candidates Approved: Word and Sacrament – 2 Word and Service – 1

Closing of Congregations

Faith Lutheran Chapel, Pickens – July 18, 2023
Atonement Lutheran Church, Laurens – December 10, 2023
St. John, Johnston – February 25, 2024

Communications

Facilitated Zoom Meetings, Neal Fischer, Director of Communications

April 2023 - 14 Zoom Meeting Sessions
May 2023 - 21 Zoom Meeting Sessions

June 2023 - 16 Zoom Meeting Sessions
July 2023 - 21 Zoom Meeting Sessions
August 2023 - 16 Zoom Meeting Sessions
September 2023 - 18 Zoom Meeting Sessions
October 2023 - 13 Zoom Meeting Sessions
November 2023 - 15 Zoom Meeting Sessions
December 2023 - 7 Zoom Meeting Sessions
January 2024 – 13 Zoom Meeting Sessions
February 2024 - 19 Zoom Meeting Sessions
March 2024 - 11 Zoom Meeting Sessions

Produced Online Worship Services, Neal Fischer, Director of Communications

April 2023 - 5 Online Worship Services
May 2023 - 4 Online Worship Services
June 2023 - 9 Online Worship Services
July 2023 - 5 Online Worship Services
August 2023 - 5 Online Worship Services including the dedication of Cristo Rey
September 2023 - 4 Online Worship Services
October 2023 - 5 Online Worship Services
November 2023 - 4 Online Worship Services
December 2023 - 6 Online Worship Services
January 2024 - 6 Online Worship Services
February 2024 - 5 Online Worship Services
March 2024 - 4 Online Worship Services

Lutheran Living in South Carolina Video Magazine, Neal Fischer, Director of Communications

May 2023 - Recorded, Produced, and Published
July 2023 - Recorded, Produced, and Published
September 2023 - Recorded, Produced, and Published
November 2023 - Recorded, Produced, and Published

eNews, Neal Fischer, Director of Communications

April 2023 - 4 weekly editions, 2 Assembly editions, and 1 special editions
May 2023 - 5 weekly editions, 2 Assembly editions, and 1 special editions
June 2023 - 4 weekly editions and 1 special editions
July 2023 - 4 weekly editions and 1 special editions
August 2023 - 5 weekly editions and 1 special editions
September 2023 - 4 weekly editions and 1 special editions
October 2023 - 4 weekly editions and 2 special editions
November 2023 - 5 weekly editions and 2 special editions
December 2023 - 3 weekly editions, 1 Assembly edition and 2 special editions
January 2024 - 5 weekly editions, 1 Assembly edition, and 2 special editions
February 2024 - 4 weekly editions, 2 Assembly editions, and 2 special editions
March 2024 - 4 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 2023 - 2 Recorded, Produced, and Published
May 2023 - 1 Recorded, Produced, and Published
July 2023 - 1 Recorded, Produced, and Published
August 2023 - 3 Recorded, Produced, and Published
November 2023 - 3 Recorded, Produced, and Published
January 2024 - 1 Recorded, Produced, and Published
February 2024 - 1 Recorded, Produced, and Published

Produced Videos (other), Neal Fischer, Director of Communications

April 2023 - Recorded, Produced, and Published Bishop's Easter Message

May 2023 - Recorded, Produced, and Published 7 videos shown at Assembly and elsewhere

June 2023 - Streamed and produced Synod Assembly Live including 18 hours of video

June 2023 - Produced and Published 22 Synod Assembly videos for eNews and posting

August 2023 - Produced and Published Promotional video for Gather Midlands and A message from LDR Carolinas for Maui Wildfire Support

September 2023 - Helped Facilitate Regional Training Event for Synod Staffs, produced and published a promotional video for the Ministry Toolbox events

October 2022 - Helped Facilitate Regional Training Event for Synod Staffs, produced and published Ministry Toolbox promotional video

November 2023 - Recorded, Produced, and Published a 90 minute special video about the history and context of the Israel-Hamas war

December 2023 - Recorded, Produced, and Published Bishop's Christmas Message

January 2024 - Recorded, Produced, and Published promotional video for the 200th Anniversary season.

March 2024 - Produced, and Published Three 200th Anniversary Videos for related to women in South Carolina

Community Outreach

March 18, 2024--MORE Justice Nehemiah Action

Conference of Bishops

May 4, 2023 COB Meeting (Zoom)

May 18, 2023 COB Meeting (Zoom)

June 15, 2023 COB Meeting (Zoom)

September 21, 2023 ELCA Roster Committee Meeting (Zoom)

September 26- 30, 2023 Fall COB Meeting

October 19, 2023 COB Meeting (Zoom)

November 30, 2023 COB Meeting (Zoom)

February 21, 2024 ELCA Roster Committee Meeting (Zoom)

February 27 – March 2, 2024 Spring COB Meeting

Conference of Deans/Conference Meetings

September 14, 2023 – Conference of Deans Meeting

January 30, 2024 – Heartland Conference Leaders Meeting

February 22, 2024 – Conference of Deans Meeting

March 5, 2024 – Midlands Coffee and Conversation Gathering

March 5, 2024 – Saxe-Gotha Coffee and Conversation Gathering

March 21, 2024 – Western Coffee and Conversation Gathering

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. St. Paul, Pomaria voted to Dissolve – Fall 2023.

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

529 (estimate)

Council Meetings, Call Committee Meetings & Congregational Events

May 9, 2023 – St. John, Charleston, Vestry Meeting

May 15, 2023 – Colony, Newberry, Council Meeting

May 17, 2023 – St. John, Charleston, Call Committee Meeting

May 21, 2023 – Amazing Grace/CrossRoads, Indianland, Congregation Event

May 23, 2023 – Holy Spirit, Charleston, Council Conversation

June 1, 2023 – Grace, Prosperity, Council Meeting

June 27, 2023 - Amazing Grace/CrossRoads, Indianland, Call Committee Meeting

July 9, 2023 – St. Matthew, Pomaria, Council Meeting
 July 12, 2023 – Mt. Horeb, Chapin, Call Committee Meeting
 July 24, 2023 – Nazareth/Holy Trinity, Lexington/Pelion, Call Committee Meeting
 July 25, 2023 – Grace, Prosperity, Council Meeting
 July 26, 2023- Good Shepherd, Walterboro/ Ehrhardt Parish, Call Committee Meeting
 August 6, 2023 – St. Mark, Isle of Palms, Council Meeting
 August 7, 2023 – St. Paul, Gilbert, Call Committee Meeting
 August 9, 2023 – St. John, Irmo/Pomaria, Pomaria, Call Committee Meeting
 August 14, 2023 – Grace, Gilbert, Council Meeting
 September 24, 2023 – Reformation, Columbia Congregation Event
 October 15, 2023 – Pisgah, Lexington, Council Meeting
 September 18, 2023 – St. Matthew's, Charleston, Council Meeting
 November 20, 2023 – Zion, Lexington, Council Meeting
 February 4, 2024 – St. David, West Columbia, Council Meeting
 February 6, 2024 – St. Mark, Isle of Palms, Council meeting
 February 11, 2024 – Grace, Prosperity, Congregational Event
 February 18, 2024 – Grace, Gilbert, Congregational Event
 February 22, 2024 – Peak-Springhill Parish, Chapin/Peak, Call Committee Meeting
 March 5, 2024 – Reformation, Columbia, Call Committee Meeting
 March 19, 2024 – Cedar Grove, Leesville, Council Meeting
 March 20, 2024 – Pisgah, Lexington, Call Committee Meeting

Deaths

July 29, 2023 – Deacon Thomas O'Brien
 September 1, 2023 – The Rev. Henry Brandt
 October 10, 2023 – The Rev. Paul Hirth
 November 13, 2023 – The Rev. Kathy Harris
 November 14, 2023 – Mr. Robert Gay, spouse of The Rev. Mikki Gay
 February 10, 2024 – Jerry Dean Jennings, spouse of The Rev. Angela Jennings
 February 11, 2024 – Dell Merchant Gunter, spouse of The Rev. Rodney Gunter
 February 28, 2024 – The Rev. James F. Shealy
 March 2, 2024 – The Rev. Robert Earl McCombs

Finance

May 9, 2023– Finance Committee Meeting
 August 21, 2023 – Finance Committee Meeting
 September 6, 2023 – Mission Endowment Grant Committee
 November 15, 2023 – Finance Committee Meeting
 January 23, 2024 – Finance Committee Meeting

Global Network

April 18, 2023 – ELCA Tanzania Partners Meeting (Zoom)
 June 6, 2023 – ELCA Tanzania Partners Meeting (Zoom)
 July 9, 2023 – Commissioning of the SC Tanzania Team
 October 11, 2023 – Tanzania Team Meeting
 October 31- November 3, 2023 –ELCA Latin American Companion Consultation, Houston, TX.
 November 5-13, 2023 – Visit with JELC Leadership, Tokyo, Japan and Installation of Bishop Sreyliak, Lutheran Church in Cambodia
 February 9, 2024 – Colombia Partner Bishops Meeting
 March 2024 – Planning for Colombian Partners Spring Worship Service and Summer Women's Retreat

Inclusiveness Network

April 25, 2023—Book Study
 April 28-30, 2023 Civil Rights Pilgrimage & Tour with Southeastern Synod to Atlanta, Montgomery, Selma, Birmingham

May 9, 2023—Book Study
 May 18, 2023--Inclusiveness Network Meeting
 May 23, 2023—Book Study
 June 20, 2023—Book Study
 July 11, 2023—Book Study
 July 13, 2023--Inclusiveness Network Meeting
 July 25, 2023—Book Study
 August 15, 2023—Book Study
 August 29, 2023—Book Study
 September 26, 2023—Book Study
 October 7, 2023—Trip to the International African-American Museum in Charleston
 October 16, 2023—Gender Justice Task Force Organizational Meeting
 October 17, 2023—Book Study
 October 19, 2023--Inclusiveness Network Meeting
 November 7, 2023—Book Study
 November 9, 2023—Inclusiveness Network Meeting
 January 14, 2024—MLK Jr. Day worship at Ascension, Columbia
 January 25, 2024—Inclusiveness Network Meeting
 February 6, 2024—Book Study
 February 10, 2024 – Columbia Civil Rights Pilgrimage & Tour
 February 20, 2024—Book Study
 February 22, 2024—Inclusiveness Network Meeting
 March 5, 2024—Book Study
 March 18, 2024—MORE Justice Nehemiah Action Gathering, Columbia
 March 19, 2024—Book Study
 March 21, 2024—Inclusiveness Network Meeting

Indigenous Peoples Accompaniment Network

May 7, 2023--Network Meeting
 May 26, 2023—Synodical Accompaniment Group Meeting
 July 23, 2023—Network Meeting
 September 14, 2023—Synodical Accompaniment Group Meeting

Installations

July 23, 2023 – Deacon Dr. David Rhyne, St. Michael Lutheran Church, Greenville. Installed by Bishop Virginia Aebischer.
 July 30, 2023 – The Rev. Sue Johnson, Lutheran Church by the Lake. Installed by the Rev. Maria Miller.
 August 13, 2023 – The Rev. Timothy Scott Landrum, St. James, Sumter. Installed by Bishop Virginia Aebischer.
 September 17, 2023 – The Rev. Lance Henderson, Union, Leesville. Installed by The Rev. Lisa Isenhower.
 September 24, 2023 – The Rev. William Strand, St. Mark & Corinth. Installed by The Rev. Lisa Isenhower.
 October 8, 2023—Deacon Chris St. Clair, Joy, Moore. Installed by The Rev. Emily Hartmann.

 January 7, 2024 – The Rev. Michele Fischer, St. John, Irmo and Pomaria, Pomaria. Installed by The Rev. Emily Hartmann.
 January 7, 2024 – The Rev. Sue Johnson, Heritage at Lowman, Chaplain. Installed by The Rev. Michele Fischer.
 January 28, 2024 – The Rev. Mark Smith, St. John Lutheran Church, Lexington. Installed by The Rev. Wade Roof.
 March 10, 2024 – The Rev. Robert Harrell, St. John Lutheran Church, Charleston, Installed by The Rev. Virginia Aebischer

Institutional & Auxiliary Partnership Meetings/Events

May 4, 2023 – NovusWay Board Meeting
May 10, 2023 – LTSS Baccalaureate Service
May 18, 2023 – Lutheran Homes of South Carolina Board Meeting
June 17, 2023 – LCY Convention Presiding Minister for Worship
August 4-5, 2023 – SCLRC Board Meeting
August 8, 2023 – LTSS Advisory Council
August 17, 2023 – Lutheran Homes of South Carolina Board Meeting
September 11, 2023 – LTSS Curriculum Committee
December 14, 2023 – NovusWay Board Budget Planning Meeting
January 14, 2024 – SC LMM Meeting
January 17, 2024 – NovusWay Board Meeting
January 18, 2024 – LTSS Opening Worship, Preacher
February 16-17, 2024 – SC LMM Convention
February 20, 2024 – LTSS Bishops of Region 9 Roundtable Conversations
February 23, 2024 – LTSS Advisory Council
February 26, 2024 – LTSS Alumni Council
March 12-13, 2024 – LTSS Advisory Council

Interim Pastors

The Rev. Dr. Mary Anderson, Pilgrim, Lexington
The Rev. Mike Shackelford, St. Matthew, Pomaria
The Rev. Beth Neubauer, Crossroads, Indian Land & Amazing Grace, Waxaw
The Rev. Judy McGuire, Crossroads, Indian Land & Amazing Grace, Waxaw
The Rev. Mark Scott, St. John's, Charleston; St. Peter's, Pawley's Island
The Rev. Christi Pursey, Ehrhardt Parish, Ehrhardt
The Rev. Kevin Ogilvie, St. Mark/Corinth, Leesville; Cedar Grove, 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, Reformation, Columbia
The Rev. Karen Hawkins, Summer Memorial, Newberry; Grace, Gilbert
The Rev. Christine Parham, St. James, Sumter; Our Saviour, West Columbia
The Rev. Wayne Young, Lutheran Church by the Lake, McCormick
The Rev. Jim Glander, St. James, Summit
The Rev. Kathleen Miko, Zion, Lexington
The Rev. Gary Brandenburg, Mt. Calvary, Johnston
The Rev. Jan Setzler, Colony, Newberry

Leadership Meetings/Events

April 5, 2023 – Planning Meeting for Council Training
April 17, 2023 – The Great Re-Evaluation Course
May 8, 2023 – The Great Re-Evaluation Course
May 15, 2023 – Planning Meeting for Council Training
May 15, 2023—Design Thinking Cohort
May 17, 2023—Congregational Vitality Event
May 22, 2023 – The Great Re-Evaluation Course
June 5, 2023 – The Great Re-Evaluation Course
June 26, 2023—Design Thinking Cohort
July 12, 2023 – Compensation Guidelines Team Meeting

July 17, 2023—Design Thinking Cohort
 July 20, 2023 – Staff Development Day
 July 24, 2023 – Synod Council Retreat Planning
 August 14, 2023 – Planning Meeting for Council Training
 August 16, 2023 – Portico Meeting with Staff
 August 21, 2023—Design Thinking Cohort
 August 22, 2023 – Unity Bible Team Meeting
 August 22, 2023 – Compensation Guidelines Team Meeting
 August 23, 2023 – Shepherd of the Sea, Garden City, Leadership Meeting
 September 12, 2023 – St. Mark, Isle of Palms, Leadership Meeting
 September 13, 2023 – Trinity, Greenville, Leadership Meeting
 September 18, 2023—Design Thinking Cohort
 September 19, 2023 – Compensation Guidelines Team Meeting
 September 19, 2023 – Unity Bible Team Meeting
 October 5, 2023 – Compensation Guidelines Team Meeting
 October 12, 2023 – Compensation Guidelines Team Meeting
 October 16, 2023—Design Thinking Cohort
 October 16, 2023 – Unity Bible Team Meeting
 October 18, 2023 – Retiree Luncheon
 October 23-25, 2023 – Convocation, Lutheridge, Arden, NC
 October 28, 2023 – SC Synod ToolBox Workshop Day, Messiah, Mauldin
 October 31 – November 3, 2023, ELCA Latin American Consultation, Houston, Texas
 November 16, 2023 – Cedar Grove, Leesville, Bishop's Consultation in Disaffiliation
 November 18, 2023 – SC Synod ToolBox Workshop Day, All Saints, Mt. Pleasant
 November 19, 2023 – Bishop's Listening Team Meeting
 November 26-27, 2023 – Bishop's Listening Team Meetings
 December 3, 2023 – Cedar Grove, Leesville, 1st Vote on Disaffiliation (did not pass)
 December 4, 2023 – Unity Bible Team Meeting
 December 6, 7 & 11, 2023 – Staff Annual Reviews
 December 11, 2023 – Executive Council meeting with Legal Counsel
 December 12, 2023 – Meeting with Leaders in Charleston
 December 13, 2023 – Staff Development Day
 December 17, 2023 – Leadership Meeting
 December 18, 2023—Design Thinking Cohort
 January 15, 2024—Design Thinking Cohort
 January 16, 2024 – Mutual Ministry Committee meeting
 January 18, 2024 – LR Board Leaders Meeting
 January 24, 2024 – Call Process update Team Meeting
 January 25, 2024 – Messiah, Mauldin, Leadership Meeting
 January 27, 2024 – Congregational Council Training Event Kick-off with GSB
 January 28, 2024 – ELCA Mission Meeting Upstate
 January 29, 2024 – Unity Bible Team Meeting
 January 31, 2024 – Anniversary Team Meeting
 February 6, 2024 – Leadership Meeting
 March 11, 2024 – Unity Bible Team Meeting

Ordinations

William F. Strand – July 10, 2023 – Ordained by Bishop Virginia Aebischer at Messiah Lutheran Church, Madison, AL

Region 9 Meetings/Events

April 13, 2023 – Region 9 Bishops
 April 25, 2023 – Region 9 Council Meeting
 May 18, 2023 - Region 9 Bishops
 June 29, 2023 – Region 9 First Call Consultation
 July 2-7, 2023 – Region 9 Bishops Annual Retreat

August 10, 2023 – Region 9 Bishops
August 22, 2023 – Region 9 Bishops
September 14, 2023 – Region 9 Bishops
October 20-22, 2023 – Virginia Synod Bishop Installation Weekend
December 14, 2023 – Region 9 Bishops
February 14, 2024 – Region 9 Bishops and Assistants BIE Assessment

Resigned from the Roster

September 13, 2023 – The Rev. Steven B. Counts

Resignations

April 13, 2023 – The Rev. Kathleen Miko, Lutheran Homes of SC
April 19, 2023 – The Rev. Nathan Gragg, Zion, Lexington
July 1, 2023 – Deacon Ashlyn Cox, Holy Spirit, Charleston
July 30, 2023 – The Rev. Emily Mooneyhan (Ordained Ecumenical Partner), Mt. Pleasant, Saluda
July 31, 2023 – The Rev. Lance Henderson, Our Saviour, West Columbia
August 31, 2023 – The Rev. Mark Smith, Mt. Calvary, Johnston
October 22, 2023 – The Rev. Sue Johnson
November 19, 2023 - The Rev. Michele Fischer
February 29, 2024 - The Rev. Angela Jennings

Retirement

December 31, 2023 – Deacon Deborah Poole

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; 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 19, 2023 – Executive Council Meeting
April 24, 2023 – Synod Council Meeting
June 5, 2023 – Executive Council Meeting
August 8, 2023 – Executive Council Meeting
August 26, 2023 – Synod Council Retreat
October 26, 2023 – Executive Council Meeting
November 13, 2023 – Synod Council Meeting
February 8, 2024 – Executive Council Meeting
February 26, 2024 – Synod Council Meeting
November 29, 2023 – Lifeline Distribution Team Meeting

Stewardship

Rev. Ozzie Herlong, Director for Stewardship
May 23, 2023 – Stewardship for All Seasons Kickoff
June 5, 2023 – Stewardship for All Seasons Meeting

August 2, 2023 – Steward Leader's Network Meeting
 August 21, 2023 – Stewardship for All Seasons Meeting
 August 23, 2023 – Stewardship for All Seasons Meeting
 September 7, 2023 – Building a Culture of Generosity Meeting
 September 13, 2023 – Stewardship for All Seasons Meeting
 October 17, 2023 – Building a Culture of Generosity Meeting
 October 17, 2023 – Stewardship for All Seasons Meeting
 October 28, 2023 – Ministry Toolbox, Finances as Faith Formation, All Saints, Mt. Pleasant
 November 8, 2023 – Steward Leader's Network Meeting
 November 13, 2023 – Building a Culture of Generosity Meeting
 November 14, 2023 – Stewardship for All Seasons Meeting
 November 18, 2023 – Ministry Toolbox, Finances as Faith Formation, Messiah, Mauldin
 November 27, 2023 – Building a Culture of Generosity Meeting
 November 29, 2023 – Lifeline Distribution Team Meeting
 January 9, 2023 – Stewardship for All Seasons Meeting
 January 25, 2024 – Stewardship for All Seasons, Storytelling Track
 January 25, 2024 – LTSS/Region 9 Council for Stewardship Education
 January 19, 2024 – Stewardship Consultation, Grace, Prosperity
 March 5, 2024 – Stewardship for All Seasons, Storytelling Track
 March 6, 2024 – Steward Leader's Network Meeting
 March 15-16, 2024 – Senior Class Symposium at LTSS with Portico and Mission Investment Fund

Transfers Granted

June 30, 2023 – The Rev. Steve Cooper, Transfer to Southeastern Synod
 December 5, 2023 – The Rev. Doug Graul, Transfer to The Episcopal Church – The Episcopal Diocese of Upper South Carolina
 February 2,
 March 3, 2024 – The Rev. Kara Stewart, Transfer to North Carolina Synod

Transfers Received

July 12, 2023 – The Rev. Jenny Pratt, Transfer from Arkansas-Oklahoma Synod
 August 1, 2023 – Deacon Chris St.Clair, Transfer from Southwestern Texas Synod
 February 11, 2024 – The Rev. Ronald Philabaum, Transfer from North Carolina Synod
 February 15, 2024 – The Rev. Clarence K. Derrick, Transfer from North Carolina Synod
 March 5, 2024 – The Rev. Gary Soop, Transfer from Southeastern Synod

Worship Celebrations and Special Events

April 2, 2023 – St. John, Charleston, Officiate at Holy Communion
 April 16, 2023 – St. James, Summit, 150th Anniversary, Preach
 April 16, 2023—Summer Memorial, Newberry, Bring greetings and attend worship for remembrance of Rev. Dr. Martti Saarinen
 April 23, 2023—Faith, Batesburg. Preach and Preside.
 May 4, 2023 – Live Oak AME, Vance, National Day of Prayer Worship Leader
 May 7, 2023- Christ the King, Greenville, Worship Leader and Preacher
 May 28, 2023 – Zion, Lexington, Preach and Preside
 June 9, 2023 – Mt. Hermon, West Columbia, Commissioning of Tanzania Team
 June 29, 2023- Camp HUGG Closing Program
 July 16, 2023 – Faith, Pickens, Holy Closure
 July 16, 2023—University, Clemson. Preach and Preside.
 July 23, 2023 – St. Michael, Greenville, Installation Deacon David Rhyne
 July 30, 2023 – Pomaria, Pomaria and St. John, Irmo, Preach and Preside
 August 1, 2023- St. Stephens, Lexington, O'Brien Funeral
 August 12, 2023 – Cristo Rey, West Columbia, Dedication
 August 13, 2023 – Cedar Grove, Leesville, Worship Leader and Preacher
 August 13, 2023 – St. James, Sumter, Installation Pastor Scott Landrum

August 27, 2023—Bethlehem, Pomaria. Preach and Preside.
 September 10, 2023 – Mt. Hebron, Leesville, 125th Anniversary Preacher
 September 17, 2023—Mt Olivet, Chapin. 150th Anniversary Presider
 September 17, 2023—Grace, Rock Hill, 50th Anniversary Dinner and Celebration
 September 24, 2023—St. Thomas, Chapin, Homecoming Preacher
 October 8, 2023 – Bethel, White Rock, Homecoming Preach and Preside
 October 8, 2023—Joy, Moore. Preach and Install Deacon Chris St. Clair
 October 20, 2023—Incarnation, Columbia. Tapped the keg for Oktoberfest.
 October 22, 2023—Providence, Lexington, Preach and Preside
 October 29, 2023 – Christ, Hilton Head, 50th Anniversary Preacher
 November 9, 2023 – Installation of Bishop, Lutheran Church in Cambodia, Worship leader and Preacher
 November 17, 2023—Funeral of Bob Gay. Attended.
 December 2, 2023—Funeral of Pr. Kathy Harris. Assisted.
 December 10, 2023 – Atonement, Laurens, Holy Closure
 January 7, 2024 – St. Luke, Summerville, Celebration of 10th Anniversary of Pastors Rice
 January 7, 2024—St. John's, Irmo, and Pomaria, Pomaria. Preached and Installed Pr. Michele Fischer
 January 14, 2024 – St. Michael, Columbia, 200th Anniversary of Synod Organ Recital
 February 16, 2024 – St. James, Newberry, Mrs. Gunter Funeral
 February 17, 2024—Reformation, Columbia. African-American History Month Service. Led prayer.
 February 25, 2024 – St. John, Johnston, Holy Closure
 March 3, 2024 – St. John, Pomaria, Pastor James Shealy Funeral
 March 3, 2024—Hope, Vance, Preacher
 March 8, 2024 – Shepherd of the Sea, Garden City, Rathe Funeral
 March 10, 2024 – St. John, Charleston, Installation Pastor Robb Harrell
 March 21, 2024—St. Matthias, Easley. Preacher and presider.

Youth

Various one on one meetings with youth leaders
 April 23, 2023—Grace Works Planning Meeting
 May 16 and 21, 2023—ELCA Youth Gathering Team Meetings
 May 21 and 30, 2023—ELCA Youth Gathering Info Sessions
 June 1 and 6, 2023—Lutheran Church Youth Executive Team Meeting
 June 17, 2023—Youth Ministry Visioning Event
 June 24-30, 2023—Camp HUGG
 July 17-21, 2023—GraceWorks Columbia
 August 22 and 24, 2023—ELCA Youth Gathering Team Meetings
 September 7, 2023—Youth Ministry Leadership Team Meeting
 January 17-21, 2024—Youth Ministry Extravaganza, New Orleans, LA
 February 2, 2024—ELCA Youth Gathering Info Session

Report of the Vice President, Deacon Lexanne Graves 2023-2024 2024 South Carolina Synod Assembly

Your South Carolina Synod Council gathered in August 2023 in person (Woo Hoo!!) around our new Synod Mission and Vision Statements and Core Biblical Values. It was a huge blessing to be able to meet with one another instead of staring at screen with little faces in boxes on it. It was invigorating to have Mike Ward from GSB Consulting with us who helped us integrate our values and statements into our DNA as church leaders. This intentional time together was invaluable and help bring unity among our diverse council church leaders. Now each time we gather subsequently we dig deeper into our statements and values to ensure that we are all working towards these goals in mind.

One of the gaps I felt needed to be addressed as a council operating on your behalf between synod assemblies was engagement and brainstorming between our synod council leaders. You see, we only meet 4 times a year to handle the Synod business and I felt we were missing a huge opportunity of communication in between meetings. So we are doing a “holy experiment” and using an online platform called BaseCamp for Non-Profits which I believe is an investment that has paid for itself over and over again. BaseCamp is a secure online platform whereby our Synod Council leaders can message one another, ask questions whenever desired, engage in innovative idea sharing, share real-time information from Synod/Churchwide/Church Council, and so much more. Instead of having to wait until the next meeting or send multiple emails, everything we need to lead and discern is in one place and can keep our leaders engaged in synod business/communication daily! Our prayer is that this online opportunity will foster enhanced communication and sharing that we were missing.

While our Synod indeed faces many challenges, we also have a lot for which to be grateful. I am grateful for a Mission Statement that is clear and concise: ***Equipping church leaders to develop impactful faith communities and disciples of Jesus.*** I am grateful for a Vision Statement that gets to the core of what God seeks in our synod: ***Every person in South Carolina experiences God's love and grace.*** I am grateful for core value biblical texts that ground us:

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

God continues to speak through your 22 elected Synod Council members and its four officers throughout the year. Here is a list highlighting some of the amazing work our SC Synod is doing with and alongside our 142 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 debt;
- + Engaged in fruitful conversations on racial reconciliation each time we gather as a synod council;
- + Maintained the Rosters of both Ministers of Word and Service (Deacons) and Ministers of Word and Sacrament (Pastors) who are active, retired, interim and on leave from call;
- + Improved Compensation Guidelines for rostered ministers based on feedback from last year's assembly, (specifically in the areas of family/bereavement leave and increased compensation to address inflation) designed to promote healthy conversations AND healthy rostered ministers about defined compensation;
- + Encouraged congregations to tell God's Amazing story of what the Spirit is doing in our congregations!; and,
- + Participated in the Synod wide “Ministry Toolbox” Event that taught us about faith formation, innovative youth ministry, a new way to look at our constitutions, and our social media presence online as Lutheran Christians.

I ASK you all to start now considering what gifts you think a Synod Vice President needs to have in order to lead our Synod in the coming years. We will be voting on a new Synod Vice President at our upcoming Synod Assembly in June 2025. I know you want someone who can keep confidence and be transparent. You want someone who can carry out the Fiduciary Duties--Duty of Care, Duty of Loyalty and Duty of Obedience. You also want someone who can communicate effectively among all Three Expressions of our Church—Congregation, Synod, and Churchwide. Our Constitution only provides a few things about the Synod VP (must be a layperson elected by assembly, not receive a salary, chair Synod Council meetings, and a voting member in good standing in their congregation), but I encourage you to ponder what gifts of the Spirit this person needs to lead our Synod in its highest elected lay position in our Synod.

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 our communities. 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 2023-2024 2024 South Carolina Synod Assembly

It is an honor to serve as secretary of the South Carolina (SC) Synod, Evangelical Lutheran Church in America (ELCA). In this role, as the SC Synod celebrates the 200th anniversary of the founding of the synod in 2024, 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, and Deacon Sarah Bowers. Wendy Davidson, Administrative Assistant, and Kelley Mintz have ably prepared the *Directory and Minutes of the South Carolina Synod 2023* 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 more information.

Each year, the statistics of the congregations of this synod are collected and compiled by the Office of the Secretary, ELCA. This data provides a detailed picture of statistical trends for each congregation and for this synod. There were 114 congregations out of 143 congregations that filed reports at the end of December 31, 2022 (*the latest year that statistics were available at the time this report was written.*) The baptized membership decreased by 1,678 persons from 38,770 to 37,092 at the end of 2022. The average size of a congregation in this synod is 261 baptized members. Regular giving by members in congregations increased by \$225,197 from \$33,210,647 to \$33,435,844. Average giving per confirmed member increased in 2022 by \$59.60 from \$1,256.49 to \$1,316.09. The average weekly worship attendance per congregation was 75 persons (on-site) and the average weekly worship attendance per congregation was 71 persons (on-line). Source: *Summary of Congregational Statistics* are available on the synod website. Go to <https://scsynod.com/about/> and download the 2023 *Directory and Minutes*, pp. 311ff.

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 2023 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
ELCA Synod of South Carolina

REPORT OF THE TREASURER

Year Ended January 31, 2024

Referred to as 2023-24

It is a privilege and honor to serve as treasurer of the SC Synod. I would like to thank Charlene Fink, Synod Accountant, and the other staff members for making my job so enjoyable.

Mission Support

Below is a summary of mission support from our congregations for the year 2023-24 as compared to 2022-23:

	<u>2023-24</u>	<u>2022-23</u>
Mission Support Budgeted	\$2,380,000	\$2,470,000
Mission Support Received	\$2,260,405	\$2,318,729

We received less mission support in 2023-24 than the prior year. We are hopeful giving will increase in 2024-25. Thanks to all of you for your contributions. They are greatly appreciated. In addition to mission support, the Synod received \$370,121 in 2023-24 for other funds (ministries) such as World Hunger, World Relief, Domestic and International Disaster Relief, Missionary Support, various institutions, etc. Mission support from the 147 congregations is presented in the schedule on the following pages.

Expenditures

Below is a summary of expenditures for the year 2023-24 as compared to 2022-23:

	<u>2023-24</u>	<u>2022-23</u>
Mission Benevolence	\$ 819,894	\$1,005,340
Institutions	\$ 182,200	\$ 183,000
Rostered Ministry	\$ 65,645	\$ 75,984
Congregations & Lay Leaders	\$ 94,834	\$ 88,046
New Leader Development	\$ 174,481	\$ 152,091
Connections/Resources for Synod Ministries	\$ 264,839	\$ 278,350
Operating Expenses	<u>\$ 895,548</u>	<u>\$ 843,989</u>
Total Expenditures	<u>\$2,497,441</u>	<u>\$2,626,800</u>

The ELCA support for 2023-24 was 35% of unrestricted mission support. For a comparison of expenditures with the budget, see the following financial statements.

Mission Funding/Spending Plan

The Mission Funding/Spending Plan (The Plan) approved by the Synod Assembly for 2024-25 is \$2,445,000 with support for the ELCA at 30%. The Plan approved by the Synod Council to be recommended to the 2024 Synod Assembly for 2025-26 is \$2,458,500 with support for the ELCA at 22%.

To fund these Plans, 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

Investment income for the operating fund for the year ending January 31, 2024 was \$110,379 in comparison to the investment loss of \$85,350 for the year prior year.

Other Items

The SC Synod acquired the property of Faith Lutheran Chapel (Pickens) following the closing of that congregation. The upkeep of this property is under the property committee.

"GOD'S WORK. OUR HANDS."

We are all members of the Evangelical Lutheran Church In America and as members we worship in our individual congregations, support local ministries, and support joint ministries through the SC Synod and the ELCA. I believe that the work we do together is a great benefit to God's people.

Raymond L. Hendrix, Jr., Treasurer

South Carolina Synod, ELCA					
Mission Support, SC Synod Support & Other Funds					
February 1, 2023 through January 31, 2024					
	Organization	Mission Support	SC Synod Support	Other Funds	Total
1	All Saints 07396, Mt. Pleasant	\$59,580.32	\$0.00	\$0.00	\$59,580.32
2	Ascension 05596, Columbia	\$1,200.00	\$0.00	\$0.00	\$1,200.00
3	# Atonement 05658, Laurens	\$0.00	\$0.00	\$0.00	\$0.00
4	Augsburg 05648, Union	\$1,185.00	\$0.00	\$150.00	\$1,335.00
5	Bachman Chapel 05640, Prosperity	\$7,145.00	\$0.00	\$2,528.00	\$9,673.00
6	Beth Eden 05628, Newberry	\$0.00	\$0.00	\$0.00	\$0.00
7	Bethany 05627, Newberry	\$8,800.00	\$0.00	\$0.00	\$8,800.00
8	Bethany 05721, Lexington	\$4,000.00	\$0.00	\$365.00	\$4,365.00
9	Bethel 05620, White Rock	\$18,000.00	\$0.00	\$0.00	\$18,000.00
10	Bethlehem 05608, Irmo	\$18,763.92	\$0.00	\$1,907.00	\$20,670.92
11	Bethlehem 05637, Pomaria	\$10,000.00	\$0.00	\$877.00	\$10,877.00
12	Bethlehem 05703, Leesville	\$10,000.00	\$0.00	\$0.00	\$10,000.00
13	Cedar Grove 05705, Leesville	\$17,324.50	\$0.00	\$220.00	\$17,544.50
14	Christ 07329, Hilton Head	\$5,000.00	\$0.00	\$0.00	\$5,000.00
15	Christ Community 31261, N. Charleston	\$4,800.00	\$0.00	\$28,336.00	\$33,136.00
16	Christ the King 16415, Greenville	\$1,440.00	\$0.00	\$150.00	\$1,590.00
17	Christus Victor 07571, Columbia	\$18,307.41	\$0.00	\$0.00	\$18,307.41
18	Colony 05630, Newberry	\$7,887.38	\$0.00	\$0.00	\$7,887.38
19	Corinth 05724, Saluda	\$0.00	\$3,750.00	\$12,375.00	\$16,125.00
20	Cristo Rey 30851, Lexington	\$1,880.55	\$0.00	\$0.00	\$1,880.55
21	Cross and Crown 07503, Florence	\$5,332.00	\$0.00	\$1,283.02	\$6,615.02
22	Crossroads 30706, Fort Mill	\$12,892.00	\$0.00	\$500.00	\$13,392.00
23	Ebenezer 05598, Columbia	\$40,318.00	\$0.00	\$1,729.97	\$42,047.97
24	Ehrhardt Memorial 05677, Ehrhardt	\$3,000.00	\$0.00	\$0.00	\$3,000.00
25	Emmanuel 05614, West Columbia	\$25,224.78	\$0.00	\$700.00	\$25,924.78
26	Enon 05704, Leesville	\$0.00	\$0.00	\$0.00	\$0.00
27	Epiphany 30081, Rock Hill	\$10,281.25	\$0.00	\$3,011.17	\$13,292.42
28	Faith 05615, West Columbia	\$14,499.96	\$0.00	\$1,200.00	\$15,699.96
29	Faith 05631, Newberry	\$0.00	\$0.00	\$0.00	\$0.00
30	Faith 05683, Johns Island	\$5,620.00	\$0.00	\$660.00	\$6,280.00
31	Faith 05696, Batesburg-Leesville	\$3,221.00	\$0.00	\$0.00	\$3,221.00
32	# Faith Lutheran Chapel 30683, Pickens	\$1,700.00	\$0.00	\$0.00	\$1,700.00
33	Good Hope 05727, Ward	\$0.00	\$0.00	\$100.00	\$100.00
34	Good Shepherd 05600, Columbia	\$43,725.00	\$0.00	\$2,730.17	\$46,455.17
35	Good Shepherd 05612, Swansea	\$1,500.00	\$0.00	\$0.00	\$1,500.00
36	Good Shepherd 05692, Walterboro	\$10,220.00	\$0.00	\$3,526.00	\$13,746.00
37	Grace 05611, Rock Hill	\$72,035.93	\$0.00	\$0.00	\$72,035.93
38	Grace 05643, Prosperity	\$11,949.07	\$0.00	\$2,895.38	\$14,844.45
39	Grace 05698, Gilbert	\$13,008.00	\$0.00	\$2,561.00	\$15,569.00
40	Holy Communion 05659, Spartanburg	\$1,960.00	\$0.00	\$4,616.20	\$6,576.20
41	Holy Spirit 30725, Charleston	\$18,496.12	\$0.00	\$0.00	\$18,496.12
42	Holy Trinity 05651, Anderson	\$15,000.00	\$0.00	\$2,453.00	\$17,453.00
43	Holy Trinity 05722, Pelion	\$1,250.00	\$0.00	\$2,910.00	\$4,160.00
44	Hope 30080, Vance	\$1,500.00	\$0.00	\$2,050.00	\$3,550.00
45	Immanuel 05657, Greenwood	\$34,833.00	\$0.00	\$75.00	\$34,908.00
46	Incarnation 05601, Columbia	\$10,250.04	\$0.00	\$1,743.00	\$11,993.04
47	Joy 30418, Moore	\$55,040.29	\$0.00	\$5,025.00	\$60,065.29
48	King of Glory 07449, North Myrtle Beach	\$3,985.57	\$0.00	\$0.00	\$3,985.57
49	Living Springs 07829, Columbia	\$54,583.29	\$0.00	\$10,406.98	\$64,990.27
50	Lord of Life 30351, Bluffton	\$16,316.00	\$0.00	\$1,463.60	\$17,779.60
51	Lutheran Church by the Lake 30369, McCormick	\$11,500.00	\$0.00	\$1,888.00	\$13,388.00

South Carolina Synod, ELCA					
Mission Support, SC Synod Support & Other Funds					
February 1, 2023 through January 31, 2024					
	Organization	Mission Support	SC Synod Support	Other Funds	Total
52	Macedonia 05644, Prosperity	\$0.00	\$11,250.00	\$12,070.00	\$23,320.00
53	Martin Luther 05668, Charleston	\$11,800.00	\$0.00	\$0.00	\$11,800.00
54	Messiah 05663, Mauldin	\$24,000.00	\$0.00	\$575.00	\$24,575.00
55	Messiah 05687, Hanahan	\$10,969.28	\$0.00	\$3,597.00	\$14,566.28
56	Mt. Calvary 05701, Johnston	\$4,416.67	\$0.00	\$2,421.26	\$6,837.93
57	Mt. Hebron 05706, Leesville	\$12,000.00	\$3,647.00	\$0.00	\$15,647.00
58	Mt. Hermon 05616, West Columbia	\$14,000.00	\$0.00	\$5,523.23	\$19,523.23
59	Mt. Hermon 05636, Peak	\$10,200.00	\$0.00	\$1,200.00	\$11,400.00
60	Mt. Horeb 05589, Chapin	\$54,191.83	\$0.00	\$8,779.00	\$62,970.83
61	Mt. Olivet 05650, Chapin	\$10,000.00	\$0.00	\$1,000.00	\$11,000.00
62	Mt. Pilgrim 05625, Prosperity	\$620.00	\$0.00	\$325.00	\$945.00
63	Mt. Pleasant 05678, Ehrhardt	\$6,000.00	\$0.00	\$220.00	\$6,220.00
64	Mt. Pleasant 05729, Saluda	\$0.00	\$0.00	\$0.00	\$0.00
65	Mt. Tabor 05617, West Columbia	\$58,160.91	\$0.00	\$4,269.00	\$62,429.91
66	Mt. Tabor 05626, Little Mountain	\$21,655.36	\$0.00	\$2,717.00	\$24,372.36
67	Nazareth 05710, Lexington	\$840.00	\$0.00	\$0.00	\$840.00
68	Nuestro Salvador 31098, Greenville	\$1,800.00	\$0.00	\$1,800.00	\$3,600.00
69	Orangeburg 05688, Orangeburg	\$4,800.00	\$0.00	\$0.00	\$4,800.00
70	Our Saviour 05618, West Columbia	\$5,000.00	\$0.00	\$615.00	\$5,615.00
71	Our Saviour 05654, Greenville	\$24,974.00	\$0.00	\$4,025.00	\$28,999.00
72	Parroquia el Mesias, 31362, Mauldin	\$0.00	\$0.00	\$0.00	\$0.00
73	Pilgrim 05712, Lexington	\$0.00	\$0.00	\$0.00	\$0.00
74	Pine Grove 05684, Lone Star	\$5,200.00	\$0.00	\$515.00	\$5,715.00
75	Pisgah 05713, Lexington	\$37,500.00	\$0.00	\$23,718.00	\$61,218.00
76	Pomaria 05638, Pomaria	\$8,749.95	\$0.00	\$1,250.00	\$9,999.95
77	Providence 05711, Lexington	\$15,751.15	\$0.00	\$0.00	\$15,751.15
78	Redeemer 05623, Columbia	\$54,067.36	\$0.00	\$1,850.00	\$55,917.36
79	Redeemer 05633, Newberry	\$7,042.00	\$0.00	\$2,110.00	\$9,152.00
80	Redeemer 05669, Charleston	\$25,550.92	\$0.00	\$645.00	\$26,195.92
81	Redeemer 05730, Greer	\$5,752.50	\$0.00	\$0.00	\$5,752.50
82	Reformation 05602, Columbia	\$18,700.00	\$0.00	\$275.00	\$18,975.00
83	Reformation 05610, Lancaster	\$13,300.00	\$0.00	\$0.00	\$13,300.00
84	Restoration Chapel 31394, Greenwood	\$2,000.00	\$0.00	\$0.00	\$2,000.00
85	Resurrection 05665, Cameron	\$19,894.60	\$0.00	\$2,836.97	\$22,731.57
86	Sagrada Familia 31073, Columbia	\$805.29	\$0.00	\$0.00	\$805.29
87	Sandy Run 05613, Swansea	\$7,800.00	\$0.00	\$5,860.00	\$13,660.00
88	Shepherd of the Sea 07420, Garden City	\$33,888.00	\$0.00	\$0.00	\$33,888.00
89	Silverstreet 05647, Silverstreet	\$2,400.00	\$0.00	\$109.00	\$2,509.00
90	Springs of Grace 30443, Inman	\$2,500.00	\$0.00	\$1,614.00	\$4,114.00
91	St. Andrew 05585, Blythewood	\$400.00	\$0.00	\$0.00	\$400.00
92	St. Andrew's 05604, Columbia	\$51,227.00	\$0.00	\$5,691.50	\$56,918.50
93	St. Barnabas 05671, Charleston	\$0.00	\$0.00	\$0.00	\$0.00
94	St. David 05619, West Columbia	\$54,087.84	\$0.00	\$6,281.00	\$60,368.84
95	St. James 05590, Sumter	\$2,086.00	\$7,459.90	\$274.00	\$9,819.90
96	St. James 05629, Newberry	\$3,155.00	\$0.00	\$1,290.00	\$4,445.00
97	St. James 05700, Graniteville	\$17,499.96	\$0.00	\$8,199.96	\$25,699.92
98	St. James 05708, Summit	\$0.00	\$0.00	\$10,000.00	\$10,000.00
99	St. James 05715, Lexington	\$12,500.00	\$0.00	\$1,100.00	\$13,600.00
100	St. Johannes 05672, Charleston	\$6,300.00	\$0.00	\$0.00	\$6,300.00
101	St. John 05609, Irmo	\$10,000.00	\$0.00	\$0.00	\$10,000.00
102	St. John 05642, Pomaria	\$500.00	\$0.00	\$0.00	\$500.00

South Carolina Synod, ELCA					
Mission Support, SC Synod Support & Other Funds					
February 1, 2023 through January 31, 2024					
	Organization	Mission Support	SC Synod Support	Other Funds	Total
103	St. John 05653, Clinton	\$600.00	\$0.00	\$0.00	\$600.00
104	St. John 05661, Spartanburg	\$54,000.00	\$0.00	\$850.00	\$54,850.00
105	St. John 05662, Walhalla	\$33,000.00	\$0.00	\$1,145.00	\$34,145.00
106	St. John 05702, Johnston	\$2,739.00	\$0.00	\$0.00	\$2,739.00
107	St. John 05714, Lexington	\$1,500.00	\$0.00	\$0.00	\$1,500.00
108	St. John's 05664, Beaufort	\$43,733.33	\$0.00	\$150.00	\$43,883.33
109	St. John's 05673, Charleston	\$9,000.00	\$10.00	\$6,327.00	\$15,337.00
110	St. Luke 05605, Columbia	\$2,500.00	\$0.00	\$0.00	\$2,500.00
111	St. Luke 05622, Florence	\$35,500.00	\$0.00	\$10,789.74	\$46,289.74
112	St. Luke 05646, Prosperity	\$21,645.00	\$4,331.00	\$24,725.50	\$50,701.50
113	St. Luke 05691, Summerville	\$14,000.00	\$0.00	\$0.00	\$14,000.00
114	St. Mark 05725, Batesburg-Leesville	\$0.00	\$0.00	\$9,445.00	\$9,445.00
115	St. Mark's 05690, Isle of Palms	\$1,365.00	\$0.00	\$0.00	\$1,365.00
116	St. Matthew 05639, Pomaria	\$8,900.00	\$0.00	\$0.00	\$8,900.00
117	St. Matthew 05666, Cameron	\$2,472.00	\$0.00	\$0.00	\$2,472.00
118	St. Matthew 05716, Lexington	\$0.00	\$0.00	\$6,326.00	\$6,326.00
119	St. Matthew's 05674, Charleston	\$84,988.96	\$0.00	\$0.00	\$84,988.96
120	St. Matthias 07330, Easley	\$1,475.00	\$0.00	\$0.00	\$1,475.00
121	St. Michael 05606, Columbia	\$1,000.00	\$0.00	\$1,035.00	\$2,035.00
122	St. Michael 05655, Greenville	\$50,070.00	\$0.00	\$500.00	\$50,570.00
123	St. Michael 05694, Moncks Corner	\$4,300.00	\$0.00	\$33,129.50	\$37,429.50
124	St. Nicholas 05680, Fairfax	\$0.00	\$1,500.00	\$0.00	\$1,500.00
125	# St. Paul 05641, Pomaria	\$1,433.33	\$0.00	\$0.00	\$1,433.33
126	St. Paul 05695, Aiken	\$55,464.90	\$0.00	\$1,250.00	\$56,714.90
127	St. Paul 05699, Gilbert	\$8,855.04	\$0.00	\$3,439.00	\$12,294.04
128	St. Paul's 05607, Columbia	\$36,200.00	\$0.00	\$7,400.00	\$43,600.00
129	St. Paul's 05685, Mt. Pleasant	\$3,990.00	\$0.00	\$1,810.00	\$5,800.00
130	St. Peter 05697, Batesburg-Leesville	\$2,000.00	\$0.00	\$1,500.00	\$3,500.00
131	St. Peter's 07693, Pawleys Island	\$200.00	\$0.00	\$0.00	\$200.00
132	St. Philip 05634, Newberry	\$0.00	\$15,370.00	\$0.00	\$15,370.00
133	St. Philip 05686, Myrtle Beach	\$8,580.00	\$0.00	\$1,974.93	\$10,554.93
134	St. Stephen's 05718, Lexington	\$57,750.00	\$0.00	\$2,688.85	\$60,438.85
135	St. Thomas 05593, Chapin	\$10,421.00	\$0.00	\$0.00	\$10,421.00
136	St. Timothy 05587, Camden	\$14,288.00	\$0.00	\$0.00	\$14,288.00
137	St. Timothy 05649, Whitmire	\$1,830.00	\$0.00	\$0.00	\$1,830.00
138	Summer Memorial 05635, Newberry	\$16,525.00	\$0.00	\$3,779.00	\$20,304.00
139	Transfiguration 05588, Cayce	\$30,696.00	\$0.00	\$2,470.00	\$33,166.00
140	Trinity 05656, Greenville	\$76,958.33	\$0.00	\$20,360.00	\$97,318.33
141	Trinity 05679, Elloree	\$1,396.00	\$0.00	\$0.00	\$1,396.00
142	Trinity 05681, Fairfax	\$0.00	\$500.00	\$3,558.00	\$4,058.00
143	Trinity 05682, Georgetown	\$0.00	\$0.00	\$0.00	\$0.00
144	Union 05707, Leesville	\$13,154.91	\$0.00	\$1,464.20	\$14,619.11
145	University 05652, Clemson	\$44,100.00	\$0.00	\$200.00	\$44,300.00
146	Wittenberg 05709, Leesville	\$26,025.00	\$0.00	\$0.00	\$26,025.00
147	Zion 05719, Lexington	\$39,289.93	\$0.00	\$613.28	\$39,903.21
	Grand Total:	\$2,210,586.73	\$47,817.90	\$370,121.41	\$2,628,526.04
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 20, 2024

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, 2024. These statements are being distributed for your information.

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

Raymond L. Hendrix, Jr., Treasurer

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

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FOR SYNOD COUNCIL DESIGNATED AND FOR DONOR RESTRICTED

**SOUTH CAROLINA SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA
STATEMENT OF FINANCIAL POSITION
January 31, 2024**

Assets

Cash and Cash Equivalents	1,085,336.98
Investments	3,388,531.64
Prepaid Expenses	5,731.49
Property Available For Sale	1,155,417.50
Land, Building & Equipment, Net of Depreciation	2,528,521.28

Total Assets

8,163,538.89

Liabilities and Net Assets

Accounts Payable	183,294.47
Deferred Income	2,000.00
Notes Payable, Secured by Property	385,850.00
Discount on Notes Payable	<u>(29,433.00)</u>

Total Liabilities

541,711.47

Net Assets

Donor Restricted	1,462,489.05
Undesignated	
Council Designated	1,615,981.47
Unrestricted - Operating	<u>4,543,356.90</u>

Total Net Assets

7,621,827.42

Total Liabilities and Net Assets

8,163,538.89

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, 2024**

	Budget	Actual
SUPPORT AND REVENUE		
Congregational Mission Support	2,300,000	2,212,587
Congregational SC Synod Support	80,000	47,818
Assembly Fees	55,000	54,420
From Restricted Funds	0	53,148
Rental Revenue	0	12,400
Investment Income	60,000	110,379
Trust Fees	11,500	10,325
Miscellaneous Income	21,000	8,125
From Fund Balance (S15.14)	36,054	0
TOTAL SUPPORT AND REVENUE	2,563,554	2,509,201
EXPENSES		
Support Programs		
ELCA Support	805,000	774,405
Region 9 Support	11,000	11,000
Archives Support	6,000	5,920
Bishop's Discretionary Fund	5,000	413
Synod Min Support	28,138	18,155
Regional Gift Planner - ELCA	10,000	10,000
Institutions	182,200	182,200
Total Support Programs	1,047,338	1,002,094
Synod Programs		
Category One	95,350	65,645
Category Two	109,700	94,834
Category Three	193,616	171,426
Category Four	287,150	264,839
Total Synod Programs	685,816	596,744
Administration and Operating Expenses	830,400	895,548
TOTAL EXPENSES	2,563,554	2,494,386
Increase in Net Assets Before Transfers and Other Changes	0	14,816
Transfers and Other Changes in Net Assets		
Non Cash Donation		121,318
Transfers to Council Designated		(1,130,175)
Capitalized Assets from Restricted		1,169,753
Discount On Note Payable		3,624
Transfers from Restricted		1,127,413
Increase (Decrease) in Transfers and Other Changes		1,291,932
Increase (Decrease) in Net Assets		1,306,748
Net Assets Beginning Balance		3,236,609
Net Assets Ending Balance		4,543,357

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, 2024**

Accounts	Net Asset Balance 2/1/23	Income	Net Investment Income	Net Assets Released from Restrictions Transfers/ Expenditures	Net Asset Balance 1/31/24
Campus Ministry - Principal	160,000.00				160,000.00
Capital Improvements Reserve	138,286.34		11,469.56	21,548.48	128,207.42
Synod Endowment Fund	397,331.79		34,639.57	25,589.40	406,381.96
Computers Upgrade	6,456.64			4,589.07	1,867.57
Cristo Rey - Building Donation	367,091.10			367,091.10	0.00
Synod Vitality Endowment	699,138.35		39,314.22		738,452.57
SC Synod Ministries Support	58,339.33	1,350.00		9,689.33	50,000.00
Synod Staff Salaries	25,000.00				25,000.00
COVID-19 Congregation Grants	49,000.00			49,000.00	0.00
Discipleship/Stewardship	26,000.00	2,761.56		6,020.18	22,741.38
Other Properties Maintenance	102,734.47			19,403.90	83,330.57
Total Council Designated Net Assets	2,029,378.02	4,111.56	85,423.35	502,931.46	1,615,981.47

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, 2024**

Funds	Net Asset Balance 2/1/23	Transfers/ Offerings/ Receipts	Net Investment Income	Net Assets Restrictions Transfers/ Expenditures	Net Asset Balance 1/31/24
Trust Accounts	210,627.97	3,779.55			214,407.52
Growing in God's Mission Appeal	261,240.69	1,000.00		(218,326.73)	43,913.96
Water/Agricultural Project-Tanzania	133,421.43	9,253.76			142,675.19
Mission Congregations Accounts	832,715.86	358,411.04		(843,557.21)	347,569.69
Special Contributions - Received & Remitted Hunger, Disaster, Institutions, etc.	0.00	275,940.05		(275,940.05)	0.00
Synod Lifeline Fund	2,175.01	42,528.80		(7,150.00)	37,553.81
Youth Ministry Accounts	33,470.58	7,394.03		(5,000.00)	35,864.61
Stewardship	6,782.44	19,700.00		(20,154.38)	6,328.06
Mission Director	30,374.42	10,452.68		(8,807.10)	32,020.00
Rami Moody Holy Land Fund	14,104.00	12,005.00		(10,000.00)	16,109.00
Global Missions Accounts	39,219.95	50,976.90		(67,927.82)	22,269.03
Trust Income Accounts	350,833.92	82,262.66		(123,019.65)	310,076.93
Campus Ministry	20,732.11	5,160.70		(1,850.00)	24,042.81
Candidacy Scholarship Support	56,031.38	10,846.73		(346.73)	66,531.38
Resurrection Youth Fund	80,109.84	6,984.30		(2,227.00)	84,867.14
Resurrection Seminarian Debt Reduction	30,000.00			(23,000.00)	7,000.00
Discounted Notes Payable	33,057.00			(3,624.00)	29,433.00
Bishop's Discretionary Fund	12,121.19	700.00		(174.49)	12,646.70
Fall Convocation	12,133.22	24,667.50		(31,320.63)	5,480.09
Others Funds (19 Funds)	15,164.32	16,658.22		(8,122.41)	23,700.13
Total Donor Restricted Net Assets	2,174,315.33	938,721.92	0.00	(1,650,548.20)	1,462,489.05

Unaudited - See Synod Treasurer's Letter

REPORT OF THE SYNOD COUNCIL
Bulletin of Reports
South Carolina Synod, 2023-2024

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. 200th Anniversary of the South Carolina Synod
- X. Synod Assembly
- XI. Synod Council Meeting Dates
- XII. Synod Office Holiday Schedule
- XIII. *Proposed Budget South Carolina Synod 2025-2026

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 2023 South Carolina (SC) Synod Assembly, Evangelical Lutheran Church in America (ELCA), the Synod Council has met on the following dates: August 26, 2023; November 13, 2023; February 26, 2024; and April 22, 2024. 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 Rev. Joanna Gragg (at large).

Constitution: Rev. W. Osborne Herlong Jr., chair; Mr. Daniel Crofts, Rev. Gregg Hoffman, Mr. Jeffrey Stringer, Ms. Gail Buchanan, Ms. Becky Koch, Mr. William Newmyer, and Rev. Henry M. Moody, Jr., advisory.

Finance: Ms. Cindy Davis, chair; Mrs. LaTynia Taylor; Mr. Raymond L. Hendrix Jr., Treasurer; Rev. W. Osborne Herlong Jr.; Ms. Charlene Fink, Synod Accountant; Ms. Donna Poulnot; Mr. Ron Walrath; and Ms. Sheila Caughman.

Personnel: Rev. Rachel Hoffman, chair; Ms. Kathy Hendrix; Rev. Joshua (Josh) Kestner; Mr. LaVone Griffin; and Rev. Carl Taylor.

Property: Ms. Beth Trump, chair; Mr. Larry Rathe, Property Manager; Mr. Al Estee; Mr. Randy Fellers; 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: Rev. Joanna Gragg, 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. Diane Wicker, Convener; Rev. Bobby Morris, Synod Council; and Mr. Mike Hartzog.
5. Appointed the following persons to the South Carolina Synod Assembly Nominating Committee for a term of two-years, 2024-2025: Ms. Silke Prylik, Christ, Hilton Head, Amelia Conference; Mr. Elliot Cox, St. Mark, Isle of Palms, Coastal Conference; Ms. Linda Albert, St. Philip, Myrtle Beach, Epiphany Conference; Mr. Richard Delap, Trinity, Greenville, Foothills Conference; Mr. Zach Lindler, St. Thomas, Chapin, Heartland Conference; and Deacon Deborah Poole, Pisgah, Lexington, Saxe Gotha Conference.

Those persons serving 2023-2024 terms include: 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.
6. Appointed Deacon Sandra Holland as chair, 2024 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 years 2024 and 2025.
8. Appointed Mrs. Virginia Herlong, Synod Council, to the Audit Committee.
9. Appointed Mr. Brian Teusink to the Audit Committee for a three-year term expiring 2026.
10. Reappointed Rev. Pattie Sue Burton-Pye, as chair of the Audit Committee for the calendar year 2024.
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. Joyce Rose-Harris, and Rev. Joanna Gragg, respectively.
12. Reappointed Mr. Larry Rathe as Property Manager, South Carolina Synod, for a one-year, renewable term beginning April 2023.

II. PROPOSED 2025 COMPENSATION GUIDELINES

***RECOMMENDATION FOR ASSEMBLY ACTION ON 2025 COMPENSATION GUIDELINES**

Recommends the 2025 Compensation Guidelines for Rostered Ministers, South Carolina Synod, for adoption by the 2024 South Carolina Synod Assembly.

The *2025 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 *2025 Compensation Guidelines for Rostered Ministers* will be moved, upon approval by the 2024 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. Approved the following resolution:

WHEREAS, the properties of Our Shepherd, Hartsville and Faith Lutheran Chapel, Pickens have been received by the South Carolina Synod through Holy Closure, and
WHEREAS, there is a contract between Faith Lutheran Chapel, Pickens and ViaSat, provider of high-speed satellite broad band services and secure network systems; therefore, be it
Resolved, to list and place the properties on the market; and be it further
Resolved, to honor the contract between ViaSat and Faith Lutheran Chapel, Pickens to ensure proper disclosures and rights of first refusal are followed with the listing; and be it finally
Resolved, that Larry Rathe, Property Manager, be authorized to enter maintenance contracts, choose a realtor, and negotiate the selling of church properties received through Holy Closures and approved for sale by the Synod Council and upon the recommendation of the bishop or the bishop's appointee.

Minutes of the Synod Council Meeting, August 26, 2023

2. Approved the following resolution:

Under the authority of †S13.24.c. of the Synod Constitution, to appoint the following Officers of the South Carolina Synod as trustees to take charge and control of the property of St. John, Johnston: Bishop Virginia S. Aebischer; Deacon Lexanne Graves, Vice President; Pr. W. Osborne Herlong, Secretary; Mr. Raymond Hendrix Jr., Treasurer, and

To authorize 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 remaining members at St. John, Johnston, have decided that it is no longer possible to function as a congregation; and

To move forward with Holy Closure when a written request is received, in accord with *S13.24. Synod Constitution that the remaining members at St. John, Johnston, have decided that it is no longer possible to function as a congregation or that they are unable to provide required governance.

Minutes of the Synod Council Meeting, November 13, 2023

IV. CONSTITUTION, BYLAWS AND CONTINUING RESOLUTIONS

1. ASSEMBLY: PROCEDURES AND ELECTIONS

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 2024 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.A23. *In reviewing proposed memorials, resolutions, and main motions, the Committee of Reference and Counsel may edit, prepare an alternative memorial, resolution, or motion, or consolidate into a single proposed action multiple memorials, resolutions, or main motions on the same or similar subjects. Whenever the Committee of Reference and Counsel recommends an edited or alternative memorial, resolution, or motion, the report to the assembly shall also contain the original maker's text.*

S7.01.B23. *The Committee of Reference and Counsel shall report its recommendations on memorials, resolutions, and main motions to the Synod Assembly. Such recommendations do not require a second. When the Committee of Reference and Counsel recommends approval, the committee's recommendation shall be the main motion before the assembly. When the Committee of Reference and Counsel recommends the adoption of a substitute or alternative motion, the committee's recommendation shall be the main motion before the assembly. When the Committee of Reference and Counsel recommends referral, the committee's recommendation shall become the main motion before the assembly. When the Committee of Reference and Council recommends that the assembly decline a proposed memorial, resolution, or main motion, the recommendation shall be reported to the assembly. If the author or another voting member wishes to bring the declined proposed memorial, resolution, or main motion to the floor, the voting member may move the matter, and it shall become the main motion before the assembly, and the committee's recommendation shall be received for information.*

S7.01.C11. *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. 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.
- †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 lay 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 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.

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

S9.03. There shall be a Nominating Committee consisting of at least seven persons and not more than 12 persons who shall be appointed by the Synod Council to serve for each regular meeting of the Synod Assembly. Additional nominations may be made from the floor for all elections for which nominations are made by the Nominating

Committee. The size of the Nominating Committee, in accord with this provision, shall be defined in this synod's continuing resolutions.

- S9.03.01. The Synod Assembly shall elect voting members of the Churchwide Assembly of the ELCA on the basis approved by that body. The Nominating Committee of this synod shall nominate twice the number of nominees for the places to be filled. In its nominations the committee shall seek to have equitable representation by the various geographic areas of this synod. After the regular voting members have been elected, rostered ministers, lay women, and lay men nominees receiving the next highest number of votes respectively shall constitute the alternates. If any voting member be unable to attend the assembly, they shall inform the bishop of this synod who shall fill all vacancies from the alternates in the order of the votes received.
- S9.03.02. The Nominating Committee shall strive to ensure that all persons nominated for any position possess the necessary competence and experience for the position. The committee shall, insofar as possible, insure that all geographic areas of this synod are represented among the nominees.
- S9.03.03. Any nominations from the floor shall meet the same criteria as required for the position for which nominated.
- S9.03.04. Terms of service for members of the Synod Council and for persons elected by this synod to boards of trustees of the institutions to which this synod is related shall be limited to two consecutive terms of three years each. Terms of service begin at the conclusion of the Synod Assembly at which they are elected. Terms of service end at the Synod Assembly at which their successors are elected. Should the constitution of any institution or agency specify a term of office for board members other than three years, the constitution of the institution shall take precedence over this bylaw as far as length of term is concerned. In computing eligibility for continued membership on the Synod Council, boards on which the synod is entitled to representation, or other organizational units where applicable, at the conclusion of a full term, service which preceded such term without interruption shall be disregarded if its duration was shorter than half a term.
- S9.03.05. Any qualified person shall be eligible for election to and simultaneous service on one board and one committee. No person, except the bishop of synod, shall be eligible to serve simultaneously on two elective boards. No elected member of the Synod Council shall serve simultaneously on any other elective board or committee.
- S9.03.06. The Nominating Committee shall prepare a ballot in accord with †S6.04. for Synod Council elections to assure Synod Council membership includes: at least one man and one woman who are persons of color and/or whose primary language is other than English; and nine geographic seats in accord with S9.03.02.; S12.01.20.; S12.01.21.; and S12.01.22. with three persons serving from each of the three geographic areas. A rotating basis for the election of lay men, lay women, and rostered ministers from each of the three areas shall be established for the Synod Council members elected from the areas with one lay man, one lay woman and one rostered minister elected each year; and nine at-large seats open to persons from across the territory of the South Carolina Synod, including one lay man, one lay woman, and one rostered minister to be elected each year; and one youth serving a two-year term.
- S9.08. All elections shall be by ballot. In all elections, other than for the bishop, vice president and the secretary, the names of the persons receiving the highest number of legal votes, but not elected by a majority of the legal votes cast on a preceding ballot, shall be entered on the next ballot to the number of two for each vacancy unfilled. On any ballot when only two names appear, a majority of the legal votes cast shall be necessary for election.**

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

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

(End of constitutional provisions, bylaws, and continuing resolutions to guide the procedures and elections in the 2024 South Carolina Synod Assembly)

2. Amended the *Constitution, Bylaws and Continuing Resolutions, South Carolina Synod*, by adding continuing resolutions, S7.01.A23. S7.01.B23. and recodify S7.01.A11. as S7.01.C11.

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.

(Rationale: To adopt a continuing resolution to provide additional authority for authorizing editing by the Committee of Reference and Counsel)

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

S7.01.A23. In reviewing proposed memorials, resolutions, and main motions, the Committee of Reference and Counsel may edit, prepare an alternative memorial, resolution, or motion, or consolidate into a single proposed action multiple memorials, resolutions, or main motions on the same or similar subjects. Whenever the Committee of Reference and Counsel recommends an edited or alternative memorial, resolution, or motion, the report to the assembly shall also contain the original maker's text.

(Rationale: The synod's rules of organization and procedure should also address how the Committee of Reference and Counsel reports to the Synod Assembly and the status of its recommendations. To adopt

a continuing resolution that addresses the status of recommendations of the Committee of Reference and Counsel)

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

S7.01.B23. The Committee of Reference and Counsel shall report its recommendations on memorials, resolutions, and main motions to the Synod Assembly. Such recommendations do not require a second. When the Committee of Reference and Counsel recommends approval, the committee's recommendation shall be the main motion before the assembly. When the Committee of Reference and Counsel recommends the adoption of a substitute or alternative motion, the committee's recommendation shall be the main motion before the assembly. When the Committee of Reference and Counsel recommends referral, the committee's recommendation shall become the main motion before the assembly. When the Committee of Reference and Counsel recommends that the assembly decline a proposed memorial, resolution, or main motion the recommendation shall be reported to the assembly. If the author or another voting member wishes to bring the declined proposed memorial, resolution, or main motion to the floor, the voting member may move the matter, and it shall become the main motion before the assembly, and the committee's recommendation shall be received for information.

S7.01.AC11. 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.

3. 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*.

4. Rescinded the action on April 24, 2023, to propose to the 2023 Synod Assembly the amendment to S7.14.

V. FINANCIAL MATTERS

1. Received the Report of the Audit Committee, August 22, 2023, and refer the recommendations to the Finance Committee:

- All disbursement requests should be reviewed for accuracy before being approved.
- Travel and expense reimbursements should include travel location detail sufficient to support the number of miles requested as well as the reason for the travel. The blue Synod Travel/Expense form or a spreadsheet facsimile is recommended.
- Lost or missing receipts should be documented by noting the vendor, amount and reason for purchase, the fact that the invoice was lost and should be approved with the request for reimbursement.
- All reimbursement requests should be made monthly.

2. Approved the recommendations of the South Carolina Synod Mission Endowment Fund Grant Committee to award grants for the year 2023-2024 in the amount of \$22,000 to:

Colony Evangelical Lutheran Church, Newberry	\$2,550
Partnership Consultation Expenses for Mission Statement, Core Values, & Strategic Goals	
Lutheran Disaster Response Carolinas	\$7,400
Disaster Preparedness and Response Projects \$2, 950 and \$4,450	
Split between Mission Development and Special Expression of God's Love in the World	
South Carolina Lutheran Retreat Centers.....	\$1,000
Capital Campaign: New Entryway into Camp Kinard	
Matthew 2540.....	\$2,050
Guatemala Land and Facility for School, Daycare and Vocational Studies	
Security Wall to prevent gangs from threatening students, staff, and mission teams.	
James R. Crumley Jr. Archives.....	\$4,500
Documentary Film: Black Leaders and Congregations in the South Carolina Synod	
NovusWay Ministries	\$4,500
Expansion of Lutheroad Day Camp for underserved and/or unchurched youth.	
Partnership St. John's, Walhalla & St. Paul, Mt. Pleasant, Day Camp for underserved youth.	

Minutes of Synod Council Meeting, November 13, 2023

3. Approved the amendments to the Internal Control Policy made by the Audit Committee, which assists the Audit Committee to fulfill its general oversight of the synod's accounting, financial reporting, internal control systems, and external processes as provided in *S11.05 and *S15.31., *Constitution, Bylaws and Continuing Resolutions, South Carolina Synod of the Evangelical Lutheran Church in America.*

Minutes of Synod Council Meeting, November 13, 2023

4. Approved the proposal for Scott and Company to serve as independent auditors for the South Carolina Synod of the ELCA for the years ending January 31, 2025, 2026, 2027, 2028, and 2029.

Minutes of Synod Council Meeting, November 13, 2023

5. Treasurer Hendrix reported the completion of the External Audit by Scott and Company as of and for the year ended January 31, 2023, and that the audit was clear.

Scott and Company
October 17, 2023

Opinion

We have audited the accompanying financial statements of South Carolina Synod of the Evangelical Lutheran Church in America, (the "Synod") (a nonprofit organization), which comprise the statement of financial position as of January 31, 2023, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Synod as of January 31, 2023, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

A copy of the audit was sent to the members of the Synod Council and will be made available on the South Carolina Synod Web Site.

Scott and Company also issued a letter of Required Communications which was also sent to the members of the Synod Council.

Minutes of Synod Council Meeting, November 13, 2023

6. Approved the following resolution:

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 2024.

Rev. Virginia S. Aebischer	\$13,000
Rev. Richard T. Carter	\$45,000
Rev. Emily Hartmann	\$24,000
Rev. Jorge A. Leone	\$12,000
Rev. Joshua R. Knutson	\$22,000
Rev. Martin Lopez-Vega	\$20,250

7. Approved the following resolution:

WHEREAS, the following funds have not been used due to lack of a program or need or have not been utilized in 12 months or longer:

Acct # 3020305-1 Spouse Retreat	\$ 371.00
Acct # 3020334-1 Lifelong Faith Formation	\$ 365.00
Acct # 3020363-5 SC COVID-19	\$ 620.00
Acct # 3020347-1 Ventures	\$ 79.38
Acct # 3020336-1 Cultivating Leadership/Vitality	\$ 2,682.18
Acct # 3020336-3 Grace & Gigabytes Webinar	\$ 30.00
Acct # 4810482-1 COVID-19 Congregation Grants	\$ 49,000.00

therefore, be it

Resolved, that the funds listed above become unrestricted in accord with 4B.3, *Gift & Bequest Policy*; and be it finally

Resolved, that these balances be adjusted to become miscellaneous income in the current fiscal year, February 1, 2023, to January 31, 2024.

8. Approved the following resolution:

WHEREAS, the Synod Council, meeting in regular session on November 13, 2023, undesignated the following formerly designated account balances, and to redesignate as a part of Account # 4810483-1 Disciples/Stewardship-Resurrection:

Acct # 3020347-1 Ventures	\$ 79.38
Acct # 3020336-1 Cultivating Leadership/Vitality	\$2,682.18

therefore, be it

Resolved, that the account balances listed above become part of Account # 4810483-1 Disciples/Stewardship-Resurrection.

9. Increased the previously designated housing allowance of \$12,000 to \$20,000 for the calendar year 2024 for The Rev. Jorge Leone.

Minutes of Synod Council Meeting, February 26, 2024

10. Approved the Bylaws of the Synod Vitality Endowment Fund.

BYLAWS
Synod Vitality Endowment Fund - South Carolina Synod
Managed by Thrivent Financial

The Synod Council, South Carolina Synod of the Evangelical Lutheran Church in America, meeting in regular session on August 27, 2022, approved a *Resolution on Establishing a Synod Vitality Endowment Fund* [The Fund]. To effectively manage and use this fund for its intended purposes, the following bylaws are established:

- 1) Withdrawals from The Fund shall be based on a three-year rolling average of The Fund's value, based on the January 31 value of The Fund for the current year and previous two years;

- 2) The Finance Committee shall review The Fund's investment performance, preferably with the Financial Advisor managing The Fund's investment portfolio, at a regularly called meeting of the Finance Committee. Said review shall take place not less frequently than annually;
- 3) The Finance Committee, in a regularly called meeting and based on the afore mentioned rolling three-year average, is authorized to make spending withdrawals based on a percentage of The Fund's average value as described above;
- 4) The maximum annual withdrawal rate from The Fund shall not exceed 4%;
- 5) Because withdrawals are to be used for internal operations, an administrative fee shall not be leaved against The Fund by the Synod;
- 6) Funds withdrawn from The Fund will be placed in a temporarily restricted account and directed toward the Fund's stated objectives of supporting new starts, innovations, stewardship, and congregational vitality within the South Carolina Synod;
- 7) Unused funds may accumulate for up to two years after which time they will be re-invested in The Fund if not allocated;
- 8) Bylaws of The Fund shall be amended, as necessary, by the Synod Council in a regularly scheduled meeting; and
- 9) Bylaws of the Synod Vitality Endowment Fund shall be included in the Policies and Procedures Manual of the South Carolina Synod.

Minutes of Synod Council Meeting, February 26, 2024

11. Redesignated the Growing in God's Mission account from Safe Water Tanzania to a general fund account, Water & Agriculture Projects -Tanzania; and included in this account water for drinking, bathing, irrigation, and for other sustainable agricultural needs.

Minutes of Synod Council Meeting, February 26, 2024

VI. PERSONNEL

1. Granted on-leave-from-call status for Deacon Ashlyn S. Cox beginning July 2, 2023, The Rev. Mark J. Smith beginning September 1, 2023, and The Rev. Michael R. Sherman Jr beginning January 8, 2024.
2. Voted to continue on-leave-from-call status for the second year The Rev. Thulisiwe N. Beresford.
3. Granted family leave for The Rev. Jamie Reising beginning January 21, 2024, and The Rev. Rebecca Lord-Phillips beginning February 12, 2024.
4. Voted to continue family leave for the second year Deacon Mandi Whitley and Deacon Shelley M. Allen, and for the sixth year Deacon Lexanne Graves.
5. Requested the Conference of Bishops, Evangelical Lutheran Church in America, extend family leave beyond six years for The Rev. Kristoffer K. Cox. 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 Rev. Kristoffer K. Cox.
ELCA Conference of Bishops, Actions Regarding Rosters, March 1, 2024.
6. Requested the Conference of Bishops, Evangelical Lutheran Church in America, extend family leave beyond six years for Deacon Lexanne Graves. The Conference of Bishops approved, as provided in bylaw 7.61.08.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 Deacon Lexanne Graves.
ELCA Conference of Bishops, Actions Regarding Rosters, March 1, 2024.
7. Continued to list Deacon Deborah E. Poole on the roster of ministers of Word and Service of this church as retired December 31, 2023.

8. Renewed a Call to Interim Ministry, South Carolina Synod, to The Rev. Mary W. Anderson beginning January 1, 2024, for a term of two years, in accord with 7.41.01.c. *Constitution, Bylaws, and Continuing Resolutions of the ELCA.*
9. Renewed the Call to Interim Ministry, South Carolina Synod, to The Rev. Linda L. Anderson beginning April 15, 2024, for a term of two years, in accord with 7.41.01.c. *Constitution, Bylaws, and Continuing Resolutions of the ELCA.*
10. Extended a Call to Non-Congregational Service to Deacon Barbara Hoy Rowell as Hospice Chaplain, Spiritual Care and Education Department, Prisma Health, Columbia, beginning February 19, 2024.
11. To extend to Pr. Sue Eld Johnson a Call to Non-Congregational Service as Chaplain, The Heritage at Lowman Active Life Center (The Heritage), Lutheran Homes of South Carolina, beginning November 6, 2023.
12. The Rev. Steven B. Counts resigned from the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America on September 13, 2023. As required when a rostered minister is removed from the roster, the files and records of Pr. Counts have been sent to the Office of the Secretary, ELCA.
13. Bishop Virginia S. Aebischer reported that The Rev. Michael R. Sherman resigned from the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America on March 23, 2024. As required when a rostered minister is removed from the roster, the files and records of Pr. Sherman have been sent to the Office of the Secretary, ELCA.

VII. INSTITUTIONS AND AGENCIES

1. Ratified the action of the Lutheran Homes of South Carolina Board of Trustees on May 18, 2023, to amend sections 6.2 and 6.3 of the by-laws of Lutheran Homes of South Carolina.
Minutes of the Synod Council Meeting, August 26, 2023
2. Ratified the action of the Boards of Lutheran Services for the Aging and Lutheran Family Services in the Carolinas, on September 11, 2023, to elect The Rev. Leroy Cannon to each of the respective Boards of Trustees, to a three-year term beginning September 2023 and ending September 2026.
Minutes of the Synod Council Meeting, November 13, 2023
3. Designated April 28, 2024, as Synod-wide Newberry College Sunday and to invite the congregations of the South Carolina Synod to participate.
Minutes of the Synod Council Meeting, November 13, 2023
4. Designated September 22, 2024, as Lutheran Services Carolinas Sunday in the South Carolina Synod and to invite congregations to participate.
Minutes of the Synod Council Meeting, February 26, 2024
5. Ratified the action of the respective Boards of Trustees of Lutheran Services for the Aging and Lutheran Family Services in the Carolinas in electing Ms. Eunika Simons to each of the respective Boards of Trustees to a three-year term beginning September 2024 and ending September 2027.
Minutes of the Synod Council Meeting, April 22, 2024

VIII. SYNOD-AUTHORIZED WORSHIPING COMMUNITIES

1. Redesignated Restoration Chapel, Columbia, formerly a Synod-Authorized Worshiping Community Exploration, as a Synod-Authorized Worshiping Community; and redesignated Pr. Amanda Burke, formerly Exploration Leader, as Leader.

Minutes of the Synod Council Meeting, November 13, 2023

2. Approved the following Synod-authorized Worshiping Communities on the territory of the South Carolina Synod, Evangelical Lutheran Church in America, for the calendar year 2024.

Synod-authorized Worshiping Communities

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

Minutes of the Synod Council Meeting, February 26, 2024

IX. 200th ANNIVERSARY OF THE SOUTH CAROLINA SYNOD

1. Approved the following resolution:

WHEREAS, the Evangelical Lutheran Synod of South Carolina and Adjacent States was established in January 1824; therefore, be it

Resolved, that the Synod Council authorize the Executive Committee to appoint a Planning Team to observe the 200th Anniversary of the South Carolina Synod; and be it further

Resolved, that the celebration kickoff at the South Carolina Synod Assembly, June 8, 2024; and be it finally

Resolved, that the culmination of the celebration of the 200th Anniversary takes place at the South Carolina Synod Assembly, June 12-14, 2025, Columbia.

Minutes of the Synod Council Meeting, August 26, 2023

X. SYNOD ASSEMBLY

1. 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*:

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

2. Received the annual review of Synod Assembly elected committees by the Executive Committee on August 8, 2023, 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 26, 2023

3. Approved the following resolution:

WHEREAS, a *Resolution on Living Into the Unity of the Body of Christ* was adopted at the South Carolina Synod Assembly, June 8-10, 2023; and

WHEREAS, the resolution resolved that the bishop's office will provide to the conferences and congregations resources to help facilitate this intentional one year study, including opportunities for partnering and individuals to help lead study and discussion;
WHEREAS, the resolution resolved that a report be given to the 2024 South Carolina Synod Assembly; therefore, be it

Resolved, that the Synod Council receive the *Resolution on Living Into the Unity of the Body of Christ* adopted by the South Carolina Synod Assembly; and be it further

Resolved, that the Synod Council affirm the plans for implementation developed by Bishop Virginia S. Aebischer and the Office of the Bishop; and be it finally

Resolved, that a progress report be given in each of the meetings of the Synod Council beginning November 13, 2023, with the goal of bringing a report to the South Carolina Synod Assembly, June 8, 2024.

Minutes of the Synod Council Meeting, August 26, 2023

4. Approved the *Minutes of the South Carolina Synod Assembly, June 8-10, 2023*, in principle, and allow Secretary Herlong and Bishop Virginia S. Aebischer to make editorial changes for publication in the *2023 Directory and Minutes of the South Carolina Synod, ELCA*.

Minutes of the Synod Council Meeting, August 26, 2023

5. Designated August 15, 2025, as the beginning date of the term of the newly elected vice president following election at the 2025 South Carolina Synod Assembly in accord with ¶8.52. Constitution, Bylaws and Continuing Resolutions, South Carolina Synod.

Minutes of the Synod Council Meeting, November 13, 2023

6. Approved the registration fee of \$75.00 per person for the South Carolina Synod Assembly, June 8, 2024.

Minutes of the Synod Council Meeting, November 13, 2023

7. Designated the offerings received at the worship services of the 2024 South Carolina Synod Assembly to the Campus Ministries in the South Carolina Synod.

Food insecurity is a real issue for a lot of students and the feeding ministries of our Campus Ministries is vital. Sharing a meal is a powerful means of welcoming people and creating community and life-giving work. We hope all congregations will find a special way to gather their assembly offering and send it to be a part of the very important ministry of feeding the young adults on our college campuses across South Carolina.

Minutes of the Synod Council Meeting, February 26, 2024

8. To receive the Report of the Task Force [Bible Team] on Resolution on Living into the Unity of the Body of Christ with gratitude and to request that Secretary Herlong present the report to the 2024 South Carolina Synod Assembly in *Recommendations, Notice and Report from the Synod Council*.

South Carolina Synod receiving Curriculum Gift for 2024-2025

The SC Synod Bible Team began meeting in the summer of 2023 to consider ways to fulfill the work of the Resolution on Living into the Unity of the Body of Christ that was passed at the 2023 Synod Assembly. This Bible Team includes Josh Kestner, Josh Knutson, Shelley Allen, Steven Gallego, Kevin Ogilvie, Lisa Isenhower, Bobby Morris, Joanna Gragg, Libby Bedenbaugh, Arden Hallman, Heather Apel, Deborah Poole, Wayne Kannaday, Ginny Aebischer. For a time, it also included Mark Buchan. This team meets together monthly to explore options for how to best resource and support the work of Bible Study and to gather the SC Synod together in Unity around God's Word. Updates on our activity has been shared at each meeting of the SC Synod Council. Now we are happy to share the results of our work with all of you.

We are excited to share that this team is writing a curriculum that is being offered as a gift to the entire Synod for use in Sunday School classes or with small groups. We have divided the curriculum into two sections. Section 1 will be sent to all congregations in early May and can be used in August, September, October, November, December and January. Section 2 will be released later in the fall

and is intended to be used between March 2025 through August 2025. The material will come as units of study that can be used over a period of several weeks but are not dated because we wanted to make it user friendly and allow each of you to determine when you wish to use each part, and to give you freedom to explore the topics for the weeks that your group needs. In Section 1 topics include: "Introduction to What the Bible is and What the Bible is not," "The Gospel of Luke," "Advent," "Christmas," "Revelation". This Bible Team is also working to produce the same topics in a version that could be used with youth classes. Be on the lookout for the first half of this gift in early May. Many thanks to the Bible Team for offering this to everyone in the SC Synod. In addition, this Bible Team is working on a video concept that we hope to produce this spring using short clips to explore various Biblical questions as Food for Thought and an opportunity to Feast on Faith. This part of our work is, indeed, a work in progress. We hope to produce these short videos for use on social media and anticipate that you will see some of this in the near future. In the meantime, keep reading the Scriptures together and living God's Word in the world.

*The Rev. Virginia S. Aebischer, Bishop
ELCA South Carolina Synod
Minutes of the Synod Council Meeting, February 26, 2024*

XI. SYNOD COUNCIL MEETING DATES

Approved the following meeting dates and times of the Synod Council 2024-2025:

August 24, 2024..... 10:00 a.m. Synod Council Retreat In-Person
November 11, 2024 3:00 p.m. Online
February 24, 2025 3:00 p.m. Online
April 28, 2025..... 12 Noon In-Person (April 21, 2025 is the Monday after Easter)

Minutes of the Synod Council Meeting, November 13, 2023

XII. SYNOD OFFICE HOLIDAY SCHEDULE

Approved the synod office holiday schedule for 2024-2025:

January 1..... New Year's Day
January 15..... Martin Luther King, Jr. Day
March 28 Good Friday (Thursday is taken off)
May 27..... Memorial Day
June 10-11* Post-Synod Assembly Compensation Days
July 4 Independence Day
September 2..... Labor Day
November 27-28..... Thanksgiving Day (the preceding Wednesday is taken)
December 24-January 1..... Christmas Eve 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.

Minutes of the Synod Council Meeting, November 13, 2023

XIII. PROPOSED BUDGET SOUTH CAROLINA SYNOD 2023-2024

***RECOMMENDATION FOR ASSEMBLY ACTION**

1. Recommends the "Mission Funding and Spending Plan [Budget] Procedures" to guide the adoption of the 2025-2026 Mission Funding and Spending Plan for adoption by the 2024 South Carolina Synod Assembly.

Mission Funding and Spending Plan [Budget S10.04] Procedures

Should a 2024 SC Synod Assembly [Assembly] voting member desire to propose amendment of 2025-2026 Mission Funding and Spending Plan [Budget S10.04] [The Plan], the following procedures will be followed for a proposed amendment to be considered “properly submitted.”

- a. Any proposed amendment to The Plan that increases a current program’s expense allocation, or that adds a new current program expense allocation proposal to The Plan, must include a corresponding decrease in some other current program proposal in the same amount; or identify an increase in revenues to offset the proposed expense.
- b. Proposed amendments to The Plan must be submitted to the secretary of the synod by 9:00 a.m. on June 5, 2024.
- c. Each proposed amendment or resolution to amend must be submitted using the synod’s on-line form.
- d. Each proposed amendment or resolution to amend must be cosponsored by not fewer than ten additional 2024 Assembly voting members. The voting member submitting the proposed amendment or resolution to amend must provide the name and telephone number of each cosponsor.
- e. The Synod Finance Committee shall meet at 11:00 a.m. on June 5, 2024, to consider each properly submitted amendment proposal. Synod Finance committee shall prepare a recommendation concerning each properly proposed amendment after considering the implications of said amendment if adopted by the voting members of the Assembly.
- f. During the consideration of The Plan by the Assembly, the Treasurer or Finance Committee shall report on the implication of each properly proposed amendments or resolutions to amend The Plan. This report will contain a recommendation from the Synod Finance Committee to the Assembly voting members.

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

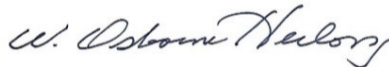
Any proposal to appropriate funds, whether by amendment to the budget or otherwise, which is presented to a meeting of the Synod Assembly without the approval of the Synod Council shall require a two-thirds vote for adoption.

*Constitution, Bylaws and Continuing Resolutions, South Carolina Synod
Minutes of Synod Council Meeting, February 26, 2024*

***RECOMMENDATION FOR ASSEMBLY ACTION**

2. Recommends a Mission Funding and Spending Plan [Budget] in the amount of \$2,458,500 for the fiscal year February 1, 2025 – January 31, 2026, for adoption by the 2024 South Carolina Synod Assembly.

See attached 2025-2026 Proposed Budget and Pie Chart Documents



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

South Carolina Synod, ELCA
Proposed Mission Funding/Spending Plan 2025-2026

	Approved Mission Funding/Spending Plan <u>2024-2025</u>	Proposed Mission Funding/Spending Plan <u>2025-2026</u>
Mission Support and Other Revenue		
Congregational Support Synod-Churchwide (1)	2,360,000	2,310,000
Fees-Assembly	13,000	54,000
Investment Income	50,000	50,000
Other Income	22,000	22,000
Carryover/Constitution Provision S15.14. (2)	0	22,500
Total Revenue	2,445,000	2,458,500
Benevolence and Expenditures		
Mission Benevolence		
ELCA Support (1)	690,000	495,000
SC Synod Ministries Support	115,000	94,886
Joint Ministries Region 9 Support	11,000	11,000
Bishop's Discretionary Fund	5,000	4,000
Archives	6,000	6,098
ELCA Regional Gift Planner	10,000	10,000
Southern Seminary	77,000	77,000
SC Lutheran Retreat Centers	54,000	59,000
NovusWay	12,800	14,000
Newberry College	12,800	10,000
Lutheran Homes	12,800	10,000
Lutheran Services Carolinas	12,800	13,000
Totals	1,019,200	803,984
Ministries		
Category 1-Rostered Ministry	101,250	105,375
Category 2-Congregations & Lay Leaders	109,000	100,500
Category 3-New Leader Development	195,441	222,791
Category 4-Connections & Resources for Ministry (3)	135,474	315,550
Totals	541,165	744,216
Operating Expenses		
Salaries, Benefits and Related (4)	793,000	819,000
Operating Expenses	91,635	91,300
Totals	884,635	910,300
Total Benevolence and Expenditures	2,445,000	2,458,500

Note #1 ELCA support for 2024/25 is 30% of unrestricted congregational support.
ELCA support for 2025/26 is 22% 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 2024/25 and 2025/26 budgets for the annual assembly of \$52,000 (online) and \$230,000 (in person) [respectively] are included in Category 4 - Connections & Resources for Ministry.

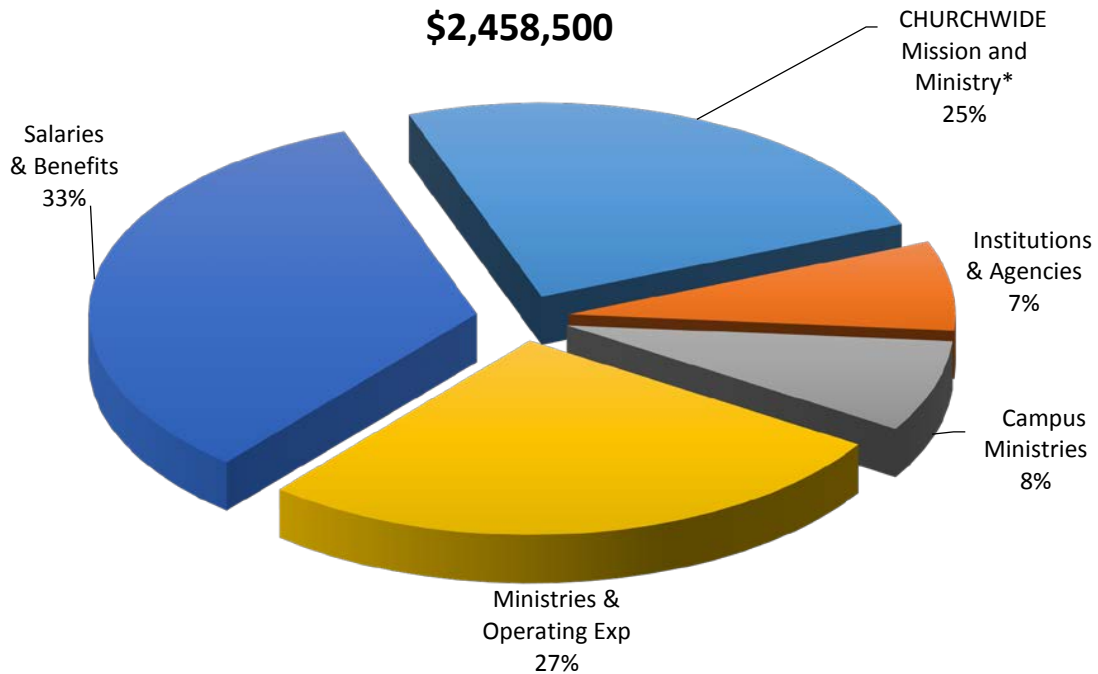
Note #4 The 2025/26 budget for salaries includes a 3.2% cost of living increase for the non-rostered staff. Rostered staff will be at or above compensation guidelines.

South Carolina Synod, ELCA 2025-2026 Proposed Mission Funding/Spending Plan

\$600,886	Churchwide Mission and Ministry
\$183,000	Institutions & Agencies
\$187,791	Campus Ministries
\$667,823	Ministries & Operating Expenses
\$819,000	Salaries & Benefits

\$2,458,500	

Mission Support from Congregations to Synod and Churchwide Ministries \$2,458,500



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 2025-2026 is 22% of unrestricted congregational support

Report of Lutheran Services Carolinas 2023-2024 2024 South Carolina Synod Assembly

Dear Friends,

The year of 2023 was a year of expansion and growth for Lutheran Services Carolinas, your health and human services social ministry of the South and North Carolina Synods of the ELCA (Evangelical Lutheran Church in America).

Last year, more than 2,500 LSC teammates, along with 2,429 donors and 4,125 advocates improved the lives of thousands of Carolinians. In South Carolina:

- Dedicated foster parents and case workers served 193 children.
- LSC's New Americans Program assisted 3,473 people on their path to new lives in the U.S., including 935 new arrivals in SC.
- The Transitional Foster Care for Unaccompanied Children program helped 103 children.
- The Day Services for Youth Program opened and served 96 foster youth.
- LSC's disaster services team gave hope and assistance to 27 households in SC.
- LSC's recovery services programs (Kinard Manor, WeCo Cottage, and Trinity Recovery) combined helped over 3,000 individuals; by either giving them a safe and sober home to overcome substance use disorder or providing them with the tools to assist a loved one.

LSC's New Americans Program LSC increased the number of refugees served throughout the year with offices now in Columbia, Greenville, Charleston, and Myrtle Beach.

LSC's Transitional Foster Care for Unaccompanied Children program, based in Columbia, continued to serve a very vulnerable population of children, and expanded the number of children it can serve from 12 to 24.

LSC's regular South Carolina foster care program remained busy, and the new Day Services for Youth Program got up and running. Through a partnership with the South Carolina Department of Social Services, the program offers foster youth a safe place to learn and grow during the day.

LSC also continued to serve through its recovery services programs, assisting people of all ages in SC to overcome substance use disorders. LSC is the only organization in the state with a collegiate recovery home, WeCo Cottage.

In fiscal year ending September 30, 2023, LSC had a solid financial performance. A positive bottom line is essential to strong overall financial health, which will allow the organization to continue to serve where the need is greatest in challenging times. Thank you for your prayers and support.

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

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 1,400 students. We continue to combat food insecurity on campus through the Wolves Pantry, and our campus is expanding its physical footprint as well as program offerings. We are connecting with students' spiritual journeys with a spring emphasis on the Beatitudes. We sincerely thank our church partners for their continued support, including \$37,183 in synodical giving this past fiscal year, as well as Bishops Aebischer, Strickland, and Suarez for continued support of Newberry College. May we continue to see Jesus in each other.

— The Rev. David Coffman '97, campus pastor

Campus landscape continues to expand

In the past year, Newberry College celebrated the grand opening of two major capital campaign projects. The Darby Nursing & Health Science Center opened its doors in August 2023. The 11,000-square-foot facility is the state-of-the-art home to the college's growing health care programs. Adjoining the facility is a daytime health clinic operated by Newberry County Memorial Hospital. The clinic opened in September and serves as an urgent care center for the community, as well as a prime location for student nurses to gain hands-on experience. In September, the College cut the ribbon on Founders Federal Credit Union Field House. The 18,000-square-foot field house provides well-needed space for growing Wolves athletics. Along with new east-side seating, the facility comprises the second of three phases of renovations to the college's athletic stadium. In addition to these two buildings, construction is underway on the College's ninth residence hall with an estimated opening of fall 2024.

Newberry rises as a leader among southern colleges

Newberry College took its place among the South's top 10 colleges in multiple categories, according to last year's rankings by U.S. News & World Report. Newberry rose in three categories – value, social mobility, and overall best – and crested a fourth, having been named in ideal college for veterans. The College was recognized in the following categories:

Best Regional Colleges – South: No. 10

Best Value – Regional South: No. 3

Social Mobility – Regional South: No. 4

Best Colleges for Veterans – Regional South: No. 2

This was the first time Newberry reached the top 10 among Best Regional Colleges in the South.

Newberry adds third master's program

In January, the College launched its third graduate-level program; a Master of Arts in criminal justice. The 100% online program can be completed in as few as 12 months and coursework can be completed anytime, anywhere. Criminal justice is a vast field, including policing, corrections, security, judicial administration, and social services. As the field continues to grow and evolve, Newberry College's master's degree is designed to prepare criminal justice practitioners with knowledge of modern demands and dynamic changes. Students are invited to enroll in the Master of Arts in criminal justice program six times a year, with new classes beginning every eight weeks.

Newberry launches online professional certification programs

Newberry College now offers a host of online professional credentialing through a new partnership with MindEdge. The programs are available to anyone and enrollment is open 24/7. The course offerings cover a wide variety of subjects and are "a la carte," with clients able to choose individual courses, learning resources, and certification programs to fit their needs. The courses are designed for adult learners and combine exercises, videos, and practical examples in coursework. To learn more, visit newberry.edu/certifications.

Historic MacLean Gymnasium takes on new life

MacLean Gymnasium has fortified the Newberry College skyline and its campus community since its construction in 1923. One hundred years since it first opened its doors, the gymnasium underwent a comprehensive restoration. The iconic playing floor was refinished, repainted, and damaged boards were replaced, new windows were installed, and heating and air conditioning were added. The playing floor has also been named in honor of legendary men's basketball coach Nield Gordon. The renovated building will serve as a refreshed practice space for cheerleading, the Newberry College Dance Team, the women's acrobatics & tumbling team, intramurals, and other student events.

College raising funds to repair Wiles Chapel organ

After 57 years of commencements, weddings, funerals, concerts and much more, the College is raising funds to repair Wiles Chapel's majestic pipe organ. Equipped with 35 ranks and 1,994 pipes, the organ was built in 1967 by the Schantz Organ Company. The grand instrument was designed for the space by longtime College organist and music professor Darr Wise (1929-2021), who commanded its keys for three decades until his retirement. Today, due to a number of factors, the organ's functionality has become limited. The College is raising \$350,000 to not only restore playability, but also to outfit the instrument for many more decades of holy harmonies. To give, please visit newberry.edu/give or scan the QR code, and enter "Wiles Chapel Organ" in the designation box. You can also send a check made payable to Newberry College to 2100 College St. Newberry, SC 29108, with "Wiles Chapel Organ" in the memo line.





2024 Report to Synod Assemblies/Gatherings

The Mission of NovusWay Ministries is to provide experiences for all people in God's creation that inspire faith, build relationships, and transform lives. Our Vision for this mission is, "Trusting in God's promises, lives are transformed to love and serve as part of inclusive communities." In fulfillment of this vision, the following Values are central: inclusion, renewal, stewardship, hospitality, formation, and discipleship.

- In 2023, we welcomed over 2,000 youth campers and nearly 650 family campers for summer camp programs at our four sites. These camper numbers represent our largest summer of camp since before the pandemic. We are excited that more youth and families are experiencing this transformational ministry.
- We also welcomed nearly 1,100 youth and adult participants to year-round programs in 2023. Retreats for confirmation students, women, men, and families provided time away for learning, fellowship, worship, and renewal. We celebrate the Spirit's movement among those who experienced camp all year long.
- Nearly 200 young adults served on the summer staff at one of our camps in 2023 where they learned to share their faith and be servant leaders among campers and in the wider world.
- Hosted ministry at Lutheridge, Lutherock, Luther Springs, and Lutheranch continues to be a significant part of our ministry. In 2023, hundreds of hosted ministry groups spent time on one of our NovusWay sites for a wide variety of events including quilting programs, business meetings, council retreats, festivals, and family reunions.
- NovusWay faced some financial challenges in 2023 including a significant budget shortfall. Through the leadership of interim Co-CEOs Mitzie Schafer and Mike Ward, a new financial roadmap is in place which includes a balanced budget in 2024. We are grateful for the generosity of those who love camp and have responded in ways that are strengthening the ministry for the future.
- Camp Lutheridge will celebrate its 75th Birthday in 2025. In celebration of this ministry milestone, the Lutheridge 75th Birthday Capital Campaign will launch in 2024. The gifts received through this campaign will provide upgrades to the Lutheridge facilities and pay off internal debt to the benefit of all four NovusWay camps. An important Lutherock project will also be included in the campaign.
- The greatest impact of NovusWay is in the lives of children, youth, and adults who continue to have life changing experiences at camp. The gifts of individuals, congregations, and synods empower ministry that embodies some of our deepest hopes and joys as the church. At camp, children of God are growing in faith, young leaders are being formed for service in the church and the world, and all people are experiencing the peace of Christ and the blessing of Christian community.

Thank you for your generous prayers and support
for Lutheridge, Lutherock, Luther Springs, and Lutheranch and for all we serve!



2023 Annual Report to the Synods

***Wartburg College is dedicated to challenging and nurturing students
for lives of leadership and service as a spirited expression of their faith and learning.***

Guided by our vision, we are answering the call to prepare resilient leaders of positive change for service in a complex world. This will be realized by building on our distinctives and embracing new opportunities to be the leading institution in educating the whole person.

Enrollment

- Fall 2023 enrollment was 1,472 students from 41 U.S. states and 44 countries, which includes 196 U.S. students of color and 92 international students. More than 20 Christian denominations and several world religions are represented. Our enrollment saw its largest year-to-year percentage increase since 2016.
- The five majors with the highest enrollment are business administration, biology, exercise science, elementary education, and psychology.
- The online Master of Arts in Leadership program enrolled a new cohort of eight students as well as one pursuing the Graduate Leadership Certificate.

Strategic Positioning

- After almost two years of research and planning, the college announced the Wartburg Commitment, a new pricing model and value proposition designed to help students consider, afford, and experience Wartburg College. Starting in Fall 2024, the comprehensive program includes a new competitive price, reduced financial barriers for lower- and middle-income families, and funding to increase access to immersive experiences.
- A new Wartburg brand, Experience More, was launched in conjunction with the Wartburg Commitment. Extensive research found the distinctive experiences students have at Wartburg involve a nurturing community, connection, and engagement. These common threads of the Wartburg experience resonate with students, faculty, staff, and alumni.

Academic and Co-Curricular Programs

- The first 15 students to earn a master's degree from Wartburg College graduated in May with a Master of Arts in Leadership. The students came from as far away as Ohio and California and represented an array of work sectors, including business, K-12 and higher education, public administration, the military, and faith communities.
- In January 2023, Wartburg faculty approved a new THRIVE General Education curriculum to be implemented in the 2024-25 academic year. THRIVE stands for Thinking Critically, Human Culture, Reasoning, Information Fluency, Vocation, and Effective Communication.
- Dr. Ethan Blass was inducted into the newly established Herbert and Mildred Kleinfeld Professorship in German Language and Culture. The professorship, provided through the generosity of Gerald Kleinfeld in honor of his parents, will support teaching and learning in the German Department.
- As a member of the Iowa Private Transfer Collaborative, Wartburg received a three-year grant from the Arthur Vining Davis Foundations and Teagle Foundation to make the experience of transferring from an Iowa community college more transparent.
- The college launched Knights to Know, an educational web series that introduces influential alumni to the greater Wartburg community. The first year's theme is Women of Wartburg and has featured women in STEM and leaders in service.

Report of South Carolina Lutheran Retreat Centers 2023-2024 2024 South Carolina Synod Assembly

It is with great joy and gratitude that we celebrate the past year here at South Carolina Lutheran Retreat Centers. This year has been filled with blessings, growth, and transformation as we continued our mission of "Providing holy spaces for God to change lives."

Despite the challenges posed by the aftermath of the global pandemic, we have seen a growing demand for our retreat centers and we were delighted to see an increased usage at both sites over the previous year. Individuals and groups from across South Carolina and beyond have sought refuge and renewal in the serene landscapes and sacred spaces of Camp Kinard and Coastal Retreat. Through our various offerings, including youth camps, family retreats, and spiritual gatherings, we have witnessed countless lives being touched and transformed by the power of God's presence.

At Camp Kinard, nestled amidst the tranquil beauty of nature, campers have experienced moments of joy, wonder, and spiritual growth. From hiking trails to campfires under the stars, every experience is an opportunity for connection and discovery. Similarly, at Coastal Retreat, with its breathtaking views of the ocean, guests have found solace and inspiration in the rhythmic sounds of the waves and the gentle sea breeze. These holy spaces have become sanctuaries for those seeking refuge from the busyness of life, allowing God to work in their hearts and minds.

One of the highlights of the past year has been the completion of our new, fully accessible swimming pool at Camp Kinard. We were excited to "Make a Splash" at the dedication, which included the inaugural swimmers Pastor Rebecca Wicker, Pastor Matt Titus, Pastor David Coffman, Bill Newmyer, Elliott Cox and Nevin Rodgers. This project has been a labor of love, and we are thrilled to announce that it is now open to all, providing a refreshing and inclusive space for relaxation and recreation. This new addition not only enhances the physical amenities of Camp Kinard but also reflects our commitment to accessibility and inclusivity in all aspects of our ministry.

Looking ahead to the coming year, we are excited about the plans to further enhance our facilities. We look forward to finishing the area where the old pool was filled, adding amenities such as volleyball, gaga pit, tetherball, and a gathering/worship area. Additionally, we will be moving forward with long-awaited plans for a new chapel and a new entrance at Camp Kinard. These projects will not only improve our physical spaces but also provide more opportunities for spiritual growth and community building.

In addition to the spiritual growth and transformation we've witnessed, we are also pleased to report that giving to the South Carolina Lutheran Retreat Centers has increased approximately 14% from the previous year, highlighting the continued support and commitment of our community to our mission.

As we reflect on the past year, we are humbled and inspired by the countless stories of transformation and renewal that have taken place on the grounds of these retreat centers. Lives have been changed, relationships have been deepened, and faith has been strengthened, all thanks to the grace of God and the support of our community.

In conclusion, we are filled with gratitude for the opportunity to serve as stewards of these sacred spaces. We are committed to continuing our mission of providing holy spaces for God to change lives, and we invite you to join us on this journey of faith, hope, and love.

Thank you for your continued support and partnership in ministry. Together, we can make a difference in the lives of those we serve.

Deacon Dallas J. Shealy
Executive Director

Jane G. Holmes
Board Chair

Report of South Carolina Women of the ELCA 2024 South Carolina Synod Assembly

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 can be God's voice, hands, and feet here on earth.

Convention 2023

On June 23-23, 2023, we held our 35th annual convention at Zion Lutheran Church in Lexington, SC. The theme was "*Just Love One Another*". As John 15:12 says "*This is my commandment, that you love one another, as I have loved you*". 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.

We heard from our many partners within the SC Synod who shared their exciting news about their organizations. Pastor Emily Hartmann, Assistant to the Bishop brought greetings from the SC Synod. Keynote speakers were Ms. Dallas Shealy Executive Director of SC Lutheran Retreat Centers and Ms. Cathy Milejczak, SC Synod Coordinator for the SW Diocese of Tanzania. Both speakers gave us updates of their projects and news from their organization. Devotions and worship service were led by Vicar Emily Whitlow (St. John's Walhalla) and Rev. Dr. Rachel Connelly (St. John's Walhalla).

Elections were held resulting in President Risse Snelgrove being elected for a second term. Also, Rachel Quesada was elected as Treasurer and board members Christie Gardner, Joy Derrick, LaTynia Taylor, Merri Lewis were elected for 2 year terms and Sallie Folk for a one year term. After the convention, our Vice President resigned resulting in Christie Gardner being appointed by the Board as Vice President. Sallie Folk moved into the 2-year term and Sarah Cheesmen was appointed for a one-year term.

2023 SC WELCA Projects and Donations

- **Camp Kinard Improvement Project:** \$10,607.46 was raised for a new fence for the new pool at Camp Kinard Retreat Center.
- **Tanzania Hygiene Kits:** 1069 Hygiene Kits were created and delivered to the Convention from units in the SC SWO.
- **Tanzania Project:** \$1740.50 (\$585 from Convention and \$1157.50 from St. John's Spartanburg).
- **ELCA Good Gifts:** \$6882.92 (\$6571.92 Joy Offerings, Camp Kinard Retreat Offering \$210 and 3 Congregational Units \$311)
- **Newberry College Wolfe Food Pantry:** \$1000.00
- **Women on a Mission:** \$1000
- **National Woman of the ELCA:** \$13,204.50 (\$12,915.50 60% of our regular offerings and Thankoffering \$289)
- **SC Disaster Relief:** \$200
- **LTSS Scholarship Fund:** \$619.76
- **Conference Gatherings:** \$4223.90 (Offerings from Conference Gatherings/Meetings that were donated to many local projects in their communities. This includes Newberry College Nursing Scholarship, CASA Family System, Salt & Light, Lutheran World Relief, The Palmetto Place, LaVie Pregnancy Care, Falcon's Children's Home, Fresh Start Healing, Sunshine over Sorrow, SC Synod, Jasmine Road, LTSS, The Period Project, The Fifth Gospel, and Gamecock Lutheran)
- **Other Designated Gifts:** \$1920.75
- **Total Giving for SC WELCA:** \$41,399.79

Triennial Convention & Gathering: Five women were elected to attend and represent SC WELCA at the National WELCA Convention in Phoenix AR this past September. Voting Members were Christie Gardner, Cindy McManus, LaTynia Taylor, Sarah Cheesman, and Pat George.

Teen Suicide Prevention Resolution: SC Women of the ELCA presented a resolution to the National Triennial Convention for a vote. The resolution was regarding Advocating, Educating and Awareness on how to prevent Teenage Suicide. This resolution passed at our own convention in June and at the Triennial Convention.

The ELCA Lutheran Women in South Carolina are a blessing to our Synod and the SC Synodical Women's Organization. They are strong bold women who love Jesus Christ and give generously from their hearts to help those in need. We will continue to do God's work here on earth.

We thank Bishop Ginny and the SC ELCA Synod Council for the support they provide our organization.

Together in Christ.

Risse Snelgrove, President, SC Women of the ELCA

Report of the Director of Communications for 2023

Nine years. Time flies. I am continuously blessed to work with deeply spiritual and highly skilled colleagues. Thank you to the Bishop, Synod Council, and members of the South Carolina Synod who continue to support the development of a top-tier, modern communication program.

I am working to update the website. The website's infrastructure was approaching three full years of data, slowing and making the site less effective. The website continues to grow in visitors, and we continue to see a growth in mobile users. The new website will focus on mobile users' ease of use.

Our eNews list continues to perform well. More people than ever are opening our emails and clicking through to the content.

Our social media presence has been a beacon of growth for us. Since my tenure began, we've nearly quadrupled our page likes. I sincerely thank all who have joined us on this journey. Instagram has been an excellent platform for growth. The use of imagery and video is critical. If you're active on social media and still need to follow our accounts, I invite you to join us.

<https://facebook.com/scsynod>
<https://instagram.com/scsynod>

<https://twitter.com/scsynod>
<https://pinterest.com/scsynod>

Speaking of video, the growth of our YouTube channel has been phenomenal. We've doubled our subscribers and quadrupled our watch time this year. The videos that have led the way include:

- A History and Context for the Israel-Hamas War | Rev. Bobby Morris
- Our Lutheran F.A.Q. series with The Rev. Emily Hartmann, Assistant to the Bishop
- Regular viewership of our Sunday messages in Spanish with The Rev. Jorge Leone and The Rev. Mark Buchan
- Our Synod Assembly Live Streams
- Lutheran Living in South Carolina Video Magazine

Again, I invite you to subscribe to our channel for exciting and educational content.

<https://youtube.com/@scsynod>

Late in the Summer of 2022, I completed digital marketing certification programs from the Digital Marketing Institute and the American Marketing Association. My education continues. Recently, Newberry College has started offering online certification classes. I am now working on a Certification in Business Communications.

Our investment in equipment and software continues to connect leaders and members from around the synod. Zoom continues to be a handy tool for meetings and events (e.g., the Inclusiveness Network Book Study). Our ability to have the needed equipment helps to bring more engagement through high-quality audio and visual content. I continue to study and update our technology plan to meet our current and future needs within our budget effectively.

Respectfully submitted,
Neal F. Fischer, Director of Communications

Report of the Director for Stewardship 2023-2024 2024 South Carolina Synod Assembly

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 Senior Class Symposium for graduating seniors and rising interns was held on March 15-16, 2024, 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 seven seniors and interns participating, seven were in person and there were no participants online. Pr. Cathy Schibler, Deacon Jerry Johnson and Pr. Danielle DeNise served as presenters.

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.

Networking Congregations for Growing Stewards

Building a Culture of Generosity guides congregations through fall stewardship appeal

The purpose of offering *Building a Culture of Generosity* (BCG) is to walk along with congregations with a basic stewardship resource led by GSB consultant, Mike Ward between August and November 2024. While the total cost is \$600, the synod provides \$300 to each congregation participating. The following congregations participated in 2023: St. Paul, Columbia; Colony, Newberry; St. Peter, Pawley's Island; Redeemer, Charleston and St. James, Graniteville.

Mission Interpretation 2024 Mission Support Video

The theme of the 2024 Mission Support Video is *Like Good Stewards* based on I Peter 4: 10 "Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received."

The video features three stories: 1) Pathways to Leadership tells the story of some of the paths to rostered ministry; 2) Partnerships tells the story of Christ Community, N. Charleston, St. Michael, Moncks Corner, and the South Carolina Lutheran Men in Mission; and 3) Lutheran Disaster Response tells the story of The Rev. Ruth and Ray Sipes, Coordinators for the Carolinas.

The video was sent in January 2024 to rostered ministers and Congregation Council presidents and vice presidents along with a Mission Moment devotion. Link to *Like Good Stewards* YouTube Video: https://www.youtube.com/watch?v=hBp_MxmBhvE

2023 South Carolina Synod Ministry Toolbox

The South Carolina Synod offered two sessions of Ministry Toolbox. Pr. Ozzie Herlong conducted a workshop titled *Finances as Faith Formation*, at All Saints, Mt. Pleasant, on October 28, 2023, and at Messiah, Mauldin, on November 18, 2023.

Lifeline Fund

Through a “scaling” grant from the Lilly Endowment, Inc., synods in Region 9 are participating in the *Faith + Finance + Freedom* initiative. This is a part of the *National Initiative to Address Economic Challenges Facing Pastoral Leaders*. The SC Synod entered this partnership in June 2019, appointed a distribution team and agreed to collaborate by raising matching funds.

As of November 29, 2023, the South Carolina Synod has paid \$203,673 to education lenders and eliminated 93 years of education debt for eleven rostered ministers and a significant portion of the debt of four other rostered minister. The Lifeline Distribution Team, meeting on November 29, 2023, set aside in reserve \$25,576.00 for four rostered ministers to be awarded in 2024.

Phase 3 of *Faith + Finance + Freedom* in Region 9 was completed on December 31, 2023. Beginning in 2024 the South Carolina Synod will present to the Synod Council a proposed Lifeline Fund Sustainability Plan to continue the work of education debt re-payment for rostered ministers. The proposed plan calls for raising at least \$25,000 a year. In March 2024 a gift of \$10,000 was received from an individual donor toward the \$25,000 goal. The South Carolina Synod has entered a contract in 2024 with Pr. John Mocko as Program Coordinator. Pr. Mocko receives applications, makes available to applicants Financial Management Education through LSS of Minnesota, and make payments to education lenders.

One rostered minister wrote: “I am writing with a humble heart filled with gratitude for receiving the Lifeline debt reduction grant. My soul is rejuvenated by this generous opportunity to be given a fresh new start in a new call, new state, and new opportunities to grow in faith and generosity too. God has provided generous givers to the Lifeline Fund and for that I am eternally grateful.”

The application for Lifeline Fund education debt repayments is found on the North Carolina Synod website under *Faith + Finance + Freedom* at this link: <https://form.jotform.com/200215181602035>

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 some 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 2023 to April 2024 included: Sixth Year - St. Matthew, Charleston; Fifth Year - St. John, Beaufort; Fourth Year – Grace, Rock Hill; Fourth Year - Ebenezer, Columbia and Second Year – St. Michael, Greenville.

The first-year congregations in covenant with the synod during May 2023 to April 2024 included: Pisgah, Lexington; St. John, Walhalla; Zion, Lexington; Pilgrim, Lexington; Redeemer, Newberry; and Pilgrim, Lexington.

The new congregations in covenant with the synod during May 2024-to April 2025 include Bethlehem, Irmo; St. Paul, Aiken; Holy Spirit, Charleston; and St. David, West Columbia.

Because of the partnership with the South Carolina Synod the cost is reduced for first year congregations and returning congregations. A congregation entering the first year can expect 50% of the cost to be paid by the synod. Congregations participating in the second year and beyond can expect one-third of the cost to be paid by the synod. Congregations are asked to contribute back to the synod through Mission Support. Working with other congregations not only makes it more affordable, but also brings energy to the process. A covenant between the synod and the congregation is available on the synod website. Congregations approve participation in March and April and select teams. Congregations began May 16, 2024. and continue through April 2025. Use this contact for more information: Rev. Ozzie Herlong Cell: (803) 360-1877 or Email: ovherlong@aol.com

Rev. Mike Ward is the leader for Stewardship for All Seasons. Mike is the author of *Abundance: Creating a Culture of Generosity*, Fortress Press [2020]. For several years the South Carolina Synod has partnered with congregations. This is an opportunity to hear about Stewardship for All Seasons (SAS) and consider thinking about stewardship development in your congregation. In SAS congregations form clusters and cohorts which facilitate learning and make it more affordable? To learn more about Stewardship for All Seasons view this interview with Mike Ward: <https://www.youtube.com/watch?v=SvjnUH4ap0c>

Lutherans Restoring Creation

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

Bible Study

Dr. Mark Allen Powell, author of *Giving to God: The Bible's Good News about Living a Generous Life*, presented a series of bible studies on the 2024 assembly theme, *Like Good Stewards*. The first session on May 7th was recorded and shared online. Dr. Powell presented additional interactive studies via Zoom on May 14, 21, and 28.

Thank You

First, we give thanks for those with whom we share faith in Jesus Christ. Second, we give thanks to God for your 2023 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 of Evangelical Mission 2023-2024 2024 South Carolina Synod Assembly

It has been wonderful being your DEM this past year. Anything I report is thanks to the many hands that make it all possible and through your support. Some highlights from this past year include:

Our Mission congregations. Thanks to your continued support, the mission developers serving in our synod have worked building new communities of faith where people are finding life-changing relationships with God. The work they do is truly amazing.

Our Congregational Vitality Team. Over the past year, our congregational vitality team has held several events, ranging from having better council meetings to how to leverage online tools to get more people to your church's events.

Outreach and evangelism. I've worked with several congregations on their outreach strategies for the communities around them (and, shameless self-plug, I'd love to work with your congregation, too). We've seen new community events and new visitors to the congregations I've worked with, thanks to the work and commitment of the congregations' volunteers and their openness to new things.

Congregation reports. Nobody loves filling out forms A and C, but this past January each pastor and congregation should have received a report with some information based on last year's form A. Thanks to great feedback, it'll look different next year, but I plan to continue making sure the information you give us comes back to you in a meaningful and useful way.

Innovation cohorts. A group of pastors and I connected with the ELCA innovation lab to learn, reflect, and apply what we had learned to specific projects in our congregations.

Ministry Toolbox Days. In October and November, we held events for congregations full of presentations on different topics helpful for ministry in the congregation. Over 100 people attended between the two events, and we are hopeful these kinds of events will continue into the future.

As always, I'm available for conversation. I'd love to walk with you and/or your congregation as you meet the people who have a church home with you, but just don't know it yet.

Pastor James Henricks

**James R. Crumley Jr Archives
2024 South Carolina Synod Assembly**

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:

“Unsung: A Chronicle of Black Lutherans”

The Crumley Archives, under the direction of Dr. Harvey Huntley and Scott Reeves, is producing another feature film entitled, “Unsung: A Chronicle of Black Lutherans”.¹ Filming began with pastors and laity from the S.C. and S.E. Synods who shared their stories and memories. This film is based upon the scholarship of Dr Huntley, who for more than two years has sought to compile and catalog congregation, mission, and personal records related to African descent Lutherans. These records are preserved in the Crumley Archives. Filming will involve each synod in Region-9. Please check our website for updates as segments are produced.²

If you have a story or record to share, please contact Shannon Smith at crumleyarchivist@gmail.com.

Archives Relocation

After LRU’s decision to move the Seminary to the Hickory campus, the Archives has begun investigating possibilities for its relocation. Discussions among the Crumley Archives board of directors and synods are active and ongoing.

Friends of the Archives Banquet

This year’s banquet will be held in Columbia, S.C. and will honor the Rev. James and Mrs. Celie Addy; St. Michael’s Lutheran Church (Irmo), and the S.C. Synod. It will be held Friday, Sept. 20. Details will follow. Please contact Shannon Smith at crumleyarchivist@gmail.com for more information.

Shannon L. Smith

¹ See trailer here: <https://www.youtube.com/watch?v=SobFCVCcF0I>

² Crumley Archives: www.crumleyarchives.com

Inclusiveness Network Report 2024 South Carolina Synod Assembly

The Inclusiveness Network was very active during 2023 and early 2024.

In April 2023, four members of the Network participated in a Civil Rights Pilgrimage in Georgia and Alabama with the Southeastern Synod.

Book studies on *The Color of Compromise*, *How to Heal our Divides, (Volume 2)*, and *Dear Martin*, led by various people via Zoom and live. Pastor Leroy Cannon brings together a group roughly every other Tuesday that includes AME and Lutheran Christians for conversation and fellowship.

Orangeburg Lutheran Church has been hosting viewings of movies about racial reconciliation. The Inclusiveness Network advertised for and participated in a viewing of *Four Little Girls* there along with members of the SC State and Orangeburg communities. Pr. Rick Mason has made deep connections in the community there that are opening up healing conversations.

About 30 folks visited the International African-American Museum in Charleston on October 7. We met for conversation afterward at St. Matthew's Lutheran Church. The stories of African-American contributions to agriculture, religion, arts, and the cultural life of United States were well told and moving to all who went.

Support for a Watch Night Service on December 31 at Reformation Lutheran Church. This African-American tradition of watching for the new year to begin was a great celebration for all who attended.

The Network participated in a Martin Luther King Jr. Day Service at Ascension Lutheran Church on January 14, 2024. Worship was led by Pr. Jackie Utley and members of the Church of God in Christ.

Took a Civil Rights Walking tour in Columbia (February 10, 2024). This was coordinated through USC's Civil Rights program and Columbia63. About 15 people participated in this tour, which looked at local monuments and sites in downtown Columbia as well as an exhibit at the Columbia Art Museum. Even long-time South Carolinians learned history that they hadn't been exposed to before.

Pastor Christopher Girardeau approached the Inclusiveness Network this year about starting a task force discussing gender justice. That team has met a few times and plans to start a book study in the near future.

Over the last year, the Inclusiveness Network has shown growth in diversity, in numbers, and in experiences. We are grateful to God for these blessings and are eager to see what the Lord has for us in the future. If you'd like to get involved, please reach out to me at pastorbrucekreutzer@gmail.com.

Respectfully submitted,

Pr. Bruce Kreutzer

Chair, Inclusiveness Network

Lutheran Disaster Relief Carolinas 2024 South Carolina Synod Assembly

We began our work in both North and South Carolina Synods early in 2023 by introducing ourselves and the work of LDR Carolinas at large group events with a display table, a survey form, and the opportunity for many personal conversations. We attended the Lutheran Men in Mission annual gatherings, Women of the ELCA annual gatherings, and synod assemblies in both NC and SC.

The congregational disaster preparedness survey forms that we received at these events helped us to learn about congregations and individuals, particularly their current levels of preparedness, interest in more information, and desire to help others after a disaster.

After several of those large gatherings, we planned meetings with conference leaders, especially in coastal areas of both synods, to talk with them about our ministry and offer to visit with individual congregations.

We have also been meeting with congregations and congregational councils who want to learn more about disaster preparedness and/or response. Sometimes that has involved temple talks about the work of Lutheran Disaster Response and LDR Carolinas, preaching for a worship service, meeting with an adult forum to talk about individual preparedness, or meeting with congregational leaders who are interested in developing or updating a congregational preparedness plan. We encourage congregations to discuss ways that they are interested in responding to disaster in their communities and beyond.

We have been in contact with conference deans and rostered leaders following events in their congregations or communities from an apparent heart attack during worship to a shooting on the UNC Chapel Hill campus. We responded to the EF3 tornado in Eastern NC by applying for and receiving an LDR Solidarity Grant to assist affected members of the community with unmet short term needs not covered by insurance or other resources.

We have participated in quarterly meetings of both NC & SC VOAD (Voluntary Organizations Active in Disaster) to develop relationship with other organizations and individuals providing disaster services. We participated in called meetings before and after major events, including the EF3 tornado in eastern NC in July, Hurricane Idalia, and Tropical Storm Ophelia. We are also serving on the National VOAD Preparedness Committee.

We have shared information with others via our website www.ldrcarolinas.org which includes a resource page and a blog. We also have a Facebook page www.facebook.com/ldrcarolinas which we have used to post information about events and response to disasters, and a YouTube page www.youtube.com/@LDRCarolinas with recordings of our online network meetings and book study.

With financial assistance from the NC Synod Heilig Resource Center, the NC Synod Michael Peeler/Virginia Casey Grant Fund, and the SC Mission Fund, we have planned projects and events for 2024, including a book study on **A Ready Hope**, work to upfit the NC Synod trailer for disaster response, a service trip to assist Craven County (NC) Disaster Recovery Alliance with ongoing recovery work following Hurricane Florence in 2018, congregational preparedness mini-grants, and more.

The Revs. Ray & Ruth Ann Sipe

Planning Team: 200th Anniversary of the South Carolina Synod
South Carolina Synod Assembly
2024

On a cold day in January of 1824, four Lutheran pastors in the Midlands of South Carolina determined they would begin a new Synod for the congregations that had emerged during the previous decades. “Gathering at St. Michael’s Lutheran Church, now in Irmo, to form an independent Synod of their own – the Synod of SOUTH Carolina – and Adjacent States . . . The meeting was opened with “singing and prayer,” exactly as we open our Synod Assemblies today, 200 years later. They elected the Rev. Godfrey Dreher as the first President of the Synod until the next meeting – what we today, would call, a bishop.” (From Dr. Susan McCarver’s presentation for the 175th Anniversary of the South Carolina Synod in 1999)

These facts summarize the rather inauspicious beginnings of our Synod. However, by the end of 1824, Pr. John Bachman of St. John’s Lutheran Church in Charleston had agreed to serve as President of the new Synod and the number of congregations in the Synod had also grown by several hundred percent. In the Synod minutes from 1824, the record showed that the Synod budget was \$34. Much of it came as single dollar contributions, but Pr. Bachman was listed as having given \$20 of that amount. (No wonder they elected him President of the Synod).

During the last two centuries, the South Carolina Synod would grow to include more than 150 congregations and more than 50,000 members. More importantly, by the end of the 19th century, the ministry of the Synod would reach Japan and beyond. God’s actions in this state also resulted in significant social changes in the state and the growth of a wide variety of institutions that would address the needs of education, care for society, environment, elderly people and a host of other issues and concerns. The 20th century brought many these institutions to maturity. And the last decade of that century also brought the Synod into the Evangelical Lutheran Church in America.

So many things have happened during the last 200 years of ministry that celebrating them all will take more than a year. And our celebration will culminate during the Synod Assembly of 2025. To address the needs of storytelling and history celebration, the Synod Council formed a committee for the 200th Anniversary of the South Carolina Synod. This committee has been diligent during 2024 in planning how we will address the 200-year story the South Carolina Synod and its members throughout the state. Already the planning team has produced a logo and “History Moments” released on eNews, *Lutheran Living*, SC Synod. An Introduction to the 200th Anniversary Year [1824-2024] was released in January. This was followed in February with an African America Focus, and in March “History Moments” on Ladies Sewing Society (1825), Women’s Memorial Lutheran Church, and Woman’s Home and Foreign Missionary Societies. A video will be a part of the South Carolina Synod Assembly on June 8, 2024, featuring interviews with The Rev. Dr. James Aull, The Rev. David Donges, The Rev. Dr. Herman Yoos, and The Rev. Ginny Aebischer. These four bishops have served the South Carolina Synod since the formation of the Evangelical Lutheran Church in America.

Because it is so multi-faceted, the story of the South Carolina Synod is not an easy story to tell. Nevertheless, telling it will enable us to find inspiration and hope for our future. Truly the South Carolina Synod has been blessed in many ways. God has been working in our state as we have shared together in witnessing to our faith. And, most importantly, the last two centuries have provided a tremendous foundation for the ministry that will unfold in this century and beyond.

We give thanks for all of God’s blessings and pray that our life together will grow stronger through our celebration events during the coming year.

Yours in Christ,
Th Rev. Dr. Mark Scott
Chair
The 200th Anniversary Committee of the South Carolina Synod



ELCA Foundation

Updates from the ELCA Foundation | Synod Assemblies 2024

The ELCA Foundation doesn't just envision a future; it's building one where intentional generosity and stewardship have allowed the mission and ministry of the ELCA to grow beyond our expectations. Our goal is to create a vibrant culture where intentional giving fuels the expansion of the ELCA's work in the US and around the world.

We're on a mission to grow ELCA ministries by empowering individuals, congregations, synods, and other entities with the tools they need to maximize their financial potential.

But what does that mean for you?

Imagine having a trusted partner who not only helps you navigate the complexities of gift planning and administration but also provides expert guidance on how to invest in the future of your ministry. That's where the ELCA Foundation steps in.

Whether you're considering leaving a legacy through an endowment, navigating estate planning, or exploring creative ways to support your congregation, we're here to make the process seamless and straightforward. Best of all, our gift planning services are completely free for you and your ministry.

Ready to take the next step in growing your congregation's culture of giving? Connect with your local ELCA Foundation representative today and discover how together we can make a lasting impact. Visit **Foundation.ELCA.org** to get started.

2023 AT A GLANCE

Our gift planning network walked alongside **203 donors/families** in developing their gift plans, which resulted in **\$62.5 million** in future planned-gift commitments. **More than \$17 million** of this will go to provide direct support to individual ELCA congregations.

The network generated **\$116.3 million** in total gifts and investment assets. This includes new planned-gift commitments, **\$8.8 million in current gifts**, including funded trusts, gift annuities and individual endowments, and **\$45 million in new assets** invested in the Ministry Growth Fund.

CONTACT YOUR REGIONAL GIFT PLANNER:

The Reverend David C. Shank, CFRE
David.Shank@elca.org
410-716-4204

8765 W. Higgins Road, Chicago, IL 60631 • 800-638-3522 • Foundation.ELCA.org



South Carolina Synod Fund for Leaders (9C) 2024 Annual Report

Thank you to the people of the South Carolina Synod for making an investment in the future of the church through the ELCA Fund for Leaders. We are grateful for your partnership!

In the 2023-2024 academic year, the ELCA Fund for Leaders provided scholarship assistance of more than \$3 million in support of nearly 350 future pastors and deacons. Thank you for your role in ensuring that these future leaders will be freed from the burden of student debt so that they can go and serve as the church needs and the Holy Spirit leads.

Students supported in 2023-2024: Total \$9,696

• Joel Antley	\$1,212	Lutheran Theological Southern Seminary
• Ben Bernstein	\$1,212	Lutheran Theological Southern Seminary
• Olga-Maria Cruz	\$1,212	Lutheran Theological Southern Seminary
• Laura Henrickson	\$1,212	Lutheran Theological Southern Seminary
• Zachary Lindler	\$1,212	Lutheran Theological Southern Seminary
• Jace Martinez	\$1,212	Lutheran Theological Southern Seminary
• Paula Perry	\$1,212	Lutheran Theological Southern Seminary
• Emily Whitlow	\$1,212	Lutheran Theological Southern Seminary

Additional Information about your fund

Total awarded since inception: **\$67,329.00**

South Carolina Synod Fund for Leaders, E271592

Market value as of 12/31/2023: **\$278,459.97**

New gifts given to your fund in 2023: **\$1,350.00**

Total amount available for you to award for 2024-2025: **\$11,400***

*This number is calculated with a 10% holdback to ensure that all promised scholarships can be paid during both semesters, even if the market fluctuates. Please issue awards in whole dollars.

Documents

2024 Guidelines for Synods

2024 FFL Synod nominations

2024 Instructions for Synod or
Congregation nominees

Process and Timeline

This document contains eligibility criteria and notes on the selection process and timeline.

Synods submit nominee information to FFL by May 1, 2024 using this Excel template.

Synods send to each nominee by May 15. This document assists students registering/applying in ELCA GrantMaker.

Students register and apply: **May 15 - June 5, 2024.**

Students accept the grant agreement online in **July 2024.**

For more information, please visit [ELCA.org/fundforleaders](https://www.elca.org/fundforleaders) or call 800-638-3522, ext. 2936.

Benefits Making a Difference

At Portico we strive to offer benefits that make our plan members' lives better, so that they can fulfill their mission of helping others live their best lives. Here is a visual recap of what our community of 45,000+ members experienced in 2023.

94
Marriages



3,012
Medical Visits Via Text

By ELCA-Primary health plan members using 98point6, our text-based primary care service



142
Births & Adoptions

83%
Very Satisfied

With Portico's award-winning Customer Care Center



535
Changes of Call

2,354
Pounds Lost

By ELCA-Primary health plan members using the Omada prevention program, with 18,116 lbs. lost since 2018

15.8%
Of Member Income

Saved for retirement, on average, by members sponsored in the Traditional Benefits Program, thanks to employer and member contributions

\$152K
Debt Paid Off

By members via LSS of Minnesota Financial Counseling, with over \$2.2M paid off since 2008

605
Retirements



45
Beginning Disability Benefits

60
Divorces

905
Age 65+ Members

Participated each month, on average, in the SilverSneakers Fitness Program via ELCA Medicare-Primary health benefits



\$212M
Annuity Payments

Received by members in the ELCA Participating Annuity

Our mission is to serve those who serve — financially, emotionally, and physically. We do this by securing quality, cost-effective, and useful benefits that make a difference for our members and sponsoring organizations. With each new year we continue to grow our pool and affirm the value and importance of church together.

Note: Unless a specific benefit program is mentioned, these numbers and percentages were drawn from across Portico's benefit programs.

Report of the Necrologist
2024 South Carolina Synod Assembly

FOR ALL THE SAINTS

Carolyn Crooks Bishop, born April 12, 1934, age 89, died July 17, 2023
Wife of Rev. Henri Bishop

Deacon Thomas Joseph O'Brien, born November 15, 1939, age 83, died July 29, 2023

Rev. Henry N. Brandt, born November 20, 1930, age 92, died September 1, 2023

Rev. Paul Allen Hirth, born October 22, 1938, age 84, died October 10, 2023

Robert Frederick Gay, born May 11, 1946, age 77, died November 14, 2023
Husband of Rev. Mikki Gay

Rev. Kathy Elaine Hall Harris, born August 21, 1957, age 66, died November 13, 2023

Rev. Dr. Carl M. Fischer, born February 4, 1933, age 90, died November 17, 2023

Dell Merchant Gunter, born September 17, 1947, age 76, died February 11, 2024
Wife of Rev. Rodney Gunter

Jerry Dean Jennings, born October 4, 1946, age 77, died February 10, 2024
Husband of Rev. Angela Jennings

Rev. James F. Shealy, born November 3, 1939, age 84, died February 28, 2024

Rev. Robert Earl McCombs Jr., born March 23, 1929, age 94, died March 2, 2024

Rev. James Rudolph (Fox) Fuchs, born July 10, 1931, age 92, died April 1, 2024

Faith Caroline Bunger Connelly, born June 16, 1932, age 91, died April 16, 2024
Wife of the late Rev. James R. Connelly

Respectfully Submitted,
Rev. Rebecca G. Wicker

CONSTITUTION
BYLAWS
AND CONTINUING RESOLUTIONS
SOUTH CAROLINA SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA
(as amended November 11, 2024)

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KEY: †Provisions common to all synods of the ELCA.
All constitutional provisions are in bold face type.
All bylaw material is printed in light face type.
All continuing resolutions are printed in italic type.

CONSTITUTION, BYLAWS, AND CONTINUING RESOLUTIONS

SOUTH CAROLINA SYNOD

EVANGELICAL LUTHERAN CHURCH IN AMERICA

Chapter 1.

NAME AND INCORPORATION

- †S1.01. The name of this synod, as determined by the Churchwide Assembly, shall be South Carolina Synod of the Evangelical Lutheran Church in America.
- †S1.02. For the purposes of this constitution and the accompanying bylaws, the South Carolina Synod of the Evangelical Lutheran Church in America is hereafter designated as "this synod" or "the synod."
- †S1.11. This synod shall be incorporated. Amendments to the articles of incorporation of this synod shall be submitted to the Church Council for ratification before filing.
- †S1.21. The seal of this synod is encircled with a Latin inscription, whose translation is "the sword of the Spirit is the Word of God," Eph. 6:17, and "be wise and harmless," Matt. 10:16. The center of the seal contains a figure of a dove, the symbol of peace. An olive branch is suspended from the mouth of the dove and overlays an open Bible, which carries the word "PAX". Beneath the Bible is the figure of a serpent signifying that the archenemy of God and creation is overcome. Luther's coat of arms, in miniature, completes the symbolism of the seal. The outer edge contains the wording "South Carolina Synod -- Evangelical Lutheran Church in America."

Chapter 2.

STATUS

- †S2.01. This synod possesses the powers conferred upon it, and accepts the duties and responsibilities assigned to it, in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, which are recognized as having governing force in the life of this synod.
- †S2.02. The name Evangelical Lutheran Church in America (ELCA or "this church") as used herein refers in general references to this whole church, including its three expressions—congregations, synods, and the churchwide organization. The name Evangelical Lutheran Church in America is also the name of the corporation of the churchwide organization to which specific references may be made herein.
- †S2.03. No provision of this constitution shall be inconsistent with the constitution and bylaws of this church.

Chapter 3.

TERRITORY

- †S3.01. The territory of this synod, as determined by the Churchwide Assembly, shall be the state of South Carolina.
- †S3.02. "Determined by the Churchwide Assembly," as stipulated by †3.01., is understood to include the reported changes in synod relationship made by any congregation in a border area agreed under ELCA bylaws 10.01.01. and 10.01.03.

Chapter 4.

CONFESSION OF FAITH

- †S4.01. This synod confesses the Triune God, Father, Son, and Holy Spirit.
- †S4.02. This synod confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.
a. Jesus Christ is the Word of God incarnate, through whom everything was made and through whose

life, death, and resurrection God fashions a new creation.

- b. The proclamation of God's message to us as both Law and Gospel is the Word of God, revealing judgment and mercy through word and deed, beginning with the Word in creation, continuing in the history of Israel, and centering in all its fullness in the person and work of Jesus Christ.
- c. The canonical Scriptures of the Old and New Testaments are the written Word of God. Inspired by God's Spirit speaking through their authors, they record and announce God's revelation centering in Jesus Christ. Through them God's Spirit speaks to us to create and sustain Christian faith and fellowship for service in the world.

- †S4.03. This synod accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith, and life.
- †S4.04. This synod accepts the Apostles', Nicene, and Athanasian Creeds as true declarations of the faith of this synod.
- †S4.05. This synod accepts the Unaltered Augsburg Confession as a true witness to the Gospel, acknowledging as one with it in faith and doctrine all churches that likewise accept the teachings of the Unaltered Augsburg Confession.
- †S4.06. This synod accepts the other confessional writings in the Book of Concord, namely, the Apology of the Augsburg Confession, the Smalcald Articles and the Treatise, the Small Catechism, the Large Catechism, and the Formula of Concord, as further valid interpretations of the faith of the Church.
- †S4.07. This synod confesses the Gospel, recorded in the Holy Scriptures and confessed in the ecumenical creeds and Lutheran confessional writings, as the power of God to create and sustain the Church for God's mission in the world.

Chapter 5. NATURE OF THE CHURCH

- †S5.01. All power in the Church belongs to our Lord Jesus Christ, its head. All actions of this synod are to be carried out under his rule and authority.
- †S5.02. This church confesses the one, holy, catholic, and apostolic Church and is resolved to serve Christian Unity throughout the world.
- †S5.03. The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. This church, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.
- †S5.04. This church, inspired and led by the Holy Spirit, participates in the Lutheran World Federation as a global communion of churches, engaging in faithful witness to the gospel of Jesus Christ and in service for the sake of God's mission in the world.

Chapter 6. STATEMENT OF PURPOSE

- †S6.01. The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming, and sanctifying activity in the world.
- †S6.02. To participate in God's mission, this synod as a part of the Church shall:
 - a. Proclaim God's saving Gospel of justification by grace for Christ's sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.
 - b. Carry out Christ's Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as

Creator, Redeemer, and Sanctifier of all.

- c. **Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, embracing and welcoming racially and ethnically diverse populations, and standing in solidarity with the poor and oppressed and committing itself to their needs.**
- d. **Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.**
- e. **Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.**
- f. **Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.**

†S6.03.

This synod, in cooperation with the churchwide organization, shall bear primary responsibility for the oversight of the life and mission of this church in its territory. In fulfillment of this role and consistent with policies and procedures of this church, the synod shall:

- a. **Provide for pastoral care of congregations and rostered ministers in the synod;**
- b. **Plan for, facilitate, and nurture the mission of this church through congregations;**
- c. **Strengthen interdependent relationships among congregations, synods, and the churchwide organization, and foster relationships with agencies and institutions affiliated with or related to this church as well as ecumenical partners.**
- d. **Interpret the work of this church to congregations and to the public on the territory of the synod.**

†S6.03.01.

The responsibilities of the synod include the following:

- a. providing for pastoral care of congregations, ministers of Word and Sacrament, and ministers of Word and Service, in the synod, including:
 - 1) approving candidates for rostered ministry in cooperation with the appropriate seminaries of this church, which may be done through multi-synod committees;
 - 2) authorizing ordinations and ordaining rostered ministers on behalf of this church; and
 - 3) consulting in the call process for rostered ministers.
- b. providing for leadership recruitment, preparation, and support in accordance with churchwide standards and policies, including:
 - 1) nurturing and supporting congregations and lay leaders;
 - 2) seeking and recruiting qualified candidates for the rostered ministries of this church;
 - 3) making provision for pastoral care, call review, and guidance;
 - 4) encouraging and supporting persons on the rosters of this church in stewardship of their abilities, care of self, and pursuit of continuing education to undergird their effectiveness of service; and
 - 5) supporting recruitment of leaders for this church's colleges, universities, seminaries, and social ministry organizations.
- c. providing for discipline of congregations, ministers of Word and Sacrament, and ministers of Word and Service; as well as for termination of call, appointment, adjudication, and appeals consistent with Chapter 20 of this church's constitution.
- d. providing for archives in conjunction with other synods.

†S6.03.02.

In planning for, facilitating, and nurturing the mission of this church through congregations, the responsibilities of the synod include the following:

- a. developing of new ministries, redevelopment of existing ministries, and support and assistance in the conclusion, if necessary, of a particular ministry;
- b. leading and encouraging of congregations in their evangelism efforts;
- c. assisting members of its congregations in carrying out their ministries in the world;
- d. encouraging congregations to respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society;
- e. providing resources for congregational life;
- f. grouping congregations in conferences, clusters, coalitions, or other area subdivisions for mission purposes.

†S6.03.03.

In strengthening interdependent relationships among congregations, synods, and the churchwide organization, and in fostering relationships with agencies and institutions affiliated with or related to this church as well as with ecumenical partners, the responsibilities of the synod include the following:

- a. promoting interdependent relationships among congregations, synods, and the churchwide organization, and entering into relationships with other synods in the region;

- b. fostering organizations for youth, women, and men, and organizations for language or ethnic communities;
- c. developing relationships with social ministry organizations and ministries, participating in their mission planning, and providing supportive funding;
- d. supporting relationships with and providing supportive funding on behalf of colleges, universities, and campus ministries;
- e. maintaining relationships with and providing supportive funding on behalf of seminaries and continuing education centers;
- f. fostering supporting relationships with camps and other outdoor ministries;
- g. fostering supporting relationships with preschools, elementary schools, and secondary schools operated by congregations of the synod;
- h. fostering relationships with ecumenical and global companions;
- i. cooperating with other synods and the churchwide organization in creating, using, and supporting regions to carry out those functions of the synod which can best be done cooperatively with other synods and the churchwide organization.

†S6.03.04. In interpreting the work of this church on the territory of the synod, the responsibilities of the synod include the following:

- a. encouraging financial support for the work of this church by individuals and congregations;
- b. participating in churchwide programs;
- c. interpreting social statements in a manner consistent with the interpretation given by the churchwide unit or office which assisted in the development of the statement, and suggestion of social study issues;
- d. providing ecumenical guidance and encouragement.

S6.03.10. Agencies and Institutions

S6.03.11. This synod has a relationship with the institutions listed below. In harmony with their charters, the Synod Assembly shall elect or the Synod Council shall ratify members of Boards of Trustees, according to the plans set forth in the constitutions and bylaws of the respective institutions.

- a. South Carolina Lutheran Retreat Centers, Inc., Batesburg-Leesville, South Carolina
- b. Lutheran Family Services in the Carolinas, Inc., Salisbury, North Carolina
- c. Lutheran Services for the Aging, Inc., Salisbury, North Carolina
- d. Lutheran Homes of South Carolina, Inc., Columbia, South Carolina
- e. Lutheran Theological Southern Seminary of Lenior-Rhyne University, Columbia, South Carolina
- f. NovusWay Ministries, Inc., Arden, North Carolina
- g. Newberry College, Newberry, South Carolina

S6.03.12. The institutions related to this synod shall make an annual report to the assembly.

†S6.04. **Except as otherwise provided in this constitution and bylaws, the Synod Council shall establish processes that will ensure that at least 60 percent of the members of the synod assemblies, councils, committees, boards, and other organizational units shall be laypersons; and that, as nearly as possible, at least 45 percent of the lay members of assemblies, councils, committees, boards, or other organizational units shall be women and, as nearly as possible, at least 45 percent shall be men; and that, where possible, the representation of rostered ministers shall include both men and women. This synod shall establish processes that will enable it to reach a minimum goal that 10 percent of its assemblies, councils, committees, boards, or other organizational units be persons of color and/or persons whose primary language is other than English.**

†S6.04.01. It is the goal of this synod that at least 10 percent of the voting members of the Synod Assembly, Synod Council, committees, and organizational units of this synod be youth and young adults. The Synod Council shall establish a plan for implementing this goal. For purposes of the constitution, bylaws, and continuing resolutions of this synod, the term "youth" means a voting member of a congregation who has not reached the age of 18 at the time of election or appointment for service. The term "young adult" means a voting member of a congregation between the ages of 18 and 30 at the time of election or appointment for service.

†S6.05. **Each assembly, council, committee, board, commission, task force, or other body of this synod or any synod units shall be conclusively presumed to have been properly constituted, and neither the method of selection nor the composition of any such assembly, council, committee, board, commission, task force, or other body may be challenged in a court of law by any person or be used as the basis of a challenge in a court of law to the validity or effect of any action taken or authorized by any such assembly, council, committee, board, commission, task force, or other body.**

- †S6.06. **References herein to the nature of the relationship between the three expressions of this church—congregations, synods, and the churchwide organization—as being interdependent or as being in a partnership relationship describe the mutual responsibility of these expressions in God’s mission and the fulfillment of the purposes of this church as described in this chapter, and do not imply or describe the creation of partnerships, co-ventures, agencies, or other legal relationships recognized in civil law.**

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.A23. *In reviewing proposed memorials, resolutions, and main motions, the Committee of Reference and Counsel may edit, prepare an alternative memorial, resolution, or motion, or consolidate into a single proposed action multiple memorials, resolutions, or main motions on the same or similar subjects. Whenever the Committee of Reference and Counsel recommends an edited or alternative memorial, resolution, or motion, the report to the assembly shall also contain the original maker’s text.*

S7.01.B23. *The Committee of Reference and Counsel shall report its recommendations on memorials, resolutions, and main motions to the Synod Assembly. Such recommendations do not require a second. When the Committee of Reference and Counsel recommends approval, the committee’s recommendation shall be the main motion before the assembly. When the Committee of Reference and Counsel recommends the adoption of a substitute or alternative motion, the committee’s recommendation shall be the main motion before the assembly. When the Committee of Reference and Counsel recommends referral, the committee’s recommendation shall become the main motion before the assembly. When the Committee of Reference and Council recommends that the assembly decline a proposed memorial, resolution, or main motion, the recommendation shall be reported to the assembly. If the author or another voting member wishes to bring the declined proposed memorial, resolution, or main motion to the floor, the voting member may move the matter, and it shall become the main motion before the assembly, and the committee’s recommendation shall be received for information.*

S7.01.C11. *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. To the extent permitted by state law, the South Carolina Synod Assembly may meet by means of remote communication, including electronically and by telephone conference, so long as there is an opportunity for simultaneous aural communication. Notice of all meetings may be provided electronically.
- S7.11.03. Voting members shall attend meetings of the assembly.
- S7.11.04. The secretary shall distribute the *Bulletin of Reports* for the Synod Assembly to the voting members at least 15 days before each regular assembly.
- S7.11.05. 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 rostered ministers under call on the roster of this synod shall be voting members of the Synod Assembly.
 - b. 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, as nearly as possible, at least 45 percent of the lay members of the assembly shall be women and, as nearly as possible, at least 45 percent shall be men.
 - c. 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.
- S7.21.03. Each congregation shall certify to the synodical secretary at least 30 days before the assembly the names of the regular and alternate voting members elected by the congregation. Any changes in lay voting members must be certified to the synodical secretary before the beginning of each business session.
- S7.21.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. 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.
- †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 lay 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 the privilege of both voice and vote in the Synod Assembly during the period of that minister's service in a congregation of this church.
- S7.27.01. A minister of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by the Churchwide Assembly of the Evangelical Lutheran Church in America in attendance at the Synod Assembly who has complied with the provisions of S14.15. shall be granted the privilege of both voice and vote in the synod assembly during the period of that minister's service in a congregation of this synod. The bishop shall certify to the secretary at least 30 days before assembly those ministers of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by the Churchwide Assembly of the Evangelical Lutheran Church in America, serving in an ELCA congregation of this synod who are eligible to be voting members.
- S7.28.** Duly elected voting members of the Synod Council who are not otherwise voting members of the Synod Assembly under †S7.21. shall be granted the privilege of both voice and vote as members of the Synod Assembly.
- †S7.31.** Proxy and absentee voting shall not be permitted in the transaction of any business of the Synod Assembly.
- S7.32.** Robert's Rules of Order, latest edition, shall govern parliamentary procedure of the Synod Assembly, unless otherwise ordered by the assembly.

S7.32.A20.

The following rules of procedure shall be in force at meetings of the Synod Assembly:

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

S7.33.

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

Chapter 8. OFFICERS

†S8.01.

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

S8.10.

Bishop

†S8.11.

The bishop shall be elected by the Synod Assembly. The bishop shall be a minister of Word and Sacrament of the Evangelical Lutheran Church in America.

†S8.12.

As this synod's pastor, the bishop shall:

- a. Preach, teach, and administer the sacraments in accord with the Confession of Faith of this church.**
- b. Have primary responsibility for the ministry of Word and Sacrament in this synod and its congregations, providing pastoral care and leadership for this synod, its congregations, its ministers of Word and Sacrament and its ministers of Word and Service.**
- c. Exercise solely this church's power to ordain (or provide for the ordination by another synod bishop of) approved candidates who have received and accepted a properly issued, duly attested letter of call for the office of ministry of Word and Sacrament (and as provided in the bylaws of the Evangelical Lutheran Church in America).**
- d. Ordain (or provide for the ordination of) approved candidates who have received and accepted a properly issued, duly attested letter of call for service as ministers of Word and Service of this church.**
- e. Attest letters of call for persons called to serve congregations in the synod, letters of call for persons called by the Synod Council, and letters of call for persons on the rosters of this synod called by the Church Council.**
- f. Install (or provide for the installation of) rostered ministers whose calls the bishop has attested.**
- g. Exercise leadership in the mission of this church and in so doing:**
 - 1) Interpret and advocate the mission and theology of the whole church;**
 - 2) Lead in fostering support for and commitment to the mission of this church within this synod;**
 - 3) Coordinate the use of the resources available to this synod as it seeks to promote the health of this church's life and witness in the areas served by this synod;**
 - 4) Submit a report to each regular meeting of the Synod Assembly concerning this synod's life and work; and**
 - 5) Advise and counsel this synod's related institutions and organizations.**
- h. Practice leadership in strengthening the unity of the Church and in so doing:**
 - 1) Exercise oversight of the preaching, teaching, and administration of the sacraments within this synod in accord with the Confession of Faith of this church;**
 - 2) Be responsible for administering the constitutionally established processes for the resolution of controversies and for the discipline of rostered ministers, and congregations of this synod;**
 - 3) Be the chief ecumenical officer of this synod;**
 - 4) be a member of the Conference of Bishops and consult regularly with other synod bishops;**
 - 5) Foster awareness of other churches throughout the Lutheran world communion and, where**

- appropriate, engage in contact with leaders of those churches;
- 6) Cultivate communion in faith and mission with appropriate Christian judicatory leaders functioning within the territory of this synod; and
- 7) Be ex officio a member of the Churchwide Assembly.
- i. Oversee and administer the work of this synod and in so doing:
 - 1) Serve as the president of the synod corporation and be the chief executive and administrative officer of this synod, who is authorized and empowered, in the name of this synod, to sign deeds or other instruments and to affix the seal of this synod;
 - 2) Preside at all meetings of the Synod Assembly and provide for the preparation of the agenda for the Synod Assembly, Synod Council, and the council's Executive Committee;
 - 3) Ensure that the constitution and bylaws of this synod and of the churchwide organization are duly observed within this synod, and that the actions of this synod in conformity therewith are carried into effect;
 - 4) Direct and guide the work of the other officers;
 - 5) Exercise supervision over the work of all synod staff members;
 - 6) Appoint all committees for which provision is not otherwise made;
 - 7) Be a member of all committees and any other organizational units of this synod, except as otherwise provided in this constitution;
 - 8) Provide for preparation and maintenance of synod rosters containing the names and addresses of all rostered ministers of this synod and a record of the calls under which they are serving or the date on which their retired or disability status took effect;
 - 9) Annually bring to the attention of the Synod Council the names of all rostered ministers on leave from call or engaged in approved graduate study in conformity with the constitution, bylaws, and continuing resolutions of this church and pursuant to prior action of this synod through the Synod Council;
 - 10) Provide for prompt reporting to the secretary of this church of:
 - a) additions to and subtractions from the rosters of this synod;
 - b) the issuance of a certificate of transfer for rostered ministers in good standing who have received and accepted a properly issued, duly attested, regular letter of call under the jurisdiction of another synod; and
 - c) the entrance of the names of such persons for whom proper certificates of transfer have been received;
 - 11) Provide for preparation and maintenance of a roster of the congregations of this synod and the names of the laypersons who have been elected to represent them; and
 - 12) Appoint a statistician of this synod, who shall secure the reports of the congregations and make the reports available to the secretary of this church for collation, analysis, and distribution of the statistical summaries to this synod and the other synods of this church.

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

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

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

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

S8.14.01. There shall be two assistants to the bishop elected by the Synod Council on nomination by the bishop. The assistants may be recalled or dismissed on proper notice by action of the Synod Council. It shall set the term of office and responsibilities.

†S8.15. **The presiding bishop of this church, or the appointee of the presiding bishop, shall install into office, in accord with the policy and approved rite of this church, each newly elected synod bishop.**

- †S8.16 **Conflicts of Interest**
- †S8.16.01. The following procedures shall govern matters of potential conflicts of interest for synod bishops:
- a. Whenever a synod bishop determines that a matter of the kind described in †S8.16.01.b. may require the bishop's determination or action with respect to a related individual as defined in †S8.16.01.c., the synod bishop shall withdraw from personal involvement in such matter and shall so notify the presiding bishop. The presiding bishop shall then appoint another synod bishop from the same region to handle the matter to conclusion. In dealing with such matter, the appointed bishop shall exercise all of the functions and authority to the same extent as if the appointed bishop were the elected bishop of the withdrawing bishop's synod.
 - b. Matters include any proceedings under Chapter 20, proceedings under provisions 7.46. and 7.75. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* (†S14.18. and †S14.43.), candidacy, reinstatement, and similar matters where determinations or actions by the synod bishop could change, limit, restrict, approve, authorize, or deny the related individual's ministry on one of the official rosters of this church.
 - c. A related individual is one who, with respect to the synod bishop, is a spouse, parent, son, daughter, sibling, uncle, aunt, niece, nephew, grandparent, grandchild, including corresponding members of blended families and in-laws (parent, son, daughter, or sibling of a spouse, spouse of a sibling, or the parent or sibling of the spouse of a sibling).
- S8.20. Vice president
- †S8.21. The vice president shall be elected by the Synod Assembly. The vice president shall be a layperson. The vice president shall be a voting member of a congregation of this synod. The vice president shall not receive a salary for the performance of the duties of this office.
- S8.22. The vice president shall chair the Synod Council.
- S8.30. Secretary
- †S8.31. The secretary shall be elected by the Synod Assembly. The secretary shall be a voting member of a congregation of this synod. The secretary may be either a layperson or a rostered minister.
- †S8.32. The secretary shall:
- a. Keep the minutes of all meetings of the Synod Assembly and Synod Council, be responsible for distribution of such minutes, and perform such other duties as this synod may from time to time direct.
 - b. Be authorized and empowered, in the name of this synod, to attest all instruments which require the same, and which are signed and sealed by the bishop.
 - c. In consultation with the bishop, classify and arrange all important papers and documents and deposit them in the archives of this synod.
 - d. Submit to the secretary of this church at least nine months before each regular Churchwide Assembly a certified list of the voting members elected by the Synod Assembly.
- S8.32.01. The secretary shall be responsible for the preparation, printing, and distribution of the *Bulletin of Reports* for the meetings of the Synod Assembly.
- S8.40. Treasurer
- †S8.41. The treasurer may be elected by the Synod Assembly or may be appointed by the Synod Council. The treasurer shall be a voting member of a congregation of this synod. The treasurer may be either a layperson or rostered minister.
- S8.42. The treasurer shall provide and be accountable for:
- a. Management of the monies and accounts of this synod, its deeds, mortgages, contracts, evidences of claims and revenues, and trust funds, holding the same at all times subject to the order of this synod.
 - b. Investment of funds upon the authorization of the Synod Council.
 - c. Receipt and acknowledgment of offerings, contributions, and bequests made to this synod, collecting interest and income from its invested funds, and paying regular appropriations and orders on the several accounts as approved and directed by the Synod Council. The treasurer shall transmit each month to the treasurer of the Evangelical Lutheran Church in America the funds received by this

synod for the general work of this church as well as any funds to support restricted programs of this church.

- d. Maintenance of a regular account with each congregation of this synod and informing the congregation, at least semiannually, of the status of this account.
- e. Rendering at each regular meeting of the Synod Assembly a full and detailed 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.

S8.50. General Provisions

†S8.51. The terms of office of the officers of this synod shall be as follows:

- a. The bishop of this synod shall be elected to a term of six years and may be reelected.
- b. The vice president and secretary of this synod shall be elected to a term of six years and may be reelected. The officer shall serve until a successor takes office.
- c. The treasurer of this synod shall be elected to a term of six years and may be reelected. The treasurer shall serve until a successor takes office.

S8.51.01. The terms of office of the bishop and the vice president shall be arranged so that the terms are staggered and do not expire in the same year.

†S8.52. The terms of the officers shall begin on the first day of the third month following election or, in special circumstances, at a time designated by the Synod Council.

†S8.53. Each officer shall be a voting member of a congregation of this synod, except that the bishop need not be a member of a congregation of this synod at the time of election.

†S8.54. Should the bishop die, resign, or be unable to serve, the vice president, after consultation with the presiding bishop of the Evangelical Lutheran Church in America, shall convene the Synod Council to arrange for the appropriate care of the responsibilities of the bishop until an election of a new bishop can be held or, in the case of temporary disability, until the bishop is able to serve again. Such arrangements may include the appointment by the Synod Council of an interim bishop, who during the vacancy or period of disability shall possess all of the powers and authority of a regularly elected bishop. The term of the successor bishop, elected by the next Synod Assembly or a special meeting of the Synod Assembly called for the purpose of election, shall be six years with the subsequent election to take place at the Synod Assembly closest to the expiration of such a term and with the starting date of a successor term to be governed by constitutional provision S8.52.

S8.55. Should the vice president, secretary, or treasurer die, resign, or be unable to serve, the bishop, with the approval of the Executive Committee of the Synod Council, shall arrange for the appropriate care of the responsibilities of the officer until an election of a new officer can be held or, in the case of temporary disability, until the officer is able to serve again. The term of the successor officer, elected by the next Synod Assembly, shall be six years.

†S8.56. The Executive Committee of the Synod Council shall determine whether an officer is unable to serve; the officer may appeal the decision of the Executive Committee by requesting a hearing before the Synod Council. A meeting to determine the ability of an officer to serve shall be called upon the request of at least three members of the Executive Committee and prior written notice of the meeting shall be given to the officer in question at least ten calendar days prior to the meeting.

†S8.57. The recall or dismissal of an officer and the vacating of office may be effected for willful disregard or violation of the constitutions, bylaws, and continuing resolutions of this church; for such physical or mental disability as renders the officer incapable of performing the duties of office; or for such conduct as would subject the officer to disciplinary action as a rostered minister or as a member of a congregation of this church.

- a. Proceedings for the recall or dismissal of a synod bishop shall be instituted by written petition by:
 - 1) the Synod Council on an affirmative vote of at least two-thirds of its elected members present and voting;
 - 2) the Synod Assembly on an affirmative vote of at least two-thirds of its members present and voting;
 - 3) at least 10 synod bishops; or
 - 4) the presiding bishop of this church.

- b. Proceedings for the recall or dismissal of an officer of a synod, other than the synod bishop, shall be instituted by written petition by:
 - 1) the Synod Council on an affirmative vote of at least two-thirds of its elected members present and voting;
 - 2) the Synod Assembly on an affirmative vote of at least two-thirds of its members present and voting; or
 - 3) the synod bishop.
- c. The petition shall be filed with the chair of the Committee on Appeals (in care of the secretary of the Evangelical Lutheran Church in America, 8765 West Higgins Road, Chicago, Illinois 60631) and shall set forth the specific charge or charges.
- d. Upon the filing of a written petition, the Executive Committee of the Synod Council may temporarily suspend the officer from service in the synod without prejudice, but with continuation of compensation, including benefits, if the officer is a salaried employee of the synod.
- e. In the case of alleged physical or mental incapacity of an officer of the synod, the procedures outlined in †S8.56. shall be followed, and such officer shall comply with the decision of the Synod Council. If such officer fails or refuses to comply, the Synod Council may proceed to petition for recall or dismissal as follows:
 - 1) the Synod Council will submit a written report of their findings and the basis of their decision to the Committee on Appeals.
 - 2) the Committee on Appeals, exclusive of any members who are disqualified, shall review the findings and decision of the Synod Council and by an affirmative vote of at least two-thirds of those present and voting may adopt the findings and grant the petition.
- f. If the synod officer is a minister of Word and Sacrament, grounds for recall or dismissal include those set forth in ELCA bylaw 20.22.01. and as defined under the process described in ELCA constitutional provisions 20.21. and 20.22. as grounds for discipline. If the officer is a minister of Word and Service, grounds for recall or dismissal include those set forth in ELCA bylaw 20.23.01. and as defined under the process described in ELCA constitutional provisions 20.21. and 20.22. as grounds for discipline.
- g. If the officer is a layperson, grounds for recall or dismissal include those set forth in ELCA bylaw 20.41.01. as grounds for discipline.
- h. If the case of alleged willful disregard or violation of the constitutions, bylaws, and continuing resolutions or of alleged conduct as would subject the officer to disciplinary action, the following procedures shall apply:
 - 1) the petition shall be referred to the Committee on Appeals, which shall function as the discipline hearing committee that shall conduct a hearing in accordance with the rules provided for in ELCA bylaw 20.22.14. except to the extent that those rules are in conflict with the provisions of this bylaw; and
 - 2) the members of the Committee on Appeals, other than those who are disqualified, may grant the petition by an affirmative vote of at least two-thirds of those present and voting.
- i. Written notice of a decision by the Committee on Appeals that the charges have been sustained shall be given to the affected officer and to the Synod Council, and the office shall be vacated.

†S8.58.

If the bishop is to be temporarily absent from the synod for an extended period not to exceed 90 days, the bishop, after consultation with the presiding bishop and with the consent of the Synod Council, may appoint as acting bishop for such period minister of Word and Sacrament of this church. Except as limited by action of the Synod Council, an acting bishop shall possess all of the powers and authority of a regularly elected bishop other than authority to ordain or to authorize the ordination of properly approved candidates for ordination.

Chapter 9. NOMINATIONS AND ELECTIONS

†S9.01.

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

S9.01.A08.

The Synod Council Executive Committee shall provide for background checks for persons nominated for synodical office prior to the Synod Assembly at which the election will take place or as soon as possible after the Synod Assembly for newly elected officers nominated from the floor who were not identified as nominees prior to the assembly. The process shall be as follows:

- a. *Prior to the Synod Assembly appropriate notice of the background check requirement and protocol will be provided to voting members, potential nominees, and others as directed by the Synod Council.*
- b. *Nominees and newly elected officers are required to provide written consent to a background check and all information necessary to complete a background check, which should be completed prior to the Synod Assembly with respect to nominees and prior to installation for newly elected officers, if possible.*
- c. *The Synod Council's Executive Committee shall designate one Executive Committee or Synod Council member to obtain the background checks.*
- d. *All background checks for nominees and newly elected officers will entail a criminal background check. A financial background check will be completed for nominees for treasurer. The Executive Committee shall decide whether additional types of background checks are appropriate for each officer position.*
- e. *The background check results shall be provided to that nominee or elected officer and to the Synod Council's Executive Committee. Further disclosure of the results may be determined by the Executive Committee.*
- f. *The Executive Committee may adopt other procedures or protocols as are necessary to provide for background checks for nominees and newly elected synodical officers and shall report such actions to the Synod Council.*

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

S9.03. There shall be a Nominating Committee consisting of at least seven persons and not more than 12 persons who shall be appointed by the Synod Council to serve for each regular meeting of the Synod Assembly. Additional nominations may be made from the floor for all elections for which nominations are made by the Nominating Committee. The size of the Nominating Committee, in accord with this provision, shall be defined in this synod's continuing resolutions.

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

S9.03.02. The Nominating Committee shall strive to ensure that all persons nominated for any position possess the necessary competence and experience for the position. The committee shall, insofar as possible, insure that all geographic areas of this synod are represented among the nominees.

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

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

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

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

one youth serving a two-year term.

- S9.03.A06. The Nominating Committee shall consist of nine persons from the conferences and three persons from the geographical areas of this synod as described in S12.01.20., S12.01.21., and S12.01.22. Each of the nine conferences shall have one person on the committee. At least one of the twelve persons shall be a member of the Synod Council. The Synod Council shall appoint the chair of the nominating committee. Members of the nominating committee shall serve two-year terms. In order to have continuity on the committee from year to year, the terms of one-half of the twelve members shall expire each year. The committee's report shall be included in the Bulletin of Reports for the Synod Assembly. It shall nominate two persons for each vacancy to be filled by election except the officers of this synod.*
- S9.04. The bishop shall be elected by the Synod Assembly by ecclesiastical ballot. Three-fourths of the legal votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Three-fourths of the legal votes cast on the second ballot shall be necessary for election. The third ballot shall be limited to the seven persons (plus ties) who received the greatest number of legal votes on the second ballot, and two-thirds of the legal votes cast shall be necessary for election. The fourth ballot shall be limited to the three persons (plus ties) who receive the greatest number of legal votes on the third ballot, and 60 percent of the legal votes cast shall be necessary for election. On subsequent ballots a majority of the legal votes cast shall be necessary for election. These ballots shall be limited to the two persons (plus ties) who receive the greatest number of legal votes on the previous ballot.**
- S9.04.A94. An "ecclesiastical ballot" is an election process:*
- a. In which on the first ballot the name of any eligible individual may be submitted for nomination by a voting member of the assembly;*
 - b. Through which the possibility of election to office exists on any ballot by achievement of the required number of votes cast by voting members of the assembly applicable to a particular ballot;*
 - c. That precludes spoken floor nominations;*
 - d. In which the first ballot is the nominating ballot if no election occurs on the first ballot;*
 - e. In which the first ballot defines the total slate of nominees for possible election on a subsequent ballot, with no additional nominations permitted;*
 - f. That does not preclude, after the reporting of the first ballot, the right of persons nominated to withdraw their names prior to the casting of the second ballot;*
 - g. In which any name appearing on the second ballot may not be subsequently withdrawn;*
 - h. That does not preclude an assembly's adoption of rules that permit, at a defined point in the election process and for a defined period of time, speeches to the assembly by nominees or their representatives and/or a question-and-answer forum in which the nominees or their representatives participate; and*
 - i. In which the number of names that appear on any ballot subsequent to the second ballot shall be determined in accordance with provisions of the governing documents (or, if the governing documents are silent, in accordance with rules adopted by the assembly).*
- S9.05. The vice president shall be elected by the Synod Assembly by ecclesiastical ballot as specified in S9.04.**
- S9.06. The secretary shall be elected by the Synod Assembly by ecclesiastical ballot as specified in S9.04.**
- S9.07. If the treasurer is elected, the Synod Council shall nominate at least one person for treasurer; additional nominations may be made from the floor.**
- S9.08. All elections shall be by ballot. In all elections, other than for the bishop, vice president and the secretary, the names of the persons receiving the highest number of legal votes, but not elected by a majority of the legal votes cast on a preceding ballot, shall be entered on the next ballot to the number of two for each vacancy unfilled. On any ballot when only two names appear, a majority of the legal votes cast shall be necessary for election.**
- S9.09. The result of each ballot in every election shall be announced in detail to the assembly.**
- †S9.10. 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.**
- S9.11. The Synod Council shall elect representatives to the steering committee of its region.**

S9.11.01. The Synod Council, in consultation with the other synods in the region, will establish the number of representatives to the steering committee and the length of their respective terms.

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

Chapter 10. SYNOD COUNCIL

†S10.01. **The Synod Council consisting of the four officers of this synod, 10 to 24 other members, and at least one youth and at least one young adult, shall be elected by the Synod Assembly.**

- a. **Each person elected to the Synod Council shall be a voting member of a congregation of this synod, with the exception of ministers on a roster of this synod who reside outside the territory of this synod. The process for election and the term of office when not otherwise provided shall be specified in the bylaws. A member of the Church Council of the Evangelical Lutheran Church in America, unless otherwise elected as a voting member of the Synod Council, may serve as an advisory member of the Synod Council with voice but not vote.**
- b. **The term of office of members of the Synod Council, with the exception of the officers and the youth member, shall be three years.**

†S10.02. **The Synod Council shall be the board of directors of this synod and shall serve as its interim legislative authority between meetings of the Synod Assembly. It may make decisions which are not in conflict with actions taken by the Synod Assembly or which are not precluded by the provisions of this constitution or the constitution and bylaws of the Evangelical Lutheran Church in America.**

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

- a. **Exercise trusteeship responsibilities on behalf of this synod.**
- b. **Recommend program goals and budgets to the regular meetings of the Synod Assembly.**
- c. **Carry out the resolutions of the Synod Assembly.**
- d. **Provide for the annual review of the roster of ministers of Word and Sacrament and the roster of ministers of Word and Service, receive and act upon appropriate recommendations regarding those persons whose status is subject to reconsideration and action under the constitution and bylaws of the Evangelical Lutheran Church in America, and make a report to the Synod Assembly of the Synod Council's actions in this regard.**
- e. **Issue letters of call to rostered ministers as authorized by Chapter 7 of the constitution and bylaws of the Evangelical Lutheran Church in America**
- 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.**
- g. **Report its actions to the regular meeting of the Synod Assembly.**
- h. **Perform such other functions as are set forth in the bylaws of this synod, or as may be delegated to it by the Synod Assembly.**

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.**

S10.05. **No elected member of the Synod Council shall receive compensation for such service.**

S10.06. **If a member of the Synod Council ceases to meet the requirements of the position to which she or he was elected, the office filled by such member shall at once become vacant.**

S10.06.01. **If a member is absent without excuse from two successive regular meetings of the council, the office filled by such member shall at once become vacant.**

S10.07. **The composition of the Synod Council, the number of its members, and the manner of their selection, as well as the organization of the Synod Council, its additional duties and responsibilities, and the number of meetings to be held each year shall be as set forth in the bylaws.**

S10.07.02. **The Synod Council shall consist of the four officers of this synod; 21 members elected to three-year terms,**

including persons from nine geographic seats and nine persons at-large; including at least one man and one woman who are persons of color and/or whose primary language is other than English; and at least one young adult. There shall be one youth elected to a two-year term. The terms of one-third of the 21 members, as nearly as possible, shall expire each year.

- S10.07.A94. The youth member of the council shall be in school grades 8-11 at the time of election and shall be eligible for only one two-year term. Should the youth member resign or be unable to serve, the Synod Council may appoint a youth to fill the vacancy until the next regular Synod Assembly. The term of the youth member elected by that Synod Assembly shall be two years. Time served by appointment shall not count as part of the two-year term.*
- S10.07.03. If a person moves from the geographic area in which he or she was elected the person may serve until a replacement is elected at the next Synod Assembly. The vacancy shall be filled subject to the limitations of bylaw S9.03.04.
- S10.07.04. The Synod Council shall appoint the necessary committees for the proper function of its duties.
- S10.07.05. The Synod Council shall appoint annually the convener of each table in accordance with S11.01.03. The convener of each table, in consultation with the Office of the Bishop, shall appoint the convener of each network.
- S10.07.A14. The composition of tables, networks, task forces shall be in accordance with †S6.04.*
- S10.07.B14. The Synod Council shall appoint from its membership a liaison to each of the tables. The duties of the liaisons shall include the following:*
- a. attending the meetings of the table and participation as a full seat at the table with voice and vote;*
 - b. reporting recommendations, activities, plans and needs of the table to the council;*
 - c. submitting a written report to the council in advance of each meeting; and*
 - d. communicating information from the council to the tables.*
- S10.07.06. The Synod Council shall have at least three stated meetings annually. Special meetings may be called by the bishop or the vice president. A majority of the members of the council shall constitute a quorum.
- S10.07.07. The assistants to the bishop shall be accorded the privilege of the floor, without vote, at the meetings of the Synod Council except when it shall declare itself in executive session. Other persons may be accorded the privilege of the floor, without vote, at meetings of the Synod Council except when it shall declare itself in executive session.
- S10.07.08. Other duties and functions of the Synod Council shall be to:
- a. Promote the interests of the Evangelical Lutheran Church in America;
 - b. Supervise and coordinate the work of the several agencies of this synod;
 - c. Elect staff officials, if and when such positions are created by the Synod Assembly and arrange for their proper induction into office;
 - d. Determine, when necessary, the time and place for each meeting of the Synod Assembly;
 - e. Set the salaries of the bishop and staff officials, and other employees of this synod;
 - f. Elect the representatives of this synod who are to serve, in addition to the bishop ex-officio, on the governing bodies of inter-church agencies to which this synod is related;
 - g. Institute and oversee a system of personnel practices applicable to all synodical staff officials and other employees;
 - h. Make an annual examination of all investments and securities held by this synod;
 - i. Supervise and regulate the *South Carolina Lutheran* (or its successor) and other official publications of this synod, including the selection of personnel and terms of office.
 - j. Provide communication and coordination between the region and this synod and its agencies, institutions, and congregations; and
 - k. Arrange the process for all elections and appointments of this synod to assure conformity with established criteria of the ELCA.
- S10.08. Robert's Rules of Order, latest edition, shall govern parliamentary procedure of all meetings of the Synod Council.**
- S10.08.01. To the extent permitted by state law, meetings of the Synod Council and its committees may be held electronically or by telephone conference, and notice of all meetings may be provided electronically.

- S10.09. The South Carolina Synod shall have an endowment fund that is administered for purposes defined in the bylaws under the authority of the Synod Council.**
- S10.09.01. The South Carolina Synod Mission Endowment Fund, established as provided in S10.09., shall be invested in accord with the "General Statement of South Carolina Synod Investment Policies," as adopted by the Synod Council.
- S10.09.02. An Endowment Grant Committee for the South Carolina Synod Mission Endowment Fund shall consist of the bishop of the South Carolina Synod or his or her appointee, the treasurer of this synod, and five members elected by the Synod Assembly. Two of the elected members shall be lay women, two shall be lay men and one shall be a rostered minister on the roster of this synod. The term of office for the five persons elected by the Synod Assembly to membership on this committee shall be three years; individuals so chosen may not serve more than two consecutive full terms. The ex officio and elected members of the committee shall elect a chairperson from the committee's membership.
- The members of the Endowment Grant Committee shall not receive compensation for their duties.
 - The Endowment Grant Committee shall be responsible to the South Carolina Synod through the Synod Council and shall provide annually a report of disbursements to the Synod Assembly.
 - The Endowment Grant Committee shall meet at least annually and provide the means, dates, and deadlines for grant requests, review such requests, and make recommendations for disbursements to the Synod Council.
- S10.09.03. No more than five percent (5%) of the Mission Endowment Fund may be distributed in any given year and of this amount, up to fifty percent (50%) may be granted for mission development within the South Carolina Synod and up to fifty percent (50%) may be granted for special expressions of God's love in the world. These grants shall not be used to support operational expenses of the synod or any other entity.

Chapter 11. TABLES, NETWORKS, TASK FORCE AND COMMITTEES

- †S11.01. **There shall be an Executive Committee, a Consultation Committee, a Committee on Discipline, a Mutual Ministry Committee, an Audit Committee, and such other committees as this synod may from time to time determine. The duties and functions of such committees, or any other organizational units created by this synod, and the composition and organizational structure of such units, shall be as set forth in this constitution or in the bylaws or continuing resolutions, and shall be subject to any applicable provisions or requirements of the constitution and bylaws of the Evangelical Lutheran Church in America.**
- S11.01.01. The Executive Committee shall consist of the officers of this synod and two members of the Synod Council elected by the council. The members at large shall be elected annually at the first meeting of the council following the Synod Assembly. The Executive Committee shall perform those functions assigned to it by the Synod Council.
- S11.01.02. This synod shall have a structure to initiate, implement, and oversee the programs and priorities of this synod receiving direction and counsel from the Synod Assembly and the Synod Council.
- S11.01.03. This synod shall have the following organizational units:
- A Deepening Discipleship Table
 - A Community Engagement Table
 - A Communication and Technology Table
- S11.01.A21. *The Deepening Discipleship Table*
The Deepening Discipleship Table will support and serve the people of the South Carolina Synod, by equipping current and future disciples for leadership. This table includes the following networks:
- The Equipping Rostered Ministers Network will assist the rostered ministers of the SC Synod as they live their baptismal vocation through self-care, learning, discerning and fellowship.*
 - The Equipping Steward Leaders Network will train leaders who will assist people in understanding the biblical relationship between resources and mission and equip them to live accordingly.*
 - The Lifelong Faith Formation Network will assist congregations by supporting their capacity to develop and to nurture the Christian faith for all ages.*
- S11.01.B21. *Community Engagement Table*

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

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

S11.01.C21. Communication and Technology Table

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

- a. The Communication Assistance Network will assist congregations in developing the tools necessary to tell their story.*
- b. The Synod Technology Advisory Network will work in consultation with Synod staff and Information Technology professionals to make recommendations regarding hardware and software needs.*
- c. The Assembly Communications Network will provide information leading up to Synod Assembly, real-time updates during the Synod Assembly through social media and the website, along with news and stories following up after Synod Assembly.*

S11.01.D14. The tables, networks and task forces shall function according to the following:

- a. A table is a gathering of disciples from networks that will discern vision and mission priorities.*
- b. A network is a gathering of disciples who will connect people, resources, and ideas for mission.*
- c. A task force is a gathering of disciples who organize themselves and others, turning ideas into action for God's mission.*
- d. The work of the tables, networks and task forces shall be guided by the vision, priorities and guiding principles of the South Carolina Synod.*
 - 1) God's purpose for the people of the South Carolina Synod: Joining Neighbors + Serving Boldly + Loving All + Through Christ.*
 - 2) The Four Missional Priorities of the South Carolina Synod include the following:*
 - a) Equipping people and congregations for community engagement*
 - b) Deepening Discipleship*
 - c) Addressing public educational needs in our schools*
 - d) Tackling poverty in our communities*
 - 3) The Guiding Principles of the South Carolina Synod include the following:*
 - a) Through prayerful discernment, we will trust God to lead us in doing what matters to God.*
 - b) Knowing God's redeeming love is for all, we will embrace change, welcome all, and serve the needs of others.*
 - c) Believing there is one body and one Spirit, we will stay connected while serving in Christ-like ways with generosity and compassion.*
- e. Each table shall meet at least annually.*
- f. Each table shall provide a written report of its actions to the regular meeting of the Synod Assembly.*
- g. Each table shall propose a budget annually to the Finance Committee.*
- h. Each network may appoint task forces to carry out the work of the network.*

†S11.02. 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.

S11.02.01. The Consultation Committee of this synod shall consist of 12 persons.

†S11.03. **The Committee on Discipline of this synod shall consist of 12 persons of whom six shall be rostered ministers and six shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive reelection.**

- a. **The functions of the Committee on Discipline of this synod are set forth in Chapter 20 of the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America.**
- b. **The Synod Council shall fill vacancies on the Committee of Discipline for any unexpired term.**

†S11.04. **The Mutual Ministry Committee shall be appointed by the Executive Committee of the Synod Council to provide support and counsel to the bishop.**

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

†S11.05. **The Audit Committee of this synod shall consist of three to six persons, none of whom is a member of the synod staff. Up to half of the committee members may be Synod Council members. The Audit Committee members shall be elected by the Synod Council for a term of three years and be eligible for re-election to a second consecutive three-year term. The terms of the Audit Committee members shall be staggered. The Audit Committee shall be responsible for assisting the Synod Council in fulfilling its general oversight of the synod's accounting, financial reporting, internal control systems, and external audit processes as provided in †S15.31.**

S11.05.A18. *The Synod Council shall appoint annually one council member to the Audit Committee who shall report the Audit Committee findings, written reports, and recommendations to the Synod Council for consideration.*

S11.05.B18. *The Executive Committee of the Synod Council shall place on the agenda of each Synod Council meeting the committee's findings, written reports, and recommendations.*

†S11.11. **This synod shall in its bylaws or by continuing resolution establish a process to ensure that the members of its committees and other organizational units will be persons possessing the necessary knowledge and competence to be effective members of such units, and to meet the requirements of †S6.04. With the exception of ministers on the rosters of this synod who reside outside the territory of this synod, each member of a committee of this synod, or any other organizational unit created by this synod, shall be a voting member of a congregation of this synod.**

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.**

S12.01.10. Conferences

S12.01.11. The congregations of this synod shall be organized into conferences as identified in S12.01.D06. In addition to fostering interdependent relationships each conference may:

- a. be a source of inspiration for the members of the congregations of the conference;
- b. provide for the exchange of information;

- c. promote fellowship among members of the congregations in the conference through a variety of conference events;
- d. provide for educational events such as workshops, schools of religion, or groups which study scripture, theology, social issues, etc.;
- e. provides for missional networks and events for the benefit of congregations of the conference; and
- f. form associations for rostered leaders within the conference.

S12.01.12. Each conference shall have at least one Conference Assembly per year. Notice of any conference meetings shall be given to all congregations and rostered leaders of the conference not less than 30 days prior to said meeting.

S12.01.13. Each conference shall elect a dean from the list of rostered leaders within the conference. The dean shall be elected for a term of three years and shall serve no more than two terms consecutively. The dean shall be viewed as an extension of the Office of the Bishop assisting the bishop in providing care to the congregations, and rostered leaders within the conference. In the event of a vacancy in the office of the dean, the bishop shall appoint a dean *pro tempore* who shall serve until the next assembly of the conference. The dean shall be reimbursed for expenses from the Office of the Bishop.

S12.01.14. The conference deans and not more than two other rostered leaders appointed by the bishop shall form a Cabinet of Deans who shall serve in an advisory capacity to the bishop.

S12.01.15. Each conference may have a Conference Council chosen as described in S12.01.17. The purpose of the council is to carry out the functions of the conference as described in S12.01.11. The dean shall preside at the annual Conference Assembly, other meetings of the conference, and the Conference Council meetings. Other officers may be chosen from among the members of the council as deemed necessary to maintain records of the conference and council proceedings and to announce the programs/events of the conference.

S12.01.16. Members of the council, the dean, and any other officers chosen shall be elected to three-year terms. They shall be eligible for one re-election.

S12.01.17. A Conference Council may be elected at the annual Conference Assembly.

S12.01.A20. The Office of the Bishop defines the ministry expectations and responsibilities of the conference dean as follows:

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

S12.01.B13. A Congregation Council may apply to the Cabinet of Deans for transfer to a different conference. The Cabinet of Deans shall recommend the transfer to the Synod Council for approval.

S12.01.C24. 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

*Blythewood, St. Andrew
Camden, St. Timothy
Columbia, Ascension
Columbia, Christ the King
Columbia, Christ Mission
Columbia, Christus Victor
Columbia, Ebenezer
Columbia, Good Shepherd
Columbia, Incarnation
Columbia, Living Springs*

Columbia, Redeemer
Columbia, Reformation
Columbia, St. Andrew
Columbia, St. Luke
Columbia, St. Michael
Columbia, St. Paul
Hartsville, Our Shepherd
Irmo, Bethlehem
Sumter, St. James

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

Saxe Gotha

Cayce, Transfiguration
Lexington, Bethany
Lexington, Nazareth
Lexington, Pilgrim
Lexington, Pisgah
Lexington, Providence
Lexington, St. James
Lexington, St. John
Lexington, St. Matthew
Lexington, St. Stephen
Lexington, Zion
Pelion, Holy Trinity
Swansea, Good Shepherd
Swansea, Sandy Run
West Columbia, Emmanuel
West Columbia, Faith
West Columbia, Mt. Hermon
West Columbia, Mt. Tabor
West Columbia, Our Saviour
West Columbia, St. David

Synod-authorized Worshiping Community
Gaston, Cristo Rey
Pelion, Cristo Rey
West Columbia, Cristo Rey

Western

Aiken, St. Paul
Batesburg, Faith
Batesburg, St. Peter
Gilbert, Grace
Gilbert, St. Paul
Graniteville, St. James
Johnston, Mt. Calvary
Johnston, St. John
Leesville, Bethlehem
Leesville, Cedar Grove
Leesville, Enon
Leesville, Mt. Hebron
Leesville, St. James
Leesville, Union
Leesville, Wittenberg
Prosperity, Corinth
Prosperity, St. Mark
Saluda, Good Hope
Saluda, Mt. Pleasant

EASTERN AREA

Amelia

Beaufort, St. John
Bluffton, Lord of Life
Cameron, Resurrection
Cameron, St. Matthew
Ehrhardt, Ehrhardt Memorial
Ehrhardt, Mt. Pleasant
Elloree, Trinity
Fairfax, St. Nicholas
Fairfax, Trinity
Hilton Head Island, Christ
Lone Star, Pine Grove
Orangeburg, Orangeburg
Vance, Hope
Walterboro, Good Shepherd

Coastal

Charleston, Holy Spirit
Charleston, Martin Luther
Charleston, Redeemer
Charleston, St. Barnabas
Charleston, St. Johannes
Charleston, St. John
Charleston, St. Matthew
Hanahan, Messiah
Isle of Palms, St. Mark
Johns Island, Faith
Moncks Corner, St. Michael
Mount Pleasant, All Saints
Mount Pleasant, St. Paul
Summerville, St. Luke

Synod-authorized Worshiping Community
North Charleston, Christ Community

Epiphany

Florence, Cross and Crown
Florence, St. Luke
Garden City, Shepherd of the Sea
Georgetown, Trinity
Myrtle Beach, St. Philip
North Myrtle Beach, King of Glory
Pawleys Island, St. Peter

NORTHERN AREA

Foothills

Anderson, Holy Trinity
Clemson, University
Easley, St. Matthias
Greenville, Christ the King
Greenville, Our Saviour
Greenville, St. Michael
Greenville, Trinity
Greenwood, Immanuel
Greer, Redeemer
Laurens, Atonement
McCormick, Lutheran Church by the Lake
Mauldin, Messiah

*Pickens, Faith
Walhalla, St. John*

Synod-authorized Worshiping Community
*Greenville, Nuestro Salvador
Greenwood, Restoration Chapel
Mauldin, Parroquia El Mesias*

Heartland

*Chapin, Mt. Olivet
Chapin, Mt. Horeb
Chapin, St. Thomas
Clinton, St. John
Irmo, St. John
Little Mountain, Mt. Tabor
Newberry, Beth Eden
Newberry, Bethany
Newberry, Colony
Newberry, Faith
Newberry, Redeemer
Newberry, St. James
Newberry, St. Philip
Newberry, Summer Memorial
Peak, Mt. Hermon
Pomaria, Bethlehem
Pomaria, Pomaria
Pomaria, St. John
Pomaria, St. Matthew
Pomaria, St. Paul
Prosperity, Bachman Chapel
Prosperity, Grace
Prosperity, Macedonia
Prosperity, Mt. Olivet
Prosperity, Mt. Pilgrim
Prosperity, St. Luke
Silverstreet, Silverstreet
White Rock, Bethel
Whitmire, St. Timothy*

Upstate

*Boiling Springs, Springs of Grace
Indian Land, Crossroads
Lancaster, Reformation
Moore, Joy
Rock Hill, Epiphany
Rock Hill, Grace
Spartanburg, Holy Communion
Spartanburg, St. John
Union, Augsburg*

S12.01.20. Geographic areas

S12.01.21. There shall be three geographic areas: Northern Area (Foothills, Upstate, and Heartland Conferences); the Central Area (Midlands, Saxe Gotha, and Western Conferences) and the Eastern Area (Coastal, Amelia, and Epiphany Conferences).

S12.01.22. The geographic areas shall be established for the purpose of Synod Council elections and other appropriate purposes.

Chapter 13.
CONGREGATIONS

- †S13.01. Each congregation, except those certified as congregations of the Evangelical Lutheran Church in America by the uniting churches, prior to being listed in the roster of congregations of this synod, shall adopt the *Model Constitution for Congregations* or one acceptable to this synod, which is not in contradiction to the constitution and bylaws of the Evangelical Lutheran Church in America.
- a. New congregations. A congregation newly formed by this church and any congregation seeking recognition and reception by this church shall:
- 1) Accept the criteria for recognition and reception as a congregation of this church, fulfill the functions of the congregation, and accept the governance provisions as provided in Chapter 9 of the constitution and bylaws of this church.
 - 2) Adopt governing documents that include fully and without alterations the Preamble, Chapter 1, where applicable, and all required provisions of Chapters 2, 3, 4, 5, 6, 7, 8, 9, 15, 16, 17, 18, and 19 in the *Model Constitution for Congregations* consistent with requirements of the constitutions, bylaws, and continuing resolutions of this church. Bylaws and continuing resolutions, appropriate for inclusion in these chapters and not in conflict with these required provisions in the *Model Constitution for Congregations*, the constitution of this synod or the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, may be adopted as described in Chapters 16 and 18 of the *Model Constitution for Congregations*.
 - 3) Accept the commitments expected of all congregations of this church as stated in †C6.01., †C6.02., and †C6.03., of the *Model Constitution for Congregations*.
- b. Congregations from another church body. If a congregation is a member of another church body, the leadership of the congregation first should consult with the appropriate authorities of that church body before taking action to leave its current church body. After such consultation, leaders of the congregation should contact the ELCA synod bishop or staff where the congregation is located. The synod bishop or synod staff where the transferring or independent congregation is located shall confer with the congregation to assure its understanding and acceptance of commitment to and affiliation with this church.
- c. Recognition and reception. Recognition and reception into this church of transferring or independent congregations by the Evangelical Lutheran Church in America is based on the judgment of this synod and action by this synod through the Synod Council and Synod Assembly. The synod bishop shall provide for prompt reporting of such additions to the secretary of this church for addition to the roster of congregations.
- S13.01.01. Each congregation within this synod shall file an approved constitution based on the *Model Constitution for Congregations* or one acceptable to this synod and any subsequent changes to its constitution with the synod for review to ascertain that all of its provisions are in agreement with the constitution and bylaws of the Evangelical Lutheran Church in America and with the constitution and bylaws of this synod.
- S13.01.02. All proposed changes in the constitution or incorporation documents of each congregation shall be referred to the Synod Council. The Synod Council shall approve or disapprove of the proposed changes within 120 days of receipt thereof, and shall notify the congregation of its decision. In the absence of a decision, the proposed changes shall be considered approved.
- S13.01.03. Each congregation shall be incorporated.
- †S13.02. It shall be the responsibility of each congregation of this synod to elect from among its voting members laypersons to serve as members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, coalition, or other area subdivision of which it is a member. Normatively, congregations should hold elections prior to each regular meeting of the Synod Assembly. The number of persons to be elected by each congregation and other qualifications shall be as prescribed in guidelines established by this synod.
- S13.11. When a rostered minister resigns, the Congregation Council shall receive the letter of resignation, report it to the congregation, and at once notify the bishop of this synod.
- S13.12. A congregation under financial obligation to its former rostered minister shall make satisfactory settlement of the obligation before calling a successor.
- †S13.20. A congregation considering a relocation shall confer with the bishop of the synod in which it is

territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action. The approval of the Synod Council shall be received before any such action is effected.

- †S13.21. A congregation considering development of an additional site to be used regularly for worship shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action.
- †S13.22. Each congregation of the Evangelical Lutheran Church in America within the territory of this synod, except those which are in partnership with the Slovak Zion Synod, shall establish and maintain a relationship with this synod.
- †S13.23. Provision 9.71. of the constitution of this church shall govern the relationship of this synod and a congregation of this synod regarding the property of the congregation. This Synod may transfer or convey property to a congregation of the synod, subject to restrictions accepted by the congregation, including provision that if the Synod Council, in its sole and exclusive discretion, determines (1) that the property is not being used to serve the mission and ministry needs of this church, or (2) that the congregation has transferred, encumbered, mortgaged, or in any way burdened or impaired any right, title, or interest in the property without the prior approval of the Synod Council, then title to the property shall revert to the synod, and the congregation, upon written demand, shall reconvey the property to the synod.
- †S13.24. The Synod Council, itself or through trustees appointed by it, may take charge and control of the property of a congregation of this synod to hold, manage, and convey the same on behalf of this synod, if any of the following apply:
- a. The congregation has disbanded, ceased to worship, or otherwise ceased to exist as a congregation.
 - b. The congregation has abandoned its property.
 - c. The remaining members of the congregation decide that it is no longer possible to function as a congregation or that they are unable to provide required governance.
 - d. The Synod Council determines that the membership of a congregation has become so scattered or so diminished in numbers that it cannot provide required governance or that it has become impractical for the congregation to fulfill the purposes for which it was organized.
 - e. The Synod Council determines that it is necessary for this synod to protect and preserve the congregation's property from waste and deterioration.
- The congregation shall have the right to appeal any such decision to the next Synod Assembly.
- S13.25. This synod may temporarily assume administration of a congregation upon its request or with its concurrence. Such synod administration shall continue only so long as necessary to complete the purposes for which it was requested by the congregation or until the congregation withdraws consent to continued administration.
- S13.30. Discipline
- †S13.31. Congregations and members of congregations are subject to discipline in accordance with the provisions of Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. The synod's involvement in and responsibility for such disciplinary processes shall be as set forth in that chapter.
- S13.40. Synod-authorized Worshiping Communities
- S13.41. Authorized worshiping communities, acknowledged under criteria, policies, and procedures approved by the Church Council of the Evangelical Lutheran Church in America, shall accept and adhere to the Confession of Faith and Statement of Purpose of this church, shall be served by leadership under the criteria of this church, and shall be subject to the discipline of this church.

Chapter 14. ROSTERED MINISTERS

- †S14.10. Ministers of Word and Sacrament
- †S14.11. The time and place of the ordination of those persons properly called to ministry in this synod shall be authorized by the bishop of this synod.

- †S14.12. Consistent with the faith and practice of the Evangelical Lutheran Church in America,
- a. Every minister of Word and Sacrament shall:
 - 1) preach the Word;
 - 2) administer the sacraments;
 - 3) conduct public worship;
 - 4) provide pastoral care;
 - 5) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
 - 6) impart knowledge of this church and its wider ministry through available channels of effective communication;
 - 7) witness to the Kingdom of God in the community, in the nation and abroad; and
 - 8) speak publicly to the world in solidarity with the poor and oppressed, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations.
 - b. Each pastor with a congregational call shall, within the congregation:
 - 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
 - 2) relate to all schools and organizations of the congregation;
 - 3) install regularly elected members of the Congregation Council; and
 - 4) with the council, administer discipline;
 - 5) endeavor to increase the support given by the congregation to the work of churchwide organization and of this synod; and
 - 6) encourage adherence to covenantal relationship with this church as expressed in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
- S14.13. The pastor (a) shall keep accurate 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.
- S14.14. Whenever members of a congregation move to such a distance that regular attendance at its services becomes impractical, it shall be the duty of the pastor to commend them, upon their consent, to the pastoral care of a congregation nearer to their place of residence.
- S14.15. Each minister of Word and Sacrament on the roster of this synod shall submit a report of ministry to the bishop of this synod at least 90 days prior to each regular meeting of the Synod Assembly.
- †S14.16. When a congregation of this church desires to call a pastor or a candidate for ministry of Word and Sacrament of this church:
- a. Each congregation of this synod shall consult the bishop of this synod before taking any steps leading to the extending of a call to a prospective pastor.
 - b. For issuance of a letter of call to a pastor or candidate by a congregation of this synod in accord with ELCA constitutional provision 7.41., a two-thirds vote shall be required of voting members of the congregation present and voting at a meeting regularly called for the purpose of issuing such a call.
 - c. When the congregation has voted to issue a call to a prospective pastor, the letter of call shall be submitted to the bishop of this synod for the bishop's signature.
- S14.17. No minister of Word and Sacrament shall accept a call without first conferring with the bishop of this synod. A minister of Word and Sacrament shall respond with an answer of acceptance or declination to a letter of call within 30 days of receipt of such call. In exceptional circumstances with the approval of the bishop of this synod and the president of the Congregation Council of the congregation issuing the call, an additional 15 days may be granted to respond to a letter of call.
- †S14.18. The provisions for termination of the mutual relationship between a minister of Word and Sacrament and a congregation shall be as follows:
- a. The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment which shall be terminated only by the pastor's death or, following consultation with the synod bishop, for any of the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;

- 2) resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the pastoral office effectively in that congregation in view of local conditions;
 - 4) inability to conduct the pastoral office effectively in view of disability or incapacity of the pastor;
 - 5) suspension of the pastor through discipline for more than three months;
 - 6) resignation or removal of the pastor from the roster of ministers of Word and Sacrament of this church;
 - 7) termination of the relationship between this church and the congregation;
 - 8) dissolution of the congregation or the termination of a parish arrangement; or
 - 9) suspension of the congregation through discipline for more than six months.
- b. When allegations of disability or incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
- 1) the bishop, who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the congregation council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
- c. In case of alleged disability or incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the synod council shall list the pastor on the roster of Ministers of Word and Sacrament with disability status. Upon resumption of the ability to conduct the office effectively, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.
- d. In the case of alleged local difficulties that imperil the effective functioning of the congregation, under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the pastor and then to the congregation. The recommendation of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the pastor, if appropriate. If the pastor and the congregation agree to carry out such recommendations, no further action need be taken by the synod.
- e. If either party fails to assent, to the recommendations of the bishop's committee concerning the pastor's call, the congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call. .
- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

†S14.19. Ministers of Word and Sacrament shall respect the integrity of the ministry of congregations which they do not serve and shall not exercise ministerial functions therein unless invited to do so by the pastor, or if there is no duly called pastor, then by the interim pastor in consultation with the Congregation Council.

†S14.21. The records of all baptisms, confirmations, marriages, burials, communicants, members received, members transferred or dismissed, members who have become inactive, or members excluded from the congregation shall be kept accurately and permanently. They shall remain the property of each congregation. At the time of the closure of a congregation, such records shall be sent to the regional archives. The secretary of the congregation shall attest to the bishop of this synod that such records have been placed in the secretary's hands in good order by a departing pastor before:

- a. installation in another call, or
- b. approval of a request for change in roster status.

- †S14.22. The pastor shall make satisfactory settlement of all financial obligations to a former congregation before:
- installation in another call, or
 - approval of a request for change in roster status.
- †S14.23. During service to a congregation, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor. The interim pastor may delegate the same in part to an interim supply pastor with the consent of the bishop of this synod. The interim pastor and any rostered ministers who may assist shall refrain from exerting influence in the selection of a pastor. Upon completion of service, the interim pastor shall certify to the bishop of this synod that the congregation records, for the period for which the interim pastor was responsible, are in order.
- †S14.24. With the approval of the synod bishop expressed in writing which sets forth a clear statement of the purpose to be served by such a departure from the normal rule of permanency of the call as expressed in †S14.18., a congregation may call a pastor for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. At least 60 days prior to the completion of a term, the bishop of this synod or a representative of the bishop shall meet with the pastor and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of †S14.18.
- S14.25. All ministers of Word and Sacrament under a call shall attend meetings of the Synod Assembly, and the pastors of congregations shall also attend the meetings of the conference, cluster, coalition, or other area subdivision to which the congregation belongs.
- †S14.30. Ministers of Word and Service
- †S14.31. The time and place of the ordination of those persons properly called to ministry in this synod shall be authorized by the bishop of this synod.
- †S14.32. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every Minister of Word and Service shall:
- Be rooted in the Word of God, for proclamation and service;
 - Advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;
 - Speak publicly to the world in solidarity with the poor and oppressed, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations;
 - Equip the baptized for ministry in God's world that affirms the gifts of all people;
 - Encourage mutual relationships that invite participation and accompaniment of others in God's mission;
 - Practice stewardship that respects God's gift of time, talents, and resources;
 - Be grounded in a gathered community for ongoing diaconal formation;
 - Share knowledge of this church and its wider ministry of the gospel, and advocate for the work of all expressions of this church; and
 - Identify and encourage qualified persons to prepare for ministry of the gospel.
- S14.33. The minister of Word and Service shall become a member of the congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the minister of Word and Service shall hold membership in one of the congregations.
- S14.34. Each minister of Word and Service on the roster of this synod shall submit a report of ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly
- †S14.41. When a congregation of this church desires to call a minister of Word and Service or a candidate for the ministry of Word and Service of this church:
- Each congregation of this synod shall consult the bishop of this synod before taking any steps leading to the extending of a call to a prospective minister of Word and Service.
 - For issuance of a letter of call to a minister of Word and Service or candidate by a congregation of this synod in accord with ELCA constitutional provision 7.71., a two-thirds vote shall be required of members of the congregation present and voting at a meeting regularly called for the purpose of issuing such a call.

- c. When the congregation has voted to issue a call to a prospective minister of Word and Service, the letter of call shall be submitted to the bishop of this synod for the bishop's signature.

S14.42.

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

†S14.43.

The provisions for termination of the mutual relationship between a minister of Word and Service and congregation shall be as follows:

- a. The call of a congregation, when accepted by a minister of Word and Service, shall constitute a continuing mutual relationship and commitment which shall be terminated only by the deacon's death or, following consultation with the synod bishop, for any of the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the minister of Word and Service, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the office effectively in that congregation in view of local conditions;
 - 4) inability to conduct the office effectively in view of disability or incapacity of the minister of Word and Service;
 - 5) suspension of the minister of Word and Service through discipline for more than three months;
 - 6) resignation or removal of the minister of Word and Service from the roster of ministers of Word and Service of this church;
 - 7) termination of the relationship between this church and the congregation;
 - 8) dissolution of the congregation or the termination of a parish arrangement; or
 - 9) suspension of the congregation through discipline for more than six months.
- b. When allegations of disability or incapacity of the minister of Word and Service under paragraph a.4) above, or ineffective conduct of the ministry of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop, who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
- c. In case of alleged disability or incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the minister of Word and Service's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of ministers of Word and Service with disability status. Upon resumption of the ability to conduct the office effectively, the bishop shall take steps to enable the minister of Word and Service to resume the ministry, either in the congregation last served or in another appropriate call.
- d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the minister of Word and Service and then to the congregation. The recommendations of the bishop's committee address whether the minister of Word and Service's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the minister of Word and Service, if appropriate. If the minister of Word and Service and congregation agree to carry out such recommendations, no further action need be taken by the synod.
- e. If either party fails to assent to the recommendations of the bishop's committee concerning the minister of Word and Service's call, the congregation may dismiss the minister of Word and Service only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

- †S14.44. Ministers of Word and Service shall respect the integrity of the ministry of congregations which they do not serve and shall not exercise ministerial functions therein unless invited to do so by the Congregation Council.
- †S14.45. The minister of Word and Service shall make satisfactory settlement of all financial obligations to a former congregation before:
- a. installation in another call, or
 - b. approval of a request for change in roster status.
- †S14.46. With the approval of the synod bishop expressed in writing, which sets forth a clear statement of the purpose to be served by such a departure from the normal rule of permanency of the call as expressed in †S14.43., a congregation may call a minister of Word and Service for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop of this synod or a representative of the bishop shall meet with the minister of Word and Service and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of †S14.43.
- S14.47. All ministers of Word and Service under a call shall attend meetings of the Synod Assembly, and the ministers of Word and Service of congregations shall also attend the meetings of the conference, cluster, coalition, or other area subdivision to which the congregation belongs.

Chapter 15. FINANCIAL MATTERS

- †S15.01. The fiscal year of this synod shall be February 1 through January 31.
- †S15.11. Since the congregations, synods, and churchwide organization are interdependent expressions that share in God's mission, all share in the responsibility to develop, implement, and strengthen the financial support of the whole church. The gifts and offerings of the members of the Evangelical Lutheran Church in America are given to support all parts of this church; thus the unity of this church should be evidenced in determining each part's share of the gifts and offerings. Therefore:
- a. The mission of this church beyond the congregation is to be supported by such a proportionate share of each congregation's annual budget as each congregation determines. This synod shall develop guidelines for determining "proportionate share," and shall consult with congregational leaders to assist each congregation in making its determination.
 - b. This synod shall receive the proportionate share of the mission support from its congregations, and shall transmit that percentage or amount of each congregation's mission support as determined in consultation with the churchwide organization and approved by the Synod Assembly as part of its budget consideration.
 - c. Should the Synod Assembly not approve the proportionate share of mission support determined in consultation with the churchwide organization, a new consultation with the churchwide organization shall take place. The Synod Council is authorized to amend the budget adopted by the Synod Assembly to reflect the results of this consultation.
- S15.11.01. The Synod Council through its Finance Committee shall ask each congregation for a proportionate share to support the mission and ministry of the South Carolina Synod and the churchwide organization.
- S15.11.02. Each congregation which contributes the full amount of its proportionate share may designate the churchwide or synodical programs which would benefit from any additional contributions.
- †S15.12. The annual budget of this synod shall reflect the entire range of its own activities and its commitment to supportive funding with other synods and the churchwide organization.
- S15.13. On the basis of estimated income, the Synod Council shall authorize expenditures within the budget for the fiscal year. Expenditure authorizations shall be subject to revision, in light of changing conditions, by the Synod Council.
- S15.14. Except when such procedure would jeopardize current operations, a reserve amounting to no more than 16 percent of the sum of the amounts scheduled in the next year's budget for regular distribution to 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.

S15.21. No appeal to congregations of this or any other synod of the Evangelical Lutheran Church in America for the raising of funds shall be conducted by congregations or organizations related to or affiliated with this synod without the consent of the Synod Assembly or the Synod Council.

S15.21.A09. Synodical Appeals

- a. That the Synod Council be consulted and their recommendation included in proposing plans to the assembly for a synodwide appeal;*
- b. That each request for a synodwide appeal be considered on its own merit and not necessarily in the order in which it is received;*
- c. That a one-year interval normally be maintained between appeals;*
- d. That it be understood that these guidelines do not apply to any appeal of the Evangelical Lutheran Church in America.*

†S15.31. This synod shall arrange to have an annual audit of its financial records conducted by a certified public accountant firm recommended by the synod Audit Committee and approved by the Synod Council. The audited annual financial report shall be submitted by this synod to the churchwide Office of the Treasurer and to the congregations of this synod.

S15.31.A18. Synod Audit Committee Responsibilities:

- a. The committee shall semiannually perform spot audits to determine compliance with any part of these internal control policies and procedures.*
- b. The committee may choose at its discretion, to spot audit all parts or any part of the internal control policies and procedures.*
- c. The committee shall semiannually issue a written report concerning spot audit findings to the Synod Council.*
- d. The Synod Council member shall present the semiannual report along with any other written reports, recommendations, and findings by the committee to the Synod Council for consideration at the next regularly scheduled Synod Council meeting.*
- e. As necessary, the committee shall recommend to Synod Council a certified public accountant firm to annually audit the financial records of synod in accordance with †S15.31 and †S11.05. The committee shall recommend to the Synod Council a contract term not to exceed five years for the certified public accountant firm to annually audit the financial records of the synod. After the recommended certified public accountant firm and the recommended contract term are approved by the Synod Council, the committee, on behalf of the Synod, will contract with the approved firm to conduct the annual audit of the financial records of the synod for the approved contract term.*
- f. The committee shall rely upon the annual audit of the certified public accountant firm for purposes of determining the synod's compliance with Generally Accepted Accounting Principles.*
- g. The committee shall meet with the approved certified public accountant firm for an exit conference prior to the firm's release of the issuing annual audit report.*
- h. The committee shall meet as necessary to carry out its duties as stated herein.*

†S15.32. This synod shall maintain adequate, continuous insurance coverage in accordance with standards recommended by the churchwide organization. Insurance programs offered or endorsed by the churchwide organization shall be deemed to fulfill this obligation.

Chapter 16. INDEMNIFICATION

†S16.01. Subject to the limitations and duties imposed by law, each person who is or was made or threatened to be made a party to any proceeding by reason of the present or former capacity of that person as a Synod Council member, officer, employee, or committee member of this synod shall be indemnified against all costs and expenses incurred by that person in connection with the proceeding. Indemnification of any person by reason of that person's capacity as a director, officer, employee, or committee member of any other organization, regardless of its form or relationship to this synod, is subject to the provisions of †S16.02.

- a. The term "proceeding" means a threatened, pending, or completed lawsuit, whether civil or criminal, an administrative or investigative matter, arbitration, mediation, alternative dispute resolution, or any other similar legal or governmental action. Except as otherwise required by law, the term**

“proceeding” does not include (a) any action by this synod against the individual seeking indemnification, or (b) subject to †16.04., a disciplinary hearing or related process described in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

- b. The term “indemnification” includes reimbursement and advances of costs and expenses for judgments, penalties, fines, settlements, excise taxes, reasonable attorneys’ fees, disbursements, and similar required expenditures.

- †S16.02. Whenever a person who, while a Synod Council member, officer, committee member, or employee of this synod, is or was serving at the request of this synod as (or whose duties in that position involve or involved service in the capacity of) a director, officer, partner, trustee, employee, or agent of another organization, is or was made or threatened to be made a party to a proceeding by reason of such capacity, then such person shall be entitled to indemnification only if (a) the Synod Council has established a process for determining whether a person serving in the capacity described in this section shall be entitled to indemnification in any specific case, and (b) that process has been applied in making a specific determination that such person is entitled to indemnification.
- †S16.03. This synod may purchase and maintain insurance on behalf of itself or any person entitled to indemnification pursuant to this chapter against any liability asserted against and incurred by this synod or by such other person in or arising from a capacity described in †S16.01. or †S16.02.
- †S16.04. When written charges against a rostered minister of this church are made in disciplinary proceedings under Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* by the synod bishop or when written charges against a congregation are made in disciplinary proceedings by the Synod Council or the synod bishop, and the discipline hearing committee determines that no discipline shall be imposed, then if such determination is not reversed or set aside on appeal, indemnification shall be made by the synod to the accused for reasonable attorney’s fees and other reasonable expenses related to the defense of the charges. The determination of the reasonableness of such fees and expenses shall be made by the Synod Council.

Chapter 17. CONSULTATION AND ADJUDICATION

- †S17.01. The synod bishop and the Executive Committee of the Synod Council shall be available to give counsel when disputes arise within this synod.
- †S17.02. The synod bishop and the Executive Committee of the Synod Council shall receive expressions of concern from rostered ministers of this church, congregations, and organizations within this synod; provide a forum in which the parties concerned can seek to work out matters causing distress or conflict; and make appropriate recommendations for their resolution. When a concern relates directly to the synod bishop, the synod vice president will lead the Executive Committee’s efforts at resolving the matter. When the matter at issue cannot be resolved in this manner, applicable procedures for investigation, decision, appeal, and adjudication shall be followed. Allegations or charges that could lead to the discipline a rostered minister of this church shall not be addressed by the Executive Committee but shall be resolved through the disciplinary process set forth in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
- †S17.03. When there is disagreement between or among congregations of this synod on a substantive issue that cannot be resolved by the parties, the council of an affected congregation may petition the synod bishop for a consultation after informing the other affected congregation(s) of its intent to do so. If this consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee’s efforts fail to resolve the issue(s), the entire matter shall be referred to the Synod Council for adjudication by whatever process the council deems necessary. The decision of the Synod Council shall be final.
- †S17.04. When conferences, clusters, coalitions, or area subdivisions of this synod have a disagreement on a substantive issue that they cannot resolve, the aggrieved party or parties may petition the synod bishop and the Executive Committee of the Synod Council requesting a consultation after informing the other affected parties of their intent to do so. In this case the decision of the Executive Committee shall prevail, except that, upon the motion of a member of the Synod Council, the decision shall be referred to the Synod Council for final action.

†S17.10. Adjudication in a Congregation

†S17.11. When there is disagreement between or among factions within a congregation on a substantive issue which cannot be resolved by the parties, members of the congregation may petition the synod bishop for consultation after informing the president of the Congregation Council of their intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the issue relates directly to the pastor, the bishop may begin the process in †S14.18.d. In all other matters, if the bishop's consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the dispute, the entire matter shall be referred to the Synod Council for adjudication by whatever process the council deems necessary. The Synod Council's decision shall be final.

Chapter 18. AMENDMENTS, BYLAWS, AND CONTINUING RESOLUTIONS

†S18.10. Amendments to Constitution

†S18.11. Certain sections of this constitution incorporate and record therein required provisions of the constitution and bylaws of this church. If such provisions are amended by the Churchwide Assembly, corresponding amendments shall be introduced at once into this constitution by the secretary of this synod upon receipt of formal certification thereof from the secretary of the Evangelical Lutheran Church in America.

†S18.12. Whenever the secretary of the Evangelical Lutheran Church in America officially informs the synod that the Churchwide Assembly has amended the *Constitution for Synods*, this constitution may be amended to reflect any such amendment by a majority vote at any subsequent meeting of the Synod Assembly without presentation at a prior Synod Assembly. An amendment that is identical to a provision of the *Constitution for Synods* shall be deemed to have been ratified upon its adoption by this synod. The Church Council, through the secretary of this church, shall be given prompt notification of its adoption.

†S18.13. Other amendments to this constitution may be adopted by this synod through either of the following procedures:

- a. 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.
- b. 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.

†S18.20. Amendments to Bylaws

†S18.21. This synod may adopt bylaws not in conflict with this constitution nor with the constitution and bylaws of the churchwide organization. This synod may amend its bylaws at any meeting of the Synod Assembly by a two-thirds vote of voting members of the assembly present and voting. Newly adopted bylaws and amendments to existing bylaws shall be reported to the secretary of this church.

†S18.30. Amendments to Continuing Resolutions

†S18.31. This synod may adopt continuing resolutions not in conflict with this constitution or its bylaws or the constitution, bylaws, and continuing resolutions of the churchwide organization. Such continuing resolutions may be adopted or amended by a majority vote of the Synod Assembly or by a two-thirds vote of the Synod Council. Newly adopted continuing resolutions and amendments to existing continuing resolutions shall be reported to the secretary of this church.

**SOUTH CAROLINA SYNOD
2025 COMPENSATION GUIDELINES
FOR ROSTERED MINISTERS**

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

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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 2025 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 minimum 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 minimum 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 minimum 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 2025 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.)

Family Leave

Family Leave with full benefits of eight weeks is standard practice when a child is born or adopted, or to care for a sick family member such as a spouse, child, parent, or sibling, with an additional negotiable 4 weeks of unpaid leave or vacation time. The number of weeks of leave before and after the birth/adoption should be specified in advance and with mutual discussion with the rostered minister.

Additionally, Bereavement Leave should be given to Rostered Ministers to provide time to grieve and heal from the loss of a close family member. A conversation with your Rostered Minister and the Bishop would be appropriate in negotiating the appropriate leave time.

When calling a new Rostered Minister, the call paperwork should include specific benefit information about sick leave, paid family leave, paid bereavement leave, sabbatical policy and leave, etc.

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 minimum 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 minimum 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 minimum salary in half. If $\frac{3}{4}$ time is the arrangement divide the minimum 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 minimum 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 Minimum 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 30 years of service a minimum 1.5% increase or negotiated cost of living increase for each additional year of service is recommended.

Housing Allowance is at least 30% of the minimum 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 Minimum 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	=	Minimum Salary	+	Housing	+	SS Allowance	Total Cash Outlay
Entry	\$57,531	=	\$38,000	+	\$11,400	+	\$8,131	=
1	\$59,544	=	\$39,330	+	\$11,799	+	\$8,415	Defined Compensation
2	\$61,569	=	\$40,667	+	\$12,200	+	\$8,701	+
3	\$63,601	=	\$42,009	+	\$12,603	+	\$8,989	Health Coverage
4	\$65,636	=	\$43,354	+	\$13,006	+	\$9,276	+
5	\$67,671	=	\$44,697	+	\$13,409	+	\$9,564	Pension
6	\$69,701	=	\$46,038	+	\$13,812	+	\$9,851	+
7	\$71,722	=	\$47,374	+	\$14,212	+	\$10,136	Other Benefits
8	\$73,730	=	\$48,700	+	\$14,610	+	\$10,420	+
9	\$75,721	=	\$50,015	+	\$15,004	+	\$10,702	Mileage
10	\$77,690	=	\$51,315	+	\$15,395	+	\$10,980	+
11	\$79,632	=	\$52,598	+	\$15,779	+	\$11,254	Continuing Education
12	\$81,543	=	\$53,861	+	\$16,158	+	\$11,524	+
13	\$83,419	=	\$55,099	+	\$16,530	+	\$11,789	various other expense as laid out in the excel spreadsheet.
14	\$85,254	=	\$56,311	+	\$16,893	+	\$12,049	
15	\$87,044	=	\$57,494	+	\$17,248	+	\$12,302	
16	\$88,785	=	\$58,644	+	\$17,593	+	\$12,548	
17	\$90,472	=	\$59,758	+	\$17,927	+	\$12,786	
18	\$92,100	=	\$60,834	+	\$18,250	+	\$13,016	
19	\$93,666	=	\$61,868	+	\$18,560	+	\$13,238	
20	\$95,165	=	\$62,858	+	\$18,857	+	\$13,450	
21	\$96,592	=	\$63,801	+	\$19,140	+	\$13,651	
22	\$98,041	=	\$64,758	+	\$19,427	+	\$13,856	
23	\$99,512	=	\$65,729	+	\$19,719	+	\$14,064	
24	\$101,004	=	\$66,715	+	\$20,015	+	\$14,275	
25	\$102,519	=	\$67,716	+	\$20,315	+	\$14,489	
26	\$104,057	=	\$68,732	+	\$20,619	+	\$14,706	
27	\$105,618	=	\$69,762	+	\$20,929	+	\$14,927	
28	\$107,202	=	\$70,809	+	\$21,243	+	\$15,151	
29	\$108,810	=	\$71,871	+	\$21,561	+	\$15,378	
30	\$110,443	=	\$72,949	+	\$21,885	+	\$15,609	

Suggested Minimum 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 30 years of service a minimum 1.5% increase or negotiated cost of living increase for each additional year of service 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	=	Minimum Salary	+	SS Allowance
Entry	\$46,539	=	\$43,000	+	\$3,539
1	\$48,168	=	\$44,505	+	\$3,663
2	\$49,805	=	\$46,018	+	\$3,787
3	\$51,449	=	\$47,537	+	\$3,912
4	\$53,095	=	\$49,058	+	\$4,037
5	\$54,741	=	\$50,579	+	\$4,162
6	\$56,383	=	\$52,096	+	\$4,287
7	\$58,018	=	\$53,607	+	\$4,412
8	\$59,643	=	\$55,108	+	\$4,535
9	\$61,253	=	\$56,596	+	\$4,658
10	\$62,846	=	\$58,067	+	\$4,779
11	\$64,417	=	\$59,519	+	\$4,898
12	\$65,963	=	\$60,947	+	\$5,016
13	\$67,480	=	\$62,349	+	\$5,131
14	\$68,965	=	\$63,721	+	\$5,244
15	\$70,413	=	\$65,059	+	\$5,354
16	\$71,821	=	\$66,360	+	\$5,461
17	\$73,186	=	\$67,621	+	\$5,565
18	\$74,503	=	\$68,838	+	\$5,665
19	\$75,770	=	\$70,008	+	\$5,761
20	\$76,982	=	\$71,129	+	\$5,854
21	\$78,137	=	\$72,196	+	\$5,941
22	\$79,309	=	\$73,278	+	\$6,030
23	\$80,499	=	\$74,378	+	\$6,121
24	\$81,706	=	\$75,493	+	\$6,213
25	\$82,932	=	\$76,626	+	\$6,306
26	\$84,176	=	\$77,775	+	\$6,401
27	\$85,438	=	\$78,942	+	\$6,497
28	\$86,720	=	\$80,126	+	\$6,594
29	\$88,021	=	\$81,328	+	\$6,693
30	\$89,341	=	\$82,548	+	\$6,793

Total Cash
Outlay

=

Defined
Compensation

+

Health
Coverage

+

Pension

+

Other Benefits

+

Mileage

+

Continuing
Education

+

various other
expense as laid
out in the excel
spreadsheet.

Suggested Minimum 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 30 years of service a minimum 1.5% increase or negotiated cost of living increase for each additional year of service 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	=	Minimum Salary	+	SS Allowance	Total Cash Outlay
Entry	\$41,127	=	\$38,000	+	\$3,127	=
1	\$42,567	=	\$39,330	+	\$3,237	Defined Compensation
2	\$44,014	=	\$40,667	+	\$3,347	+
3	\$45,466	=	\$42,009	+	\$3,457	Health Coverage
4	\$46,921	=	\$43,354	+	\$3,568	+
5	\$48,376	=	\$44,697	+	\$3,678	Pension
6	\$49,827	=	\$46,038	+	\$3,789	+
7	\$51,272	=	\$47,374	+	\$3,899	Other Benefits
8	\$52,708	=	\$48,700	+	\$4,008	+
9	\$54,131	=	\$50,015	+	\$4,116	Mileage
10	\$55,538	=	\$51,315	+	\$4,223	+
11	\$56,927	=	\$52,598	+	\$4,329	Continuing Education
12	\$58,293	=	\$53,861	+	\$4,432	+
13	\$59,634	=	\$55,099	+	\$4,534	various other expenses as laid out in the excel spreadsheet.
14	\$60,946	=	\$56,311	+	\$4,634	
15	\$62,226	=	\$57,494	+	\$4,731	
16	\$63,470	=	\$58,644	+	\$4,826	
17	\$64,676	=	\$59,758	+	\$4,918	
18	\$65,840	=	\$60,834	+	\$5,006	
19	\$66,959	=	\$61,868	+	\$5,091	
20	\$68,031	=	\$62,858	+	\$5,173	
21	\$69,051	=	\$63,801	+	\$5,250	
22	\$70,087	=	\$64,758	+	\$5,329	
23	\$71,138	=	\$65,729	+	\$5,409	
24	\$72,205	=	\$66,715	+	\$5,490	
25	\$73,288	=	\$67,716	+	\$5,573	
26	\$74,388	=	\$68,732	+	\$5,656	
27	\$75,504	=	\$69,762	+	\$5,741	
28	\$76,636	=	\$70,809	+	\$5,827	
29	\$77,786	=	\$71,871	+	\$5,915	
30	\$78,952	=	\$72,949	+	\$6,003	

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 minimum 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 minimum salary in box C5.
3. The housing allowance should be equal to at least 30% of the minimum 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 2025 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 minimum 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 minimum salary in box C5.
3. The Fair Rental Value of the Parsonage is calculated in this worksheet at 30% of the minimum 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 2025 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 minimum 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 minimum 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 2025 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.)

2025 COMPENSATION WORKSHEET Rostered Pastor with Housing Allowance

I. COMPENSATION

- A. Minimum 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 minimum 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 minimum 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 .

2025 Compensation Worksheet Rostered Pastor Living in Parsonage

I. COMPENSATION

A. Minimum 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 minimum 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.

2025 COMPENSATION WORKSHEET

Rostered Deacon

I. COMPENSATION

- A. Minimum 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 minimum 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 .

9C South Carolina Synod, ELCA

Cong ID	Congregation Name	Lang Codes	Location Address	City, State	Ministers	Year Orgn	Bapt Mbrs	Conf Mbrs	Avg Atnd On-site	Avg Atnd Online
Conference: 01 Foothills										
05651	Holy Trinity	EN	209 Broad St	Anderson, SC	John C. Fischer	1936	275	246	99	18
05652	University	EN	111 Sloan St	Clemson, SC	Jon D. Heiliger Christopher S. Heavner Joshua K. Kestner	1951	346	305	90	20
07330	St Matthias	EN	501 Powdersville Rd	Easley, SC	Sean A. Miller	1974	109	96	50	0
16415	* Christ the King	EN	1925 Pelham Rd	Greenville, SC		1987	19	17	15	0
05654	* Lutheran Church Of Our Saviour	EN	2600 Wade Hampton Blvd	Greenville, SC	Donald J. Costlow Beth J. Costlow	1956	273	243	51	31
05655	St Michael	EN	2619 Augusta St	Greenville, SC	Andrea M. Bates Kyle J. Bates David E. Rhyne	1948	473	397	142	208
05656	Trinity	EN	421 N Main St	Greenville, SC	Susan J. Crowell James C. Parham Amy R. Brown	1909	1,025	927	128	235
05657	Immanuel	EN	501 Creswell Ave E	Greenwood, SC	Christopher L. Christopher	1902	324	245	91	82
06730	* Redeemer	EN	300 Oneal Rd	Greer, SC	Venning E. Stringer	1972	224	145	--	--
05658	* Atonement	EN	413 W Farley Ave	Laurens, SC		1945	32	32	--	--
05663	Messiah	EN	1100 Log Shoals Rd	Mauldin, SC	Ernest P. Martin	1967	405	386	166	89
05369	Lutheran Church By The Lake	EN	100 Twelve Oaks Dr	Mc Cormick, SC		1998	203	203	114	149
05662	* St John Evangelical	EN	301 W Main St	Walhalla, SC	Rachel L. Connelly	1853	472	393	115	184
Conference Totals:									4,180	3,635
Conference: 02 Upstate									1,061	1,016
30706	Crossroads	EN	8511 Shelley Mullis Rd	Indian Land, SC	Christi L. Pursey	2014	111	111	40	6
30443	Springs of Grace	EN	320 Holden Dr	Inman, SC	Thomas H. Outten	1999	58	54	38	55
05610	Reformation	EN	508 N French St	Lancaster, SC	Christopher D. Girardeau	1953	113	107	42	5
30418	Joy	EN	3980 Moore Duncan Hwy	Moore, SC	Lane D. Benbenek Christopher R. St.Clair	2001	408	314	155	56
30081	Epiphany	EN	2370 Main St W	Rock Hill, SC	Kenneth C. Gillikin	1991	257	213	67	196
05611	Grace	EN	426 Oakland Ave	Rock Hill, SC	Greggory T. Hoffman Rachel L. Hoffman	1923	504	450	129	47
05659	Holy Communion	EN	1430 John B White Blvd	Spartanburg, SC	Richard A. Kinsey	1960	83	79	30	0
05661	St John	EN	415 S Pine St	Spartanburg, SC	Heather K. Apel Wade E. Apel	1902	420	353	169	28
05648	* Augsburg	EN	151 Connector Rd	Union, SC		1930	30	30	--	--
Conference Totals:									1,984	670
Conference Totals:									1,711	393

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Cong ID	Congregation Name	Lang Codes	Location Address	City, State	Ministers	Year Orgn	Bapt Mbrs	Conf Mbrs	Avg Atnd On-site	Avg Atnd Online
Conference: 03 Epiphany										
05587	St Timothy	EN	1301 Mill St	Camden, SC	Roy M. Butler	1951	153	149	68	0
07503	* Cross and Crown	EN	3123 W Palmetto St	Florence, SC	Steven D. Gallego	1981	80	80	30	3
05622	St Luke	EN	1201 Cherokee Rd	Florence, SC	Rufus B. Kehl Joyce F. Shaw	1896	313	305	117	5
05682	* Trinity	EN	1605 S Fraser St	Georgetown, SC		1945	49	49	--	--
07420	Shepherd Of The Sea	EN	2637 S Highway 17	Murrells Inlet, SC	Brad E. Bellah	1975	773	769	348	382
05686	St Philip	EN	6200 N Kings Hwy	Myrtle Beach, SC	Jason M. Lee	1956	239	218	143	145
07449	King Of Glory	EN	805 11th Ave N	North Myrtle Beach, SC	Christina M. Johnson	1976	229	229	80	80
07693	* St Peter	EN	65 Crooked Oak Dr	Pawleys Island, SC	Norris G. Van Dyke	1984	237	212	--	--
Conference Totals:									786	615
Conference: 04 Amelia										
05664	St John's	EN	157 Ladys Island Dr	Beaufort, SC	Patrick S. Mullen Ashlen K. Justice	1953	719	508	99	15
05351	* Lord Of Life	EN	351 Buckwalter Pkwy	Bluffton, SC	Angela R. Jennings	1998	439	439	110	12
05665	Resurrection	EN	8150 Old State Rd.	Cameron, SC	Eric S. Little	1844	360	322	85	0
05666	St Matthew	EN	1628 Old Number Six Hwy.	Cameron, SC	Eric S. Little	1737	21	21	15	0
05677	* Ehrhardt Memorial	EN	2551 Lowcountry Hwy	Ehrhardt, SC		1904	14	13	9	0
05678	* Mount Pleasant	EN	1137 Mt Pleasant Rd.	Ehrhardt, SC		1750	38	31	20	0
05679	* Trinity	EN	390 Hampton St.	Elloree, SC	Dewey M. Evans	1849	92	92	--	--
05680	* St Nicholas	EN	235 St Nicholas Church Rd	Fairfax, SC		1800	81	60	--	--
05681	* Trinity	EN	Hampton Ave at 4th St	Fairfax, SC	Miho Yasukawa	1906	56	46	17	30
07329	Christ	EN	829 William Hilton Pkwy	Hilton Head Island, SC	June A. Wilkins	1973	187	187	74	7
05684	* Pine Grove	EN	2688 McCords Ferry Rd	Lone Star, SC		1847	98	98	--	--
05688	Orangeburg	EN	610 Ellis Ave	Orangeburg, SC	Ricki A. Mason	1855	213	210	53	3
30080	Hope	EN	Corner Highways 6 and 310	Vance, SC		1990	62	62	33	12
05692	Good Shepherd	EN	106 May St	Walterboro, SC		1940	195	134	27	4
Conference Totals:									542	83

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Cong ID	Congregation Name	Lang Codes	Location Address	City, State	Ministers	Year Orgn	Bapt Mbrs	Conf Mbrs	Avg Atnd On-site	Avg Atnd Online
Conference: 05 Heartland										
05589	Mount Horeb	EN	101 E Boundary St	Chapin, SC	Ronald D. Philabaum	1891	632	632	101	48
05650	Mount Olivet	EN	11733 Broad River Rd	Chapin, SC		1873	66	66	35	0
05593	St Thomas	EN	215 Saint Thomas Church Rd	Chapin, SC	Lawrence J. Hagerty	1876	327	299	60	98
05653	* St John	EN	1009 S Broad St	Clinton, SC		1920	30	30	--	--
05609	St John	EN	1028 Saint Johns Rd	Irmo, SC	Michele C. Fischer	1914	132	115	35	10
05626	Mount Tabor	EN	816 Mount Tabor Rd	Little Mountain, SC	Richard W. Johnston	1880	386	343	117	30
05628	* Beth Eden	EN	5 Mi NW Highway 81	Newberry, SC	Dennis R. Gunter	1843	41	35	--	--
05627	Bethany Evangelical	EN	2704 Nance St	Newberry, SC		1936	65	54	28	0
05630	Colony	EN	48 Colony Church Rd	Newberry, SC		1845	211	144	45	4
05631	* Faith	EN	1505 Wilson Rd	Newberry, SC		1961	77	77	--	--
05633	Lutheran Church of the Redeemer	EN	1515 Boundary St	Newberry, SC	Matthew B. Titus	1853	429	400	80	50
05629	* St James	EN	228 Jalapa Rd	Newberry, SC	Dennis R. Gunter	1840	269	194	--	--
05634	St Philip	EN	2461 Saint Philips Church Rd	Newberry, SC	Terry M. Amick	1881	532	430	138	148
05635	Summer Memorial	EN	1609 Milligan St	Newberry, SC	Rebecca G. Wicker	1910	264	256	68	7
05636	* Mount Hermon	EN	926 Church St	Peak, SC		1889	32	28	20	0
05637	Bethlehem	EN	173 New Hope Rd	Pomaria, SC		1816	161	148	53	117
05638	Pomaria	EN	210 Folk St.	Pomaria, SC		1910	96	90	28	0
05642	St John	EN	622 Hope Station Rd	Pomaria, SC	Michael E. Watson	1754	100	91	51	75
05639	St Matthew	EN	415 St Matthew's Church Rd	Pomaria, SC		1827	139	120	50	0
05641	* St Paul	EN	2496 Sc Highway 773	Pomaria, SC		1761	330	326	70	30
05640	Bachman Chapel	EN	3074 Bachman Chapel Rd	Prosperity, SC		1886	269	204	45	0
05643	Grace	EN	210 Grace St	Prosperity, SC		1859	276	214	59	17
05644	Macedonia	EN	49 Macedonia Church Rd	Prosperity, SC	Terry E. Hundley	1847	418	341	177	20
05625	* Mount Pilgrim	EN	2336 Mount Pilgrim Church Rd	Prosperity, SC	Bobby M. Morris	1880	150	127	--	--
05646	St Luke's	EN	4056 Saint Lukes Church Rd	Prosperity, SC	Jason A. Schafer	1827	559	559	165	19
05647	* Silverstreet	EN	120 Long St	Silverstreet, SC		1908	117	88	--	--
05620	Bethel	EN	2081 Dutch Fork Rd	White Rock, SC	Megan E. Lineberger	1762	129	128	44	14
05649	St Timothy	EN	50 Main St	Whitmire, SC		1939	20	17	8	0
Conference Totals:							6,257	5,556	1,477	687

Cong ID	Congregation Name	Lang Codes	Location Address	City, State	Ministers	Year Orgn	Bapt Mbrs	Conf Mbrs	Avg Atnd On-site	Avg Atnd Online
Conference: 06 Midlands										
05585 *	St Andrew	EN	1729 Blythewood Rd	Blythewood, SC		1878	31	30	10	0
05596	Ascension	EN	827 Wildwood Ave	Columbia, SC	Jacqueline Utley	1912	186	182	27	0
07571	Christus Victor	EN	400 Harbison Blvd	Columbia, SC	Michael B. Price	1986	208	194	55	8
05598	Ebenezer	EN	1301 Richland St	Columbia, SC	Paul E. Aebischer Joanna C. Gragg	1830	652	620	97	90
05600	Good Shepherd	EN	3909 Forest Dr	Columbia, SC	Andrew W. Isenhower	1950	578	477	101	40
05601	Incarnation	EN	3005 Devine St	Columbia, SC		1921	315	295	80	20
07829	Living Springs	EN	4224 Hard Scrabble Rd	Columbia, SC	Eric E. Fink Carl D. Taylor Justin M. Rimbo	1988	321	275	110	106
05623	Redeemer	EN	525 Saint Andrews Rd	Columbia, SC	Gary A. Loadholdt Amanda M. Burke	1965	648	620	92	98
05602	Reformation	EN	1118 Union St	Columbia, SC		1926	178	151	43	15
05604	St Andrew's	EN	1416 Broad River Rd	Columbia, SC	John P. Trump Sandra M. Holland	1835	412	411	125	25
05605 *	St Luke	EN	1127 Olympia Ave	Columbia, SC	Phillip A. Coggins	1904	250	250	50	100
05606	St Michael	EN	400 River Rd	Columbia, SC	Frank W. Anderson	1814	224	224	53	18
05607	St Paul	EN	1715 Bull St	Columbia, SC	Tony A. Metz	1886	328	280	124	18
05608	Bethlehem	EN	10000 Broad River Rd	Irmo, SC	Scott L. Holland	1788	147	137	64	14
05590	St James	EN	1137 Alice Dr	Sumter, SC	Timothy S. Landrum	1890	126	126	63	0
Conference Totals:							4,604	4,272	1,094	552

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Cong ID	Congregation Name	Lang Codes	Location Address	City, State	Ministers	Year Orgn	Bapt Mbrs	Conf Mbrs	Avg Atnd On-site	Avg Atnd Online
Conference: 07 Coastal										
30725 *	Holy Spirit Evangelical	EN	3075 Bees Ferry Rd	Charleston, SC	Jeffrey W. Shealy	2006	95	95	65	7
05669	Lutheran Church Of The Redeemer	EN	714 Riverdale Dr	Charleston, SC	William R. Lyles Jamie I. Reising Katherine T. Holland	1943	590	434	164	81
05668	Martin Luther Evangelical	EN	1605 Harbor View Rd	Charleston, SC		1961	238	205	35	65
05671 *	St Barnabas	EN	45 Moultrie St	Charleston, SC		1912	142	88	--	--
05672 *	St Johannes	EN	48 Hasell St	Charleston, SC		1878	164	159	31	37
05673	St John	EN	5 Clifford St	Charleston, SC	Robert L. Harrell Mark A. Scott	1742	454	314	97	188
05674	St Matthew	EN	405 King St	Charleston, SC	Eric S. Childers	1840	481	268	233	270
05687 *	Messiah	EN	1106 Yeamans Hall Rd	Hanahan, SC	Craig W. Versprille	1955	298	204	52	20
05690	St Mark	EN	300 Palm Blvd	Isle of Palms, SC		1953	37	37	20	35
05683	Faith	EN	3374 Maybank Hwy	Johns Island, SC	Thomas A. Cassem	1952	123	122	24	40
05694	St Michael	EN	321 W Main St	Moncks Corner, SC		1964	351	185	35	20
05696	All Saints	EN	2107 N Highway 17	Mount Pleasant, SC	Kristopher L. Litman-Koon Virginia L. Litman-Koon	1975	395	323	136	38
05685 *	St Paul	EN	604 Pitt St	Mt Pleasant, SC	Aaron P. DeBenedetto	1884	164	136	45	8
05691	St Luke	EN	206 Central Ave	Summerville, SC	Andrea L. Rice Nathan J. Rice	1892	664	472	252	42
Conference Totals:							4,196	3,042	1,189	851

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Cong ID	Congregation Name	Lang Codes	Location Address	City, State	Ministers	Year Orgn	Bapt Mbrs	Conf Mbrs	Avg Atnd On-site	Avg Atnd Online
Conference: 08 Saxe Gotha										
05588	Transfiguration	EN	1301 12th St	Cayce, SC	Alexander H. Twedt	1954	348	324	99	10
05722	* Holy Trinity	EN	168 Main St	Columbia, SC		1913	38	28	20	0
05721	Bethany	EN	720 Bethany Church Rd	Lexington, SC		1871	117	106	42	0
05710	* Nazareth	EN	1800 Nazareth Rd	Lexington, SC		1810	72	66	39	10
05712	Pilgrim	EN	1430 N Lake Dr	Lexington, SC		1899	168	159	65	53
05713	* Pisgah	EN	1350 Pisgah Church Rd	Lexington, SC	Stephen F. Mims	1879	559	436	121	101
05711	Providence	EN	840 Old Chapin Rd	Lexington, SC	Patti S. Burton-Pye	1866	115	104	35	34
05715	St James	EN	1358 S Lake Dr	Lexington, SC	Frederick C. Bartelt	1890	133	124	48	5
05714	* St John	EN	213 Saint Johns Church Rd	Lexington, SC	Mark J. Smith	1832	104	92	35	40
05716	St Matthew's	EN	1273 Calks Ferry Rd	Lexington, SC	John C. Derrick	1890	196	189	55	228
05718	St Stephen	EN	119 N Church St	Lexington, SC	Jason T. Antley Ralph G. Hill	1830	1,752	745	330	158
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05719	Zion	EN	226 Corley Mill Rd	Lexington, SC		1745	389	305	100	42
05723	* St John	EN	6 Mi NW	Pelion, SC		1894	5	5	--	--
05612	Good Shepherd	EN	295 W Lady St	Swansea, SC		1912	36	28	23	0
05613	Sandy Run	EN	1927 Old State Rd	Swansea, SC		1765	66	58	28	0
05851	* C Cristo Rey	SP	132 Saint Davids Church Rd	West Columbia, SC	Jorge A. Leone				120	0
05614	Emmanuel	EN	2491 Emanuel Church Rd	West Columbia, SC	John D. Derrick William A. Carnell	1853	334	334	80	35
05615	* Faith	EN	1717 Platt Springs Rd	West Columbia, SC		1941	321	1	35	0
05616	Mount Hermon	EN	3011 Leaphart Rd	West Columbia, SC	Gina D. Metze	1910	289	261	97	86
05617	Mount Tabor	EN	1000 B Ave	West Columbia, SC	Wade T. Roof Emily J. Willhide	1886	875	654	178	0
05618	* Our Saviour	EN	1500 Sunset Blvd	West Columbia, SC		1957	218	210	--	--
05619	St David	EN	132 Saint Davids Church Rd	West Columbia, SC	Gregory S. Brown	1845	854	854	166	478
Conference Totals:									1,716	1,280
									5,083	6,989

9C South Carolina Synod, ELCA

Cong ID	Congregation Name	Lang Codes	Location Address	City, State	Ministers	Year Orgn	Bapt Mbrs	Conf Mbrs	Avg Atnd On-site	Avg Atnd Online
Conference: 09 Western										
05695	St Paul	EN	961 Trail Ridge Rd	Aiken, SC	Jeffrey M. Erbskorn Beverly K. Cartledge	1907	433	406	162	126
05696	Faith Evangelical	EN	113 N Oak St	Batesburg	Lisa W. Isenhower	1926	244	211	69	21
05697	* St Peter	EN	7389 Fairview Rd	Leesville, SC		1849	16	16	8	0
05709	Wittenberg	EN	233 N Lee St	Batesburg		1870	324	268	91	10
05698	Grace	EN	401 Main at Church	Leesville, SC	Keith W. Getz	1893	105	86	40	0
05699	St Paul	EN	246 Saint Pauls Church Rd	Gilbert, SC		1803	421	3	85	0
05700	St James	EN	200 Laurel Dr	Graniteville, SC	Fredrick P. Klinker	1860	145	132	66	0
05701	* Mount Calvary	EN	1186 Mount Calvary Rd	Johnston, SC		1830	283	276	47	0
05702	St John	EN	620 Calhoun St	Johnston, SC		1903	24	17	3	0
05703	Bethlehem	EN	210 Bethlehem Cir	Leesville, SC	David J. Edenfield	1829	100	100	45	0
05705	Cedar Grove	EN	1220 Cedar Grove Rd	Leesville, SC		1852	808	654	144	49
05704	* Enon	EN	4100 Pond Branch Rd	Leesville, SC		1901	48	40	--	--
05706	Mount Hebron	EN	4765 Summerland Hwy	Leesville, SC	Christopher D. Shealy	1898	175	146	41	3
05708	St James	EN	308 Church St	Leesville, SC		1873	151	137	65	0
05725	St Mark	EN	1315 St Marks Rd	Leesville, SC		1827	136	121	35	0
05707	Union	EN	4077 Highway 378	Leesville, SC	William F. Strand	1855	129	115	60	0
05724	* Corinth	EN	1170 Corinth Rd	Saluda, SC		1842	145	116	48	0
05729	* Mount Pleasant	EN	101 N Calhoun St	Saluda, SC		1903	66	63	--	--
05727	* Good Hope	EN	927 Spann Rd	Ward, SC		1839	44	44	12	0
Conference Totals:							3,797	2,951	1,021	209
Synod Totals:							36,655	30,484	9,556	5,686

Language Codes:

Amharic [AM]	Cherokee [CK]	Finnish [FI]	Inupiat [IP]	Maban [MB]	Portuguese [PR]	Taiwanese [TI]
Anyuak [AN]	Creole [CL]	French [FR]	Japanese [JA]	Mandarin [MA]	Sign [SI]	Tamil [TM]
Arabic [AB]	Czech [CZ]	German [GE]	Kiswahil [KI]	Navajo [NV]	Slovak [SL]	Telugu [TE]
Batak [BA]	Danish [DA]	Haitian [HA]	Korean [KO]	Norwegian [NO]	Spanish [SP]	Thai [TH]
Burmese [BU]	Dinka [DI]	Hmong [HM]	Lakotah [LK]	Nuer [NU]	Swahili [SA]	Tigrinya [TG]
Cambodian [CA]	English [EN]	Hungarian [HG]	Lao [LS]	Oromo [OR]	Swedish [SW]	Ukrainian [UK]
Cantonese [CH]	Estonian [ES]	Indonesian [ID]	Latvian [LA]	Paiute [PT]	Tagalog [TA]	Urdu [UR]
						Vietnamese [VI]

9C South Carolina Synod, ELCA

Cong ID	Congregation Name and City	Regular Giving	Total Receipts	Total Assets	Total Indebtedness	Current Operating Expenses	Mission Support	Non-Mission Support	Total Disbursements
Conference: 01 Foothills									
05651	Holy Trinity, Anderson	330,567	369,342	3,921,666	0	301,111	15,000	22,171	341,082
05652	University, Clemson	461,068	645,228	2,067,801	0	396,896	44,100	103,121	623,424
07330	St Matthias, Easley	126,838	126,838	581,891	0	126,838	1,200	0	128,038
16415*	Christ the King, Greenville	117,954	117,954	0	0	121,375	0	0	121,375
05654*	Lutheran Church Of Our Saviour, Greenville	178,040	260,541	1,312,528	4,620	356,916	24,336	30,104	488,662
05655	St Michael, Greenville	633,010	661,749	3,441,131	0	579,797	50,000	0	769,546
05656	Trinity, Greenville	1,124,501	1,425,577	13,802,332	314,368	959,184	77,500	115,817	1,242,469
05657	Immanuel, Greenwood	408,046	462,574	8,057,299	0	385,897	35,969	10,841	472,930
05730*	Redeemer, Greer	180,351	189,671	0	0	134,416	4,335	10,916	172,242
05658*	Atonement, Laurens	19,653	28,993	0	0	23,413	0	0	32,783
05663	Messiah, Mauldin	546,973	632,690	3,599,290	993,729	503,811	475	0	585,456
33369	Lutheran Church By The Lake, McCormick	255,838	281,382	3,174,886	277,084	229,255	12,000	1,888	302,440
05662*	St John Evangelical, Walhalla	376,028	481,144	2,182,676	31,609	371,290	30,000	21,556	437,358
Conference Totals		\$4,758,867	\$5,683,683	\$42,141,500	\$1,621,410	\$4,490,199	\$294,915	\$316,414	\$5,717,805
Conference: 02 Upstate									
33706	Crossroads, Indian Land	169,952	186,033	1,132,221	280,799	118,091	13,997	0	168,243
33443	Springs of Grace, Inman	155,912	212,251	719,073	109,266	163,526	2,500	25,169	207,431
05610	Reformation, Lancaster	134,392	146,587	0	0	145,373	13,300	9,327	168,000
33418	Joy, Moore	472,344	539,967	4,988,303	44,238	439,384	54,700	41,306	599,662
33681	Epiphany, Rock Hill	229,511	320,525	2,141,683	0	221,403	10,206	19,309	307,600
05611	Grace, Rock Hill	649,482	771,742	8,755,761	0	582,106	63,558	8,386	769,690
05659	Holy Communion, Spartanburg	205,842	345,888	6,391,350	298,681	199,577	1,960	5,588	301,672
05661	St John, Spartanburg	560,037	611,363	10,931,807	0	561,403	64,800	9,605	1,197,056
05648*	Augsburg, Union	23,756	31,067	0	0	29,782	1,200	150	31,132
Conference Totals		\$2,601,228	\$3,165,423	\$35,060,198	\$732,984	\$2,460,645	\$226,221	\$118,840	\$3,750,486
Conference: 03 Epiphany									
05587	St Timothy, Camden	257,926	261,395	2,079,466	0	202,545	10,716	10,669	250,774
07503*	Cross and Crown, Florence	115,201	142,483	475,693	0	103,116	12,000	8,682	124,043
05622	St Luke, Florence	451,656	516,895	8,131,498	0	373,174	35,500	114,095	546,691
05682*	Trinity, Georgetown	43,786	76,078	0	0	45,007	2,450	3,000	63,457
07420	Shepherd Of The Sea, Murrells Inlet	554,765	785,687	2,790,540	524,343	604,869	33,889	9,877	704,996
05686	St Philip, Myrtle Beach	330,999	928,034	2,762,475	0	334,536	8,580	23,121	580,505
07449	King Of Glory, North Myrtle Beach	248,391	407,632	4,218,158	429,782	287,099	5,317	2,500	346,495

Evangelical Lutheran Church in America
Form A - Congregation Finances as of December 31, 2023

CD160 Report

9C South Carolina Synod, ELCA

Cong ID	Congregation Name and City	Regular Giving	Total Receipts	Total Assets	Total Indebtedness	Current Operating Expenses	Mission Support	Non-Mission Support	Total Disbursements
07693*	St Peter, Pawleys Island	304,597	477,390	0	1,184,887	303,274	1,150	35,316	456,969
Conference Totals		\$2,307,321	\$3,595,594	\$20,457,830	\$2,139,012	\$2,253,620	\$109,602	\$207,260	\$3,073,930
Conference: 04 Amelia									
05664	St John's, Beaufort	475,046	536,302	2,895,400	194,107	418,478	40,000	34,321	518,875
30351*	Lord Of Life, Bluffton	491,126	627,673	5,001,907	1,813,895	331,367	29,540	3,550	522,778
05665	Resurrection, Cameron	242,077	312,675	482,255,750	0	286,960	21,703	10,121	423,503
05666	St Matthew, Cameron	23,767	27,634	775,460	0	19,978	2,472	3,190	29,349
05677*	Ehrhardt Memorial, Ehrhardt	25,153	32,397	1,082,982	0	25,019	3,000	813	28,832
05678*	Mount Pleasant, Ehrhardt	58,665	65,374	1,357,247	0	65,897	6,000	0	71,897
05679*	Trinity, Elloree	93,212	97,987	0	0	114,611	4,515	0	119,126
05680*	St Nicholas, Fairfax	41,113	53,110	359,000	0	53,993	2,316	985	57,294
05681*	Trinity, Fairfax	77,884	77,884	0	0	53,280	0	0	53,280
05629	Christ, Hilton Head Island	306,501	306,501	0	0	472,831	0	0	472,831
05684*	Pine Grove, Lone Star	82,326	89,007	0	0	45,330	5,200	1,442	60,958
05688	Orangeburg, Orangeburg	157,991	1,316,167	3,163,000	0	177,265	4,800	27,085	316,080
30080	Hope, Vance	124,154	144,154	1,050,000	0	124,000	2,000	2,850	146,850
05692	Good Shepherd, Walterboro	95,500	132,690	2,065,700	0	54,200	10,220	19,460	104,140
Conference Totals		\$2,294,515	\$3,819,555	\$500,006,446	\$2,008,002	\$2,243,209	\$131,766	\$103,817	\$2,925,793
Conference: 05 Heartland									
05589	Mount Horeb, Chapin	458,962	600,193	5,290,582	267,579	345,908	54,600	43,064	563,740
05650	Mount Olivet, Chapin	109,122	127,763	1,162,597	0	92,017	10,000	4,171	106,188
05593	St Thomas, Chapin	219,901	430,862	241,415	0	199,448	10,000	0	422,062
05653*	St John, Clinton	35,552	37,354	0	0	39,355	300	0	39,655
05609	St John, Irmo	107,363	148,592	2,566,828	0	86,696	10,000	1,800	110,675
05626	Mount Tabor, Little Mountain	233,982	273,050	4,104,076	0	141,772	21,772	25,070	208,241
05628*	Beth Eden, Newberry	8,956	10,002	128,658	0	12,042	250	375	12,667
05627	Bethany Evangelical, Newberry	87,774	91,331	3,231,001	0	73,063	8,800	2,103	107,004
05630	Colony, Newberry	97,248	138,484	3,510,997	8,259	131,281	8,112	0	166,986
05631*	Faith, Newberry	35,116	47,192	0	0	48,279	2,750	1,595	54,831
05633	Lutheran Church of the Redeemer, Newberry	280,957	310,590	4,977,010	0	261,856	6,500	15,837	327,124
05629*	St James, Newberry	107,747	120,211	1,959,949	0	102,981	6,575	1,170	115,001
05634	St Philip, Newberry	200,514	339,606	3,774,224	46,257	216,614	15,422	3,012	356,203
05635	Summer Memorial, Newberry	175,165	240,797	271,726	0	142,385	16,500	6,816	165,701
05636*	Mount Hermon, Peak	96,577	113,097	392,236	0	111,203	10,020	18,385	144,088
05637	Bethlehem, Pomaria	115,321	116,141	1,647,500	0	99,239	10,000	1,900	124,639

9C South Carolina Synod, ELCA

Cong ID	Congregation Name and City	Regular Giving	Total Receipts	Total Assets	Total Indebtedness	Current Operating Expenses	Mission Support	Non-Mission Support	Total Disbursements
05638	Pomaria, Pomaria	126,587	135,908	1,140,169	0	71,676	7,000	1,100	84,129
05642	St John, Pomaria	98,285	117,572	2,973,000	0	117,877	500	1,440	190,492
05639	St Matthew, Pomaria	148,297	158,034	1,153,546	0	89,356	8,900	0	98,256
05641 *	St Paul, Pomaria	170,682	183,223	3,979,570	0	172,116	16,400	3,819	192,335
05640	Bachman Chapel, Prosperity	69,361	70,038	2,573,569	0	60,586	7,200	2,947	72,124
05643	Grace, Prosperity	123,495	265,047	4,240,219	0	128,802	12,625	3,163	340,153
05644	Macedonia, Prosperity	309,148	360,188	0	0	245,005	30,000	11,755	316,577
05625 *	Mount Pilgrim, Prosperity	76,051	90,800	0	0	81,065	3,675	2,379	106,811
05646	St Luke's, Prosperity	232,365	368,494	1,906,588	0	252,756	19,690	31,603	335,345
05647 *	Silverstreet, Silverstreet	89,198	105,868	0	0	80,685	2,500	9,340	96,814
05620	Bethel, White Rock	216,932	251,695	1,624,701	0	193,194	18,000	5,463	244,793
05649	St Timothy, Whitmire	14,694	15,680	785,311	0	14,767	1,830	0	16,692
Conference Totals		\$4,045,352	\$5,267,812	\$53,635,472	\$322,095	\$3,612,024	\$319,921	\$198,307	\$5,119,326
Conference: 06 Midlands									
05685 *	St Andrew, Blythewood	29,525	59,050	200,000	0	22,507	400	0	22,907
05696	Ascension, Columbia	202,663	202,663	4,011,470	0	177,399	1,200	1,500	180,099
05671	Christus Victor, Columbia	252,812	279,738	1,832,621	2,984	229,111	18,307	21,477	270,675
05698	Ebenezer, Columbia	681,348	904,771	20,435,049	0	660,884	39,930	19,200	877,084
05600	Good Shepherd, Columbia	406,524	466,926	3,144,311	0	549,385	43,725	17,678	630,738
05601	Incarnation, Columbia	423,681	789,768	0	145,255	390,043	10,250	243	766,713
05629	Living Springs, Columbia	461,223	1,057,295	4,007,780	303,440	434,867	52,925	89,510	1,260,759
05623	Redeemer, Columbia	584,193	664,552	9,069,945	0	552,062	55,634	18,192	625,888
05602	Reformation, Columbia	152,138	257,044	8,127,221	0	177,155	20,400	5,198	202,753
05604	St Andrew's, Columbia	732,669	772,778	10,670,857	0	486,475	51,356	27,137	850,179
05605 *	St Luke, Columbia	121,654	154,192	3,901,059	0	193,387	5,000	0	198,387
05606	St Michael, Columbia	167,434	211,734	3,833,918	0	249,221	2,000	6,107	257,328
05607	St Paul, Columbia	364,684	781,276	10,204,600	5,255	531,962	36,200	64,103	850,602
05608	Bethlehem, Irmo	152,758	355,096	3,718,661	0	259,456	18,783	0	278,239
05590	St James, Sumter	233,189	247,837	4,087,628	0	184,305	11,744	1,548	197,597
Conference Totals		\$4,966,495	\$7,204,720	\$87,245,120	\$456,934	\$5,098,219	\$367,854	\$271,893	\$7,469,948
Conference: 07 Coastal									
30725 *	Holy Spirit Evangelical, Charleston	205,648	278,089	5,673,909	0	296,146	21,197	1,253	319,976
05669	Lutheran Church Of The Redeemer, Charleston	721,094	811,740	4,949,551	39,141	614,140	25,551	22,570	792,563
05668	Martin Luther Evangelical, Charleston	130,184	182,464	2,699,603	0	181,403	10,900	4,310	196,613
05671 *	St Barnabas, Charleston	81,891	135,053	12,057,662	0	110,487	10,500	18,064	139,051

9C South Carolina Synod, ELCA

Cong ID	Congregation Name and City	Regular Giving	Total Receipts	Total Assets	Total Indebtedness	Current Operating Expenses	Mission Support	Non-Mission Support	Total Disbursements
05672*	St Johannes, Charleston	137,335	158,334	4,858,822	329,703	182,241	6,000	3,425	226,222
05673	St John, Charleston	363,961	417,994	11,215,000	0	479,877	9,000	35,425	524,302
05674	St Matthew, Charleston	951,439	1,518,379	19,531,727	0	1,515,817	70,824	20,530	1,607,171
05687*	Messiah, Hanahan	119,000	171,000	858,500	0	156,051	11,105	3,800	171,706
05690	St Mark, Isle of Palms	140,513	160,901	2,119,383	0	130,860	1,850	800	135,410
05683	Faith, Johns Island	69,916	134,636	1,121,088	0	69,112	5,620	1,193	120,002
05694	St Michael, Moncks Corner	89,011	103,009	1,364,625	0	48,754	3,000	25,000	89,254
07396	All Saints, Mount Pleasant	610,569	715,647	4,496,918	207,096	476,706	54,997	16,793	643,182
05685*	St Paul, Mt Pleasant	44,074	196,930	1,581,204	1,490	58,900	5,836	500	65,236
05691	St Luke, Summerville	1,061,929	1,229,188	13,577,817	3,893,997	660,721	11,000	38,955	1,041,270
Conference Totals		\$4,726,564	\$6,213,364	\$86,105,809	\$4,471,427	\$4,981,215	\$247,380	\$192,618	\$6,071,958
Conference: 08 Saxe Gotha									
05688	Transfiguration, Cayce	305,153	360,234	5,871,132	0	307,954	30,264	8,686	352,689
05722*	Holy Trinity, Columbia	47,493	47,493	0	0	34,997	0	0	34,997
05721	Bethany, Lexington	60,364	94,899	777,651	0	46,808	4,000	365	102,329
05710*	Nazareth, Lexington	88,912	115,489	1,895,000	0	75,702	990	15,338	116,293
05712	Pilgrim, Lexington	293,212	557,653	4,157,080	742,969	290,997	0	7,125	510,954
05713*	Pisgah, Lexington	557,151	601,426	5,036,737	1,394,746	382,136	53,623	31,389	599,148
05711	Providence, Lexington	220,278	241,017	1,863,095	0	171,390	16,610	3,771	191,771
05715	St James, Lexington	198,732	212,838	4,462,724	0	217,360	10,000	1,000	257,136
05714*	St John, Lexington	114,958	117,758	0	0	123,276	1,500	0	124,776
05716	St Matthew's, Lexington	163,583	219,604	2,364,060	0	123,119	5,500	0	141,240
05718	St Stephen, Lexington	1,063,322	1,320,154	5,442,762	0	917,291	63,000	7,528	987,819
05719	Zion, Lexington	584,098	586,151	4,823,946	136,766	313,673	40,975	9,221	1,119,903
05723*	St John, Pelion	3,521	5,521	100,000	0	3,500	400	100	4,000
05612	Good Shepherd, Swansea	37,877	49,166	835,557	0	37,230	1,500	800	43,726
05613	Sandy Run, Swansea	54,301	88,180	1,601,073	0	68,590	7,800	9,660	88,110
30851*	C Cristo Rey, West Columbia	20,268	20,268	0	0	21,716	0	0	21,716
05614	Emmanuel, West Columbia	250,094	268,430	598,231	0	235,561	25,225	4,600	265,386
05615*	Faith, West Columbia	138,689	147,165	2,105,406	75,187	98,809	14,500	3,618	132,051
05616	Mount Hermon, West Columbia	239,104	418,891	3,755,971	168,556	233,645	14,000	5,523	328,666
05617	Mount Tabor, West Columbia	583,164	877,154	7,171,892	0	607,277	58,161	27,917	731,518
05618*	Our Saviour, West Columbia	280,414	280,414	0	0	199,167	12,000	8,877	220,044
05619	St David, West Columbia	543,112	573,992	8,378,773	0	508,887	54,089	6,616	580,154
Conference Totals		\$5,847,800	\$7,203,897	\$61,241,090	\$2,518,224	\$5,019,085	\$414,137	\$152,134	\$6,954,426
Conference: 09 Western									
05695	St Paul, Aiken	614,516	759,763	7,658,905	453,658	501,039	55,465	32,177	641,787

Evangelical Lutheran Church in America
Form A - Congregation Finances as of December 31, 2023

CD160 Report

9C South Carolina Synod, ELCA

Cong ID	Congregation Name and City	Regular Giving	Total Receipts	Total Assets	Total Indebtedness	Current Operating Expenses	Mission Support	Non-Mission Support	Total Disbursements
05696	Faith Evangelical, Batesburg Leesville	213,908	254,307	1,098,464	147,097	190,461	805	27,480	235,139
05697 *	St Peter, Batesburg Leesville	14,834	21,202	303,500	0	10,569	2,000	7,900	20,469
05709	Wittenberg, Batesburg Leesville	286,303	416,169	2,744,487	0	326,486	26,500	65,217	441,389
05698	Grace, Gilbert	113,058	186,356	351,009	0	77,232	13,000	2,530	152,156
05699	St Paul, Gilbert	201,325	209,283	1,446,546	0	106,700	0	8,055	294,769
05700	St James, Graniteville	228,276	253,048	5,309,543	0	181,787	17,500	20,285	254,335
05701 *	Mount Calvary, Johnston	156,204	161,656	0	0	162,226	9,000	1,898	267,349
05702	St John, Johnston	1,722	4,984	704,466	0	12,557	2,988	600	16,145
05703	Bethlehem, Leesville	117,923	126,397	1,844,588	0	109,337	10,000	0	119,337
05705	Cedar Grove, Leesville	249,762	282,189	0	0	155,482	17,324	1,127	174,355
05704 *	Enon, Leesville	14,655	14,655	0	0	20,982	550	0	21,532
05706	Mount Hebron, Leesville	128,670	166,997	0	0	121,719	12,000	1,069	172,730
05708	St James, Leesville	152,187	183,057	2,367,766	0	136,561	10,000	1,349	147,910
05725	St Mark, Leesville	65,075	67,064	90,772	0	68,583	8,208	777	77,568
05707	Union, Leesville	173,818	207,617	3,039,326	0	161,125	15,448	360	176,933
05724 *	Corinth, Saluda	76,590	115,678	333,729	0	49,852	7,100	22,015	104,367
05729 *	Mount Pleasant, Saluda	102,211	102,211	0	0	105,250	0	0	105,250
05727 *	Good Hope, Ward	7,185	36,590	864,711	0	171,790	0	0	171,790
Conference Totals		\$2,918,222	\$3,569,223	\$28,157,812	\$600,755	\$2,669,738	\$207,888	\$192,839	\$3,595,310
Synod Totals		\$34,466,364	\$45,723,271	\$914,051,277	\$14,870,843	\$32,827,954	\$2,319,684	\$1,754,122	\$44,678,982

9C South Carolina Synod, ELCA

Summary of Membership Statistics Totals -- End of Year				Analysis of Attendance			
	2022	2023	Change	Percent		2022	2023
Congregations	143	142	-1	-0.70	Avg. # weeks congregations worshipped (on-site)	40	42
Congregations - Organized	142	141	-1	-0.70	Avg. # weeks congregations worshipped (online)	31	31
Congregations - Under Development	1	1	0	0.00	Total avg. weekly worship attendance (on-site)	9,296	9,556
Congregations - Filed Form A	114	97	-17	-14.91	Total avg. weekly worship attendance (online)	6,314	5,686
Baptized Members	37,092	36,655	-437	-1.18	Avg. att. per congregation (on-site)	75	78
Average Baptized Members per Congregation	261	260	-1	-0.48	Avg. att. per congregation (online)	71	66
Confirmed Members	31,079	30,484	-595	-1.91	Average att. as a percentage of baptized membership (on-site)	25.06	26.07
Average Confirmed Members per Congregation	219	216	-3	-1.22	Average att. as a percentage of baptized membership (online)	17.02	15.51
Analysis of Membership Gains and Losses							
Baptized Members -- Received							
By Baptism - Children Under Age 16	217	256	39	17.97			
By Baptism - Adults Age 16 and Older	29	26	-3	-10.34			
By Affirmation of Faith	398	542	144	36.18			
By Transfer	601	451	-150	-24.96			
From Other Sources and Stat Adj's	86	49	-37	-43.02			
Baptized Members -- Total Received	1,331	1,324	-7	-0.53			
Baptized Members -- Removed							
By Death	553	545	-8	-1.45			
By Transfer	422	388	-34	-8.06			
For Other Reasons and Stat Adj's	1,266	1,256	-10	-0.79			
Baptized Members -- Total Removed	2,241	2,189	-52	-2.32			
Baptized Members Confirmed	189	167	-22	-11.64			
Active Participants	21,937	27,038	5,101	23.25			

9C South Carolina Synod, ELCA

Summary of Financial Statistics

Totals -- End of Year

	2022	2023	Change	Percent	Statistical Analysis	
					Averages per Congregation	Reporting
Total Receipts	48,543,731	45,723,271	-2,820,460	-5.81	Total Receipts (/142)	321,994.87
Total Disbursements	46,869,248	44,678,982	-2,190,266	-4.67	Total Disburse (/142)	314,640.72
Total Indebtedness on Dec 31	17,433,092	14,870,843	-2,562,249	-14.70	Total Indebtedness (/33)	450,631.61
Projected Mission Support	2,344,911	2,181,317	-163,594	-6.98		
Average Total Giving / Bapt Member	1102.73	1098.59	-4.14	-0.38	Percent Congs With No Debt	76.76
Average Total Giving / Conf Member	1316.09	1320.99	4.90	0.37		

Detail of Financial Statistics - Receipts

Regular Giving	33,435,844	34,466,364	1,030,520	3.08		
Designated Giving	7,466,774	5,802,616	-1,664,158	-22.29		
Earned Income (any source)	1,248,285	1,578,897	330,612	26.49		
Grants (any source)	739,507	1,593,694	854,187	115.51		
All Other Receipts	5,653,321	2,281,700	-3,371,621	-59.64		

Detail of Financial Statistics - Disbursements

Current Operating Expenses	32,143,609	32,827,954	684,345	2.13	Current Operating Expenses	73.48
Capital Improvements	6,798,922	4,013,353	-2,785,569	-40.97	Capital Improvements	8.98
Payments on Debts	2,358,553	2,184,394	-174,159	-7.38	Payments on Debts	4.89
Mission Support	2,344,311	2,319,684	-24,627	-1.05	Mission Support	5.19
Other Synod Benevolence	359,980	322,138	-37,842	-10.51	Other Synod Benevolence	0.72
Other CWO Benevolence	54,807	74,537	19,730	36.00	Other CWO Benevolence	0.17
Benevolence - Another Country	63,307	58,938	-4,369	-6.90	Benevolence - Another Country	0.13
Benevolence - Camps	67,515	98,409	30,894	45.76	Benevolence - Camps	0.22
Benevolence - Campus Ministry	74,022	92,570	18,548	25.06	Benevolence - Campus Ministry	0.21
Benevolence - Colleges	20,904	26,157	5,253	25.13	Benevolence - Colleges	0.06
Benevolence - Seminaries	7,235	9,634	2,399	33.16	Benevolence - Seminaries	0.02
Benevolence - Social Service	381,821	406,462	24,641	6.45	Benevolence - Social Service	0.91
Benevolence - Direct Recipient	743,937	665,277	-78,660	-10.57	Benevolence - Direct Recipient	1.49
Subtotal Non-Mission Supt Benev	1,773,528	1,754,122	-19,406	-1.09	Subtotal Non-Mission Supt Benev	3.93
Other Expenses & Realized Losses	1,450,325	1,579,475	129,150	8.90	Other Expenses & Realized Losses	3.54

[illegible]

	Total Ethnic Active Participants		Percent Ethnic Active Participants
African American/Black	200	9	4.50
African National/African Caribbean	18	1	5.56
American Indian/Alaska Native	6	1	16.67
Arab/Middle Eastern	14	20	142.86
Asian/Pacific Islander	76	19	25.00
Latino/Hispanic	222	28	12.61
Multiracial	92	40	43.48
White	21,021	5,133	24.42
Minutes of the 2014-2015 school year by ethnicity			
			0.78
			0.07
			0.03
			0.13
			0.35
			0.93
			0.49
			97.23

9C South Carolina Synod, ELCA
(97 Congs Filled)

C31 Languages in which Liturgies are Regularly Conducted

Amharic	Estonian	Lao	Swahili
Anyuak	Finnish	Latvian	Swedish
Arabic	French	Maban	Tagalog
Batak	German	Mandarin	Taiwanese
Burmese	Haitian	Navajo	Tamil
Cambodian	Hmong	Norwegian	Telugu
Cantonese	Hungarian	Nuer	Thai
Cherokee	Indonesian	Oromo	Tigrinya
Creole	Inupiat	Paiute	Ukrainian
Czech	Japanese	Portuguese	Urdu
Danish	Kiswahili	Sign	Vietnamese
Dinka	Korean	Slovak	
English	Lakotah	Spanish	2

C32 aC Disability Assistance Provided

Wheelchair Accessibility	98
Braille Worship Materials	4
Large Print Worship Materials	74
Assistive Hearing Devices	58
Sign Language Interpreters	1
Mental Health Ministries	8
Ministry with People with Developmental Disabilities	9
Specialized Faith Formation for Children or Adults (ADHD, autism, dyslexia, etc.)	3
No Response to Any	1

9C South Carolina Synod, ELCA

Last Year Filed	Cong ID	Cong Status	Baptized Members	Congregation Name	City, State	Minister	Phone
2022	05724	Org	145	Corinth	Saluda, SC		(864)445-8164
2022	07503	Org	80	Cross and Crown	Florence, SC	Steven D. Gallego	(843)669-2355
2022	16415	Org	19	Christ the King	Greenville, SC		(864)234-5647
2022	30351	Org	439	Lord Of Life	Bluffton, SC	Angela R. Jennings	(843)757-4774
2022	30725	Org	95	Holy Spirit Evangelical	Charleston, SC	Jeffrey W. Shealy	(843)766-2602
2022	30851	CUD		Cristo Rey	West Columbia, SC	Jorge A. Leone	(803)360-6665
Synod Total: 45 Congregation(s)							