



**Upstate New York Synod**  
Evangelical Lutheran Church in America

# **Pre-Assembly Bulletin**

(abbreviated version for plenary use)

The Thirty-first Assembly of the Upstate New York Synod of the  
Evangelical Lutheran Church in America

**Share your light**  
**Upstate New York Synod Assembly 2018**



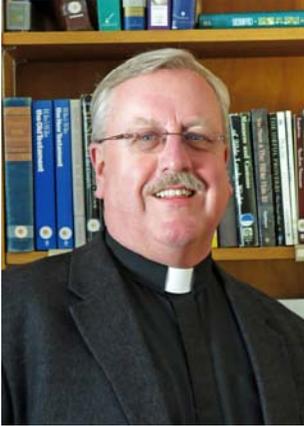
**June 3—5, 2018**  
**Joseph A. Floreano Riverside Convention Center**

## **NOTES**

## **2018 TABLE OF CONTENTS**

3	TABLE OF CONTENTS
5	BISHOP'S GREETING
6	PRESIDING BISHOP ELIZABETH EATON'S GREETING
8	KEYNOTE SPEAKER AND ELCA REPRESENTATIVE
9	DRAFT AGENDA
11	DIAGRAM OF JOSEPH A. FLOREANO RIVERSIDE CONVENTION CENTER
12	GUIDELINES FOR CONVERSATION
13	RULES OF PROCEDURE
14	SA18 RESOLUTION #1 RE: 2019 MISSION PLAN
20	2018 MISSION PLAN ASSUMPTIONS & CLARIFICATIONS
22	SA18 Memorial #1 RE: TOWARDS AN OPEN AND HEALTHY ARTICULATION OF HUMAN SEXUALITY
27	BISHOP'S REPORT
28	VICE-PRESIDENT'S REPORT
29	TREASURER'S REPORT
29	AUDIT COMMITTEE REPORT
30	AUDITED FINANCIAL STATEMENTS FEB. 1, 2017—JAN. 31, 2018
38	FINANCIAL STATEMENTS FEB 1, 2017 - JAN. 31, 2018
44	INTERN REPORT
47	LIST OF ABBREVIATIONS-ACRONYMS
48	SECRETARY OF THE SYNOD COUNCIL REPORT

## BISHOP JOHN S. MACHOLZ'S GREETING



Dear Sisters and Brothers in Christ,

Greetings in the Name of the One who was and is and is to come, Jesus Christ our Lord. As I write this brief note I find myself hurtling toward the end of the season of Lent and on toward Easter, having to put on the brakes a bit. It's easy to skip right over Holy Week and miss the Passion but it's also essential that we stop during this week to witness first-hand the spectacle of our Lord's arrest, trial and crucifixion before we can fully celebrate the resurrection.

It's all about Jesus, isn't it? He is the center of our lives, our witness and our ministry. His Name is above every name. It is a name that gives life, offers hope and brings grace. It is where we are grounded and begin and end all life. It's all about Jesus.

As we gather for assembly this year our focus will be on the Name which is above every name. We will worship throughout our time together, listen to presentations and workshops focusing on our work as God's people in this place and meet new friends. We will welcome The Rev. Ruben Duran from Churchwide as our keynote speaker and presenter of all things national and international. Ruben will also offer a workshop and help us better understand the good work we do together.

We will also welcome some Full Communion partners who will join us to bring a welcome and perhaps join us in worship. I'm excited about our liturgy of Holy Communion when we will gather around a jazz format for our worship, welcoming local musicians who will lead us in song and prayer.

You'll be introduced to some new members of the staff, most notably Michelle Josephson and Lori Kochanski: Director of Operations and Assistant to the Bishop for Faith Formation, respectively. Both are fairly new to the staff and are finding their way. Please take a moment to introduce yourself to them as you find them.

Again a focus will be on World Hunger. Lin and I will make a donation of \$5 per pair of slippers worn on Tuesday morning to assembly. I've already started collecting some from the Bishops of the ELCA, should be fun. You are strongly encouraged to collect money in the congregations and bring it with you. How much can we raise? More than last year, I hope.

One new add on to the assembly this year will be the use of Electronic Voting Devices. There will be a time for practice before actual votes take place. As you may know, there are quite a few elections that will take place this year including two officer's positions, Churchwide voting members and committee positions, among others. Should be fun and hopefully an effective use of time and money.

In the evenings there will be time to visit with others at fellowship following the end of the business sessions. All in all there will be much going on as we gather. I look forward to welcoming you and sharing in the work as well as fun that will take place. Please remember this gathering in your prayers and hopes as the day draws closer. I look forward to seeing you there!

In Christ,  
John S Macholz, Bishop



**Evangelical Lutheran Church in America**  
God's work. Our hands.



“For by grace you have been saved through faith, and this is not your own doing; it is the gift of God.”

Dear Friends in Christ,

We are Lutheran. For the past year it has been “all Reformation all the time!” So now what? The Lutheran Confessions teach that God freely and graciously creates a trusting relationship between us and Jesus. As we gather to meet in synod assemblies, let us remember that our hope is in the living Christ and share that assurance with the joy of the gospel.

Through the death and resurrection of Jesus Christ, we are free of the burden of making ourselves acceptable to God. The cross of Christ and the living Christ assure us that God’s final word for us is life and freedom in Christ. Lutherans confidently and enthusiastically claim this promise: “For freedom Christ has set us free” (Galatians 5:1). How does this claim affect your faith journey as an individual, a congregation, synod or member of the church universal? Through his death and resurrection, we have a truly living Lord who meets us, forgives us and calls us to follow, and in that we find our freedom.

Because we are set free in Jesus Christ, we are free from trying to save ourselves and free for loving and serving others. As a church, we walk by faith, trusting God’s promise in the gospel and knowing that we exist by and for the proclamation of this gospel word.

### **“Future Directions 2025”**

Through “Called Forward Together in Christ – Future Directions 2025,” we are addressing the challenges and embracing the opportunities of the church we are becoming – a church that is confident about who we are in Christ and what God is calling us to do. I invite you to lift up these goals and engage how we journey forward in Christ as church together. You can learn more by visiting [ELCA.org/future](http://ELCA.org/future).

### **ELCA Youth Gathering**

Many of us will be together at the ELCA Youth Gathering in Houston June 27-July 1, 2018. I look forward to sharing in the excitement and energy of our young people as they experience the wonder and joy of being with more than 30,000 Lutherans and grow in their faith formation. For information and resources on the Gathering, go to [ELCA.org/gathering](http://ELCA.org/gathering).

## **PRESIDING BISHOP ELIZABETH EATON'S GREETING** continued

### ***The Campaign for the ELCA***

We are in our final year of Always Being Made New: The Campaign for the ELCA. Help us rally to the end! As of Dec. 31, the campaign has received more than \$138.6 million in cash and multiyear commitments, representing 70 percent of our \$198 million goal. Read more about the campaign's progress at [ELCA.org/campaign](http://ELCA.org/campaign). Thank you for your continued support!

### **“God’s work. Our Hands.” Sunday**

Sept. 9 is our suggested date for the 2018 dedicated day of service. If your congregation cannot participate on this date, please consider another day. “God’s work. Our hands.” Sunday is an opportunity for us to explore one of our most basic convictions as Lutherans: that all of life in Jesus Christ – every act of service, in every daily calling, in every corner of life – flows freely from a living, daring confidence in God’s grace. To order T-shirts or download resources, go to [ELCA.org/dayofservice](http://ELCA.org/dayofservice).

### **Join the conversation**

There are two opportunities for you to provide feedback about what this church says on important issues. One is “Draft of a Social Statement on Women and Justice.” The draft is in two sections: basic theses and fuller explanations, which speak about how sexism harms us all in church and society. The task force wants to hear from you about the content of the draft and this innovative format. Find the draft, supplementary materials and other information at [ELCA.org/womenandjustice](http://ELCA.org/womenandjustice). The other is on the draft of “A Declaration of our Inter-Religious Commitment: A Draft Policy Statement of the Evangelical Lutheran Church in America.” The comment period is open from now until June 30, 2018. Visit [ELCA.org/ecumenical](http://ELCA.org/ecumenical) for more information and the document.

I have shared some of the ways we are loving and serving our neighbor. This is what being free in Christ looks like. This is part of our Lutheran story. This is part of your congregation’s story and your synod’s story.

Wherever you are for your synod assembly, from the Alaska Synod to the Caribbean Synod, there is something that we all have in common – our life in Christ. We have our life in Christ – in the crucified and risen Savior, in the one who poured out his life for us, the one who gave himself away for the life of the world so we may be free. As Lutheran Christians, we live in the freedom of Christ.

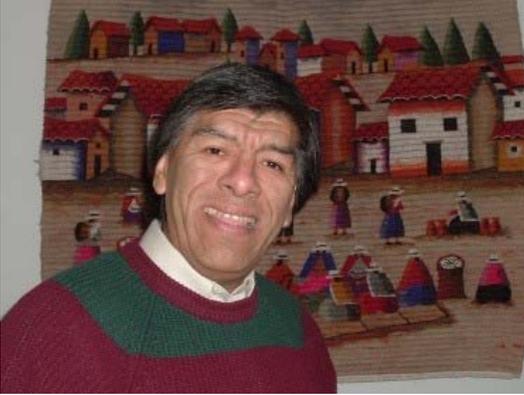
With gratitude,



Presiding Bishop

Evangelical Lutheran Church in America

## KEYNOTE SPEAKER AND ELCA REPRESENTATIVE



We welcome **the Rev. Ruben Duran, ELCA Director, Congregational Vitality** as our 2018 Synod Assembly Churchwide Representative and Keynote Speaker.

Rev. Duran serves as Director for Congregational Vitality in the Domestic Mission unit of the Evangelical Lutheran Church in America. He promotes Synodical mission strategies, local initiatives and innovative models nurturing life changing relationships in new and existing communities of faith in the USA and the Caribbean. He also oversees 412 new mission congregations reaching people in multiple contexts throughout the country.

Ruben is a native of Lima, Peru, South America. He served parishes in the Seattle, Washington and Los Angeles, California areas prior to becoming Associate to the Bishop and Mission Director for the Metropolitan Chicago Synod. He has also served as Associate Director for Latino Outreach, and Director for New Congregations in the ELCA churchwide offices prior to his current position. He is also serving as Interim Pr. at New Hope-Nueva Esperanza Lutheran Church in Aurora, IL.

This year's Keynote, Workshops and Mission Expo will highlight the importance of spreading God's word and provide attendees opportunities to learn about as well as become involved in sharing God's love through our words and our actions.

This year, Rev. Duran's keynote will address "**A Church for the Life of the World**":  
*"As 'detectives of divinity', we meet people on the way, finding spaces and places for listening, learning, serving, receiving hospitality and sharing the Good News, in the power of the Spirit."*  
- The Rev. Ruben Duran



**Congregational  
Vitality**

As the ELCA looks into the future, we aspire to have congregations whose faith shines in their relationship with God, each other and their community.

## **SA 2018 DRAFT AGENDA 12**

2018 Synod Assembly  
Upstate New York Synod – ELCA

### **Sunday June 3, 2018**

- 3:00pm Registration (EMPIRE LOBBY) – distribution of electronic voting devices  
Mission Expo Open (tables only, not all staffed)
- 3:30 – 5:00pm Mission Café – Riverside Court  
- Seafarers Christmas Satchel assembly  
- “Wonder Laboratory”
- 4:30pm Guidebook orientation/Electronic voting tutorial (EMPIRE NORTH)
- 5:00pm YOUTH SKIT – “Share Your Light” (MISSION EXPO COURT)
- 5:15pm-6:15 Sunday Evening Dinner: Buffet (EMPIRE SOUTH)
- 6:15pm Gathering Music (EMPIRE NORTH)
- 6:30pm Celebration of Hymns
- 6:45pm REGISTRATION CLOSES until after voting
- 7:00pm Opening of the Assembly  
PLENARY 1 (EMPIRE NORTH)  
Resolutions  
Report on Registration  
Capital Campaign microphone interruption  
Adoption of Agenda and Rules of Procedure  
Faith Alive! Moments (1)  
Appointment of Committees  
Reference & Counsel  
Report of the Nominating Committee  
Introduction of Guests  
2019 Mission Proposal  
Synod Global Ministry (Deron Milleville and Dan Hoffman)  
Hunger Resolution  
Social Statement on Women and Justice (Brad Wendel)  
Announcements
- 9:00pm Prayer at the Close of the Day
- 9:20pm Fellowship event – in the Grand Ballroom at the Hyatt  
*(Provided by the Mission Investment Fund)*

### **Monday, June 4, 2018**

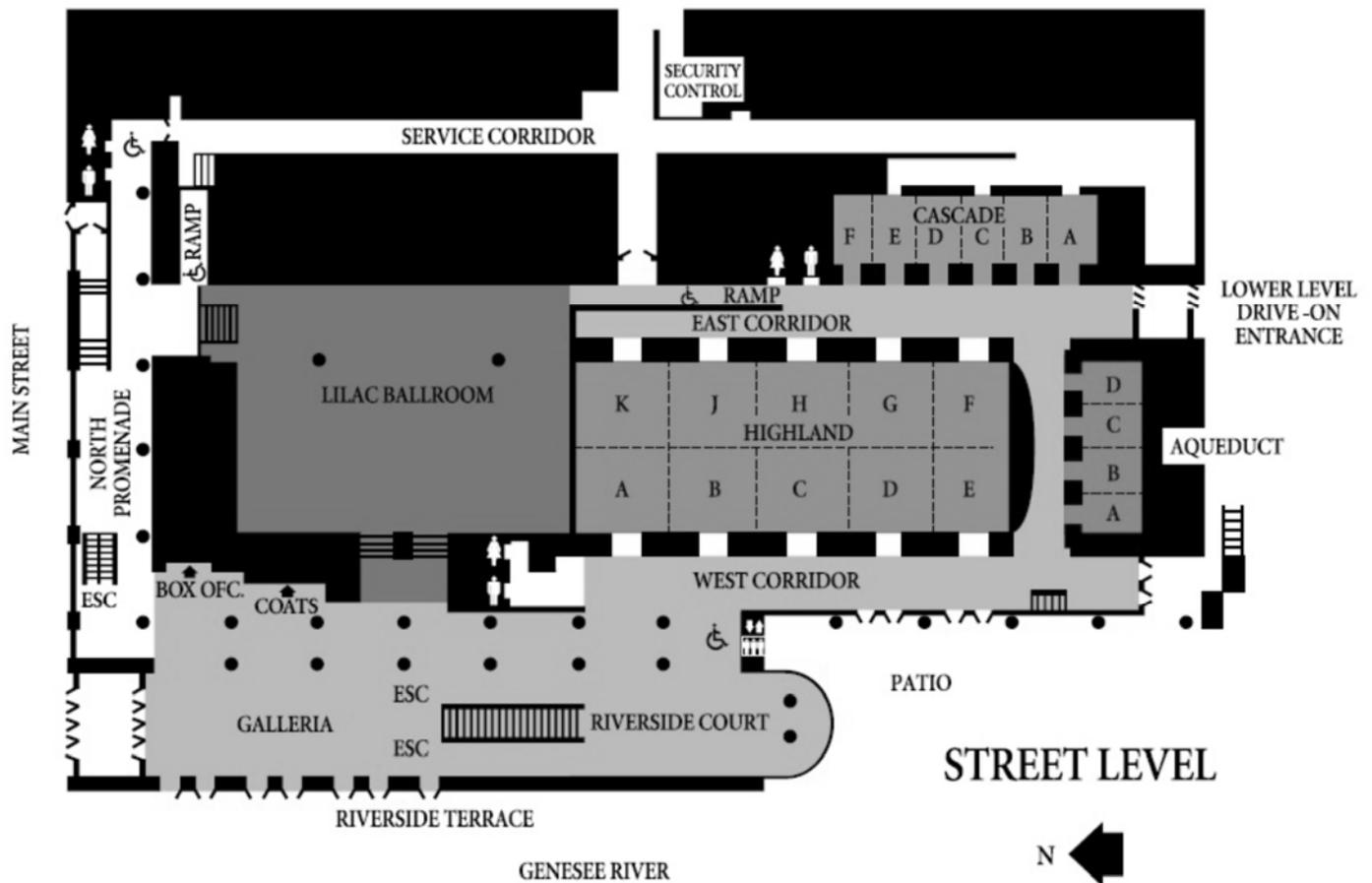
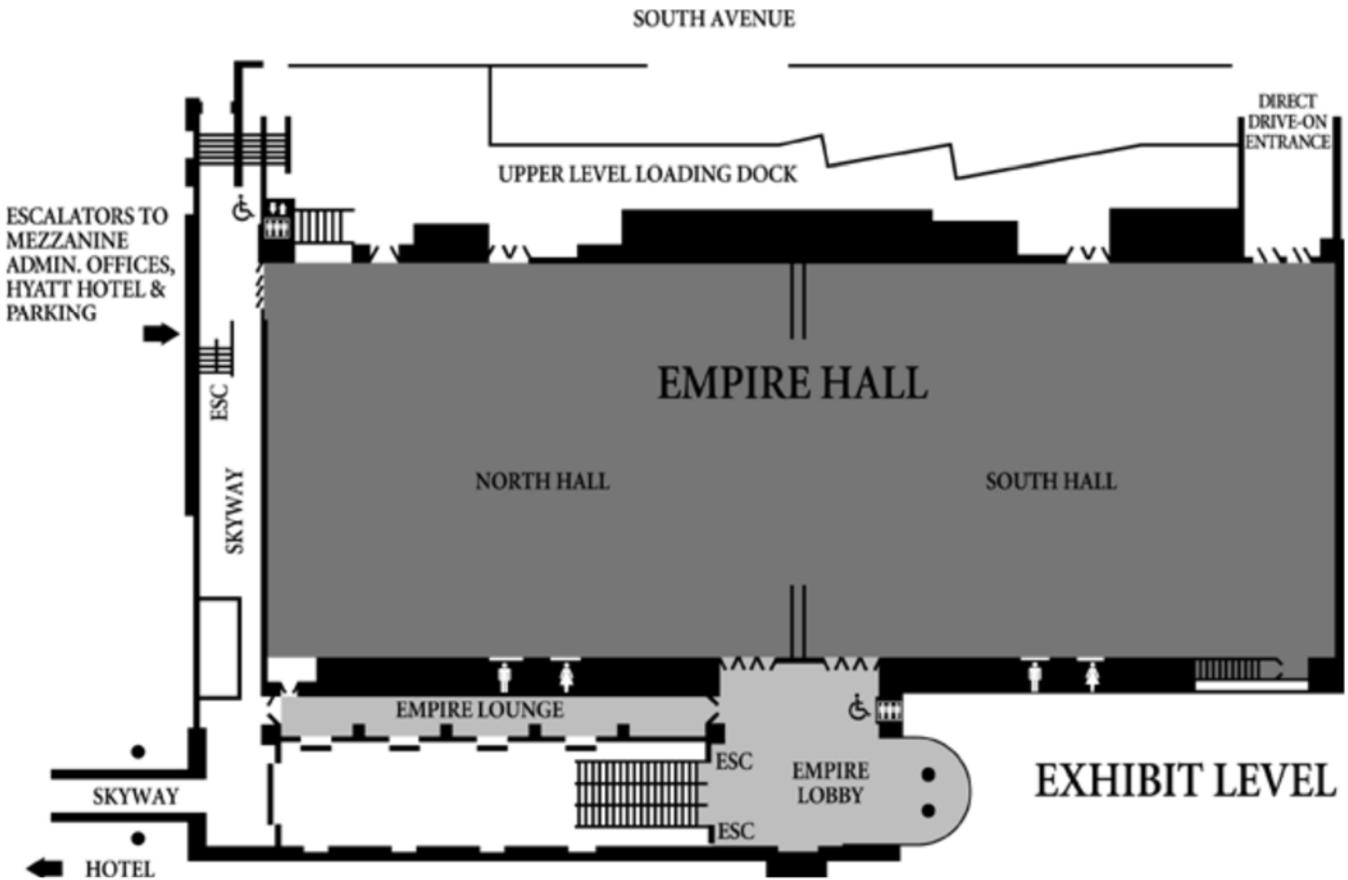
- 6:30am Early Morning Prayer (PRAYER ROOM) – Chaplains
- 7:00 – 8:15am Breakfast (EMPIRE SOUTH)
- 7:30 am Registration reopens (EMPIRE LOBBY) dist. of electronic voting devices
- 8:00 a.m. Guidebook orientation/Electronic voting tutorial (EMPIRE NORTH)
- 8:15 a.m. REGISTRATION CLOSES until after voting
- 8:30 a.m. Service of Morning Prayer  
PLENARY 2 (EMPIRE NORTH)  
Report on Registration  
Elections (Nominating Committee)
- 9:45 a.m. REGISTRATION REOPENS (after voting)  
Keynote Speaker – Ruben Duran – 15 mins  
Message from United Lutheran Seminary – 5 min  
Message about Youth Camp(s) – 5 min  
Message from WELCA – 5 min
- 10:15am BREAK

(DAY 2 Continued)

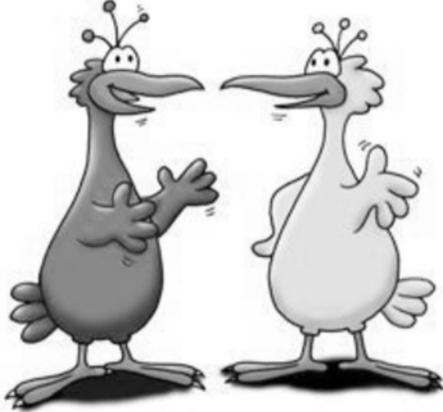
10:30am	PLENARY 2 continues Report from ELCA – Ruben Duran Treasurer’s Report Faith Alive! Moments (2) Announcements about Afternoon and evening events
12:00noon	LUNCH (EMPIRE SOUTH) Retirees & Widows Luncheon with Bishop
12:45pm	Prayer and Anointing (PRAYER ROOM)
1:00pm	Workshop Session 1
2:00pm	BREAK (Coffee served in Mission Expo Marketplace Area)
2:30pm	Workshop Session 2
3:30 – 5:15pm	Mission Expo Coaching Sessions Service Project: Seafarers Christmas Satchels (continued)
3:45pm	Rehearsal for Service of Holy Communion (EMPIRE NORTH)
5:30pm	Dinner (EMPIRE SOUTH)
6:15pm	Anniversary awards & Recognitions (EMPIRE SOUTH)
6:45pm	Gathering Music
7:00pm	Jazz Service of Holy Communion (EMPIRE NORTH) Installation of Synod Council and Deans
9:00pm	Fellowship: in the Mission Expo Marketplace Area <i>(Provided by the Women of the ELCA)</i>
<b>Tuesday June 5, 2018</b>	
6:30am	Early Morning Prayer (PRAYER ROOM) – Chaplains Bishop’s Challenge – Wear your slippers
7:00 – 8:15am	Breakfast (EMPIRE SOUTH)
8:30am	Service of Morning Prayer PLENARY 3 (EMPIRE NORTH) Attendance Report Faith Alive! Moments (3) Welcome Ecumenical Visitors Bishop’s Report (15 minutes) Children’s presentation to Bishop Reference and Counsel
10:15am	BREAK
10:25am	PLENARY 3 continues Capital Campaign Microphone Interruption Vote on 2019 Mission Proposal Collection of Assembly material and voting devices Hunger Resolution Slipper Count Report Resolution of the Assembly Faith Alive! Moments (4) Recognition of Synod Council & Deans
12:00 Noon	Baptismal Remembrance and Sending of the Assembly by way of the Empire Lobby and escalators to the Galleria on Street Level

This is ALL Subject to change as we progress – use as a guide for the multiple points at which theme and activities intersect.

# DIAGRAM OF JOSEPH A. FLOREANO RIVERSIDE CONVENTION



## **GUIDELINES FOR CONVERSATION**



**“By this everyone will know that you are my disciples, if you have love for one another.” - John 13:35**

**“The eye cannot say to the hand, ‘I have no need of you.’” - 1 Cor. 12: 21**

When we gather as the church in assembly, we are reminded that we are united by a common baptism, sealed by the same Holy Spirit and marked by the cross of Christ forever. At the same time we recognize that some of the issues we will be discussing can trigger strong emotions and have the potential to be divisive.

We trust that the church can engage in passionate debate without being destructive of the body by being open to the power of God’s Holy Spirit and by calling ourselves and each other to remember Jesus’ invitation to love one another. To that end, we offer the following Guidelines for Conversation

- Wrap your conversations in prayer. Ask for strength to remain calm; guidance to speak your point of view clearly; and openness to carefully hear other points of view.
- Listen respectfully and carefully to others. Don’t assume you know what they will say. Respond to what you have heard. Be attentive to what has not been said.
- Speak for yourself, rather than as a member of a group. Use “I” statements, e.g. “I feel...” or “I believe...”, rather than “You” statements, e.g. “you people” or “they.”
- Speak respectfully to and about people at all times, whether you agree with them or not. Allow others to be heard. Refrain from stereotyping or labeling. Remember the point of sharing in this way to open up discussions, not close off discussion.
- Do not question the faith or faith commitment of others. Honor those who have a different point of view than your own. Remember Paul’s admonition in 1st Corinthians (printed above). Those present are fellow members of the Body of Christ. Remember Luther’s teaching in our Confessions that in relation to others we should “defend them, speak well of them, and explain their actions in the kindest way.”

The Book of Acts shows us that difficult questions can be addressed in this manner and successfully brought to a conclusion. With confidence they said, “It has seemed good to the Holy Spirit and to us...” In that same confidence our conversation can be blessed.

**Conflict and Healing Team  
Upstate New York Synod  
May 2007 revised June 2007**

# **RULES OF PROCEDURE**

## **Quorum**

At least one-half of all voting members must be present to constitute a quorum for a legal vote. A majority vote of those members present is required to decide a pending matter on the floor.

## **Parliamentary Procedure**

*Robert's Rules of Order*, latest edition, shall instruct our parliamentary procedures.

## **Proxy/Absentee Voting**

Proxy and absentee voting shall not be permitted.

## **Speeches**

All speeches during discussion will be limited to two minutes. A signal will be given one minute before the speaker's time ends. A second signal will be given one minute later at which time the speaker will return to their seat.

## **Discussion**

### *Alternating Speeches*

Insofar as is possible during discussion, a speaker on one side of the question shall follow a speaker on the other side. To facilitate alternating speeches, assembly members desiring to speak in favor of the pending matter should carry their green card and await their turn to be recognized at the microphone directly in front of this podium. Those members desiring to speak against the pending matter should carry their red card and await their turn to be recognized at the microphone directly in front of the other podium. A voting member, having spoken to a pending matter, may not speak again to that matter until all others desiring to speak have had their turn.

### *Purpose and Use of White Cards*

A member wishing to offer an amendment to the pending matter, or some other motion that would be in order should approach either microphone carrying their white card to await recognition by the chair.

### *Etiquette of the Assembly*

In the give and take of debate, both members of the assembly and visitors are asked to refrain from applause.

### *Moving the Previous Question*

A member having spoken on the pending question(s) may not move (or call) the previous question(s). A motion to end debate by moving the previous question shall apply only to the immediately preceding motion.

## SYNOD ASSEMBLY RESOLUTIONS—JUNE 2018

### SA18 RESOLUTION #1 RE: 2019 Mission Plan

#### **MAJORITY NEEDED FOR ADOPTION**

Acct. No.	<b>2019 Mission Plan for Synod Council action 3.15.2018</b>	2017-18 Actual Income/Expenses YTD 1.31.2018	2018 Mission Plan SA adopted June 2017	2018 Budget with 2.5% salary inc/5% deans	2019 Mission Plan with 1.6% salary for SC Action
	<b>INCOME</b>				
5111	MISSION COMMITMENTS & Bish Appeal % to be forwarded to churchwide	\$ 1,114,095 42%	\$ 1,135,000 42%	\$ 1,124,000 42%	\$ 1,100,000 42%
5112	Extra Support Income/supply preaching income % to be forwarded to churchwide	\$ 1,700 50%	\$ 2,200 0%	\$ 2,200 0%	\$ 2,200 0%
5113	Extra Appeal - Congreg (10/90 ELCA split)	\$ -	\$ 4,750	\$ 4,750	\$ -
5115	Bishop's Appeal (Individuals + 5261)	\$ -	\$ 6,000	\$ 4,975	\$ 4,975
5116	Bishop's Challenge	\$ -	\$ 200	\$ -	\$ -
	<b>Total MISSION SUPPORT</b>	<b>\$ 1,115,795</b>	<b>\$ 1,148,150</b>	<b>\$ 1,135,925</b>	<b>\$ 1,107,175</b>
	<b>INTEREST AND DIVIDENDS</b>				
5511	General Fund Interest (Operating)	\$ 230	\$ 300	\$ 300	\$ 300
5526	Other Interest Income	\$ -	\$ 500	\$ -	\$ -
5538	Weiskotten Memorial Fund	\$ 133	\$ 135	\$ 135	\$ 135
5539	Martin Luther Kling Fund	\$ 324	\$ 320	\$ 320	\$ 320
5543	Charles Gray Fund unrestricted	\$ 5,323	\$ 5,150	\$ 5,610	\$ 5,610
5553	Synodical Memorial Fund unrestricted	\$ 387	\$ 385	\$ 385	\$ 385
5554	Church Extension Fund	\$ 2,058	\$ 1,925	\$ 2,058	\$ 2,058
5555	Redeemer Buffalo Fund unrestricted	\$ 1,827	\$ 1,825	\$ 1,825	\$ 1,825
5556	Minden Church Fund unrestricted	\$ 99	\$ 100	\$ 200	\$ 200
5557	St. Mark/Our Saviour Fund unrestricted	\$ 1,341	\$ 1,335	\$ 1,335	\$ 1,335
5559	Christ Buffalo Fund unrestricted	\$ 3,416	\$ 3,395	\$ 3,415	\$ 3,415
5715	Eugene Kreider Dr. Memorial Fund	\$ 47	\$ 50	\$ 50	\$ 50
5739	First English Schenectady Fund unrestricted	\$ 982	\$ 975	\$ 975	\$ 975
	Subtotal Interest and Dividends	\$ 16,168	\$ 16,395	\$ 16,608	\$ 16,608
	<b>OTHER GENERAL FUND INCOME</b>				
5534	Other Grant income (Includes DEM grant)	\$ 12,486	\$ 12,000	\$ 12,000	\$ 12,000
5537	Comm. Staff (serving others - net)	\$ -	\$ 350	\$ 350	\$ -
5540	Reimb for shared staff	\$ 15,572	\$ -	\$ -	\$ -
5549	Miscellaneous	\$ 111	\$ 200	\$ 200	\$ 200
5560	Custodial Fees on Investing for others	\$ 4,898	\$ 5,000	\$ 5,000	\$ 5,000
	Subtotal Other General Fund Income	\$ 33,067	\$ 17,550	\$ 17,550	\$ 17,200
	<b>EXTRA-BUDGETARY INCOME</b>				
5519	Bishop's discretionary income	\$ 3,529	\$ 4,500	\$ 4,500	\$ 4,500
5269	Bishop's Convocation	\$ -	\$ 1,600	\$ -	\$ -
	Subtotal Extra-budgetary Income	<b>\$ 3,529</b>	<b>\$ 6,100</b>	<b>\$ 4,500</b>	<b>\$ 4,500</b>
	<b>TOTAL GENERAL FUND INCOME</b>	<b>\$ 1,168,559</b>	<b>\$ 1,188,195</b>	<b>\$ 1,174,583</b>	<b>\$ 1,145,483</b>

## **SYNOD ASSEMBLY RESOLUTIONS—JUNE 2018**

### SA18 RESOLUTION #1 RE: 2019 MISSION PLAN Continued

Acct. No.	<b>2019 Mission Plan for Synod Council action 3.15.2018</b>	2017-18 Actual Income/Expenses YTD 1.31.2018	2018 Mission Plan SA adopted June 2017	2018 Budget with 2.5% salary inc/5% deans	2019 Mission Plan with 1.6% salary for SC Action
	EXPENSES				
6001	Mission Support - ELCA	\$ 460,583	\$ 476,700	\$ 472,080	\$ 462,000
6002	ELCA Extra Support Expense	\$ -	\$ 475	\$ 475	\$ -
	<b>TOTAL MISSION SUPPORT EXPENSE</b>	<b>\$ 460,583</b>	<b>\$ 477,175</b>	<b>\$ 472,555</b>	<b>\$ 462,000</b>
	CONGREGATIONAL LIFE MINISTRIES				
	RESOURCE TEAMS/MATERIALS				
6110	Faith Formation Team and Materials	\$ -	\$ -	\$ 400	\$ 400
6119	Stewardship(Generosity) Team Exp. and Materials	\$ 211	\$ -	\$ 500	\$ 500
	Sub-Total - Resource Teams/Materials	\$ 211	\$ -	\$ 500	\$ 900
	OUTDOOR MINISTRY				
6131	Vanderkamp Center	\$ 13,500	\$ 13,500	\$ 12,000	\$ 12,000
6132	Lake Chautauqua Lutheran Center	\$ 15,000	\$ 15,000	\$ 14,000	\$ 14,000
	Sub-Total - Outdoor Ministry Grants	\$ 28,500	\$ 28,500	\$ 26,000	\$ 26,000
	<b>TOTAL - CONGREGATIONAL LIFE</b>	<b>\$ 28,711</b>	<b>\$ 28,500</b>	<b>\$ 26,500</b>	<b>\$ 26,900</b>
	CAMPUS MINISTRY				
6211	Albany, Lutheran Campus Ministry	\$ 8,360	\$ 8,360	\$ 8,360	\$ 8,360
6213	Buffalo, Inter-Lutheran Commission on Campus Min	\$ 3,580	\$ 8,360	\$ 8,360	\$ 8,360
6215	Ithaca, St. Luke	\$ 12,274	\$ 8,360	\$ 8,360	\$ 8,360
6216	Rochester, Inter Lutheran Agency for Campus Min	\$ 3,580	\$ 8,360	\$ 8,360	\$ 8,360
6217	Syracuse, Council of Lutheran Campus Ministry	\$ 9,031	\$ 8,360	\$ 8,360	\$ 8,360
	<b>TOTAL - CAMPUS MINISTRY</b>	<b>\$ 36,825</b>	<b>\$ 41,800</b>	<b>\$ 41,800</b>	<b>\$ 41,800</b>
	GLOBAL MISSION/HUNGER				
6302	Hunger Team Expenses	\$ 350	\$ 350.00	\$ 350	\$ 350
6304	Global Mission Covenant Exchange	\$ 1,000	\$ 1,000.00	\$ 1,000	\$ 1,000
	<b>TOTAL - GLOBAL MISSION</b>	<b>\$ 1,350</b>	<b>\$ 1,350</b>	<b>\$ 1,350</b>	<b>\$ 1,350</b>
	MINISTRY				
	CARE OF CANDIDATES (healthy leaders)				
6401	First Candidate Interviews	\$ -	\$ -	\$ -	\$ -
6403	Career Evaluation - Candidates	\$ 2,500	\$ 3,000	\$ 3,000	\$ 3,000
6404	Candidate Background Screening	\$ 1,285	\$ 2,000	\$ 2,000	\$ 2,000
6405	Candidacy Committee	\$ 5,321	\$ 5,000	\$ 5,000	\$ 5,000
6409	Miscellaneous	\$ 178	\$ 250	\$ 250	\$ 250
	Sub-Total - Care of Candidates	\$ 9,284	\$ 10,250	\$ 10,250	\$ 10,250

## SYNOD ASSEMBLY RESOLUTIONS—JUNE 2018

### SA18 RESOLUTION #1 RE: 2019 MISSION PLAN Continued

Acct. No.	<b>2019 Mission Plan for Synod Council action 3.15.2018</b>	2017-18 Actual Income/Expenses YTD 1.31.2018	2018 Mission Plan SA adopted June 2017	2018 Budget with 2.5% salary inc/5% deans	2019 Mission Plan with 1.6% salary for SC Action
	Care of Rostered Ministers (healthy leaders)				
6421	Call Process - Interviews	\$ -	\$ 300	\$ 300	\$ 300
6422	Welcoming Event	\$ 989	\$ 1,200	\$ 1,200	\$ 1,200
6423	Career Evaluation - Rostered Ministers	\$ -	\$ 750	\$ 750	\$ 750
6426	Coach Trg - Developers/Redevelopers	\$ -	\$ 500	\$ 500	\$ 500
6427	Staff Conf/Mtgs. with Rostered Ministers	\$ 1,284	\$ 1,000	\$ 1,000	\$ 1,000
6431	Intentional Interim Training & Inservice	\$ 645	\$ 1,450	\$ 1,450	\$ 1,450
6432	Moving Assistance	\$ -	\$ 500	\$ -	\$ -
	Sub-Total - Care of Rostered Ministers	\$ 2,918	\$ 5,700	\$ 5,200	\$ 5,200
	Seminary Support				
6441	United Lutheran Seminary Grant	\$ 7,300	\$ 7,300	\$ 8,000	\$ 8,000
	Sub-Total - Seminary Support	\$ 7,300	\$ 7,300	\$ 8,000	\$ 8,000
	<b>TOTAL - MINISTRY</b>	<b>\$ 19,503</b>	<b>\$ 23,250</b>	<b>\$ 23,450</b>	<b>\$ 23,450</b>
	NEW/RENEWING CONGREGATIONS				
6545	Challenge Grants - New	\$ -	\$ 5,800	\$ 8,900	\$ 8,900
6581	Christ the King, Vestal (Redevelopment)	\$ 4,000	\$ 3,000	\$ 3,000	\$ 3,000
6582	W. Rensselaer County Parish (renewal)	\$ 2,000	\$ 2,000	\$ 3,500	\$ 3,500
6583	Yeshuran - Buffalo (new)	\$ 2,500	\$ 5,000	\$ -	\$ -
6584	South Wedge Mission	\$ 7,000	\$ 5,000	\$ 5,000	\$ 5,000
6585	Urban Ministry First English, Syracuse	\$ -	\$ -	\$ -	\$ -
6590	Syracuse Urban Ministry/Appleseed - Atonement	\$ 4,600	\$ 4,600	\$ 5,000	\$ 5,000
6593	Maritime Ministry	\$ 400	\$ 400	\$ 400	\$ 400
	<b>TOTAL - NEW/RENEWING CONGREGATIONS</b>	<b>\$ 20,500</b>	<b>\$ 25,800</b>	<b>\$ 25,800</b>	<b>\$ 25,800</b>
	COMMUNICATION SERVICES				
6805	Upstate Update - access fees (Constant Contact)	\$ 546	\$ 575	\$ 575	\$ 575
6806	Website & Domain Fees	\$ 384	\$ 125	\$ 390	\$ 390
6825	Zoom Meeting	\$ 662	\$ 225	\$ 225	\$ 225
6831	Computer Security (Carbonite)	\$ 370	\$ 525	\$ 525	\$ 525
	<b>TOTAL - COMMUNICATION SERVICES</b>	<b>\$ 1,962</b>	<b>\$ 1,450</b>	<b>\$ 1,715</b>	<b>\$ 1,715</b>

## **SYNOD ASSEMBLY RESOLUTIONS—JUNE 2018**

### SA18 RESOLUTION #1 RE: 2019 MISSION PLAN Continued

Acct. No.	<b>2019 Mission Plan for Synod Council action 3.15.2018</b>	2017-18 Actual Income/Expenses YTD 1.31.2018	2018 Mission Plan SA adopted June 2017	2018 Budget with 2.5% salary inc/5% deans	2019 Mission Plan with 1.6% salary for SC Action
	SYNOD COUNCIL & COMMITTEES				
7301	Synod Council Meeting Expense	\$ 3,329	\$ 3,300	\$ 3,300	\$ 3,300
7302	Synod Council Background Checks	\$ -	\$ 350	\$ 350	\$ 450
7331	Lutheran Archives Center Grant	\$ 650	\$ 650	\$ 2,500	\$ 2,500
	<b>TOTAL - SYNOD COUNCIL &amp; COMMITTEES</b>	<b>\$ 3,979</b>	<b>\$ 4,300</b>	<b>\$ 6,150</b>	<b>\$ 6,250</b>
	CARE OF CONGREGATIONS				
7339	Mission Interpret Trg travel reimbursemt	\$ -	\$ 100	\$ -	\$ -
7344	Conflict & Healing Program Expense	\$ -	\$ 350	\$ 350	\$ 350
7345	Mission Regional Renewal Team Mtgs	\$ 75	\$ 300	\$ 300	\$ 300
7348	Mission in Transition Training	\$ -	\$ -	\$ -	\$ -
7349	Mission in Transition Cong Services	\$ -	\$ -	\$ -	\$ -
	<b>TOTAL-CARE OF CONGREGATIONS</b>	<b>\$ 75</b>	<b>\$ 750</b>	<b>\$ 650</b>	<b>\$ 650</b>
	MINISTRY OF THE BISHOP				
	Pastoral Staff Compensation				
7401	Pastoral Staff Salaries	\$ 178,015	\$ 207,769	\$ 200,843	\$ 200,287
7402	Pastoral Staff Housing Allowances	\$ 57,517	\$ 53,800	\$ 67,600	\$ 67,600
	Sub-Total - Pastoral Staff Compensation	\$ 235,532	\$ 261,569	\$ 268,443	\$ 267,887
	Pastoral Staff Benefits				
7411	Social Security Allowances	\$ 10,327	\$ 14,711	\$ 12,875	\$ 12,997
7412	ELCA Pension/Other Benefits Program	\$ 46,016	\$ 56,111	\$ 51,107	\$ 51,514
7413	Health Reimbursement Arrangement	\$ 3,138	\$ 7,200	\$ 4,800	\$ 4,800
7416	Workers' Compensation Insurance	\$ 1,956	\$ 1,650	\$ 2,000	\$ 2,000
7417	Disability Benefits Law Insurance	\$ 269	\$ 115	\$ 135	\$ 135
	Sub-Total - Pastoral Staff Benefits	\$ 61,706	\$ 79,787	\$ 70,917	\$ 71,445
	Pastoral Staff - Other Costs				
7430	Miscellaneous Professional Expenses	\$ -	\$ 200	\$ 200	\$ 200
7431	Memberships/Subscriptions/Publications/Books	\$ 19	\$ 225	\$ 225	\$ 225
7432	Staff Continuing Education Events	\$ 2,024	\$ 2,500	\$ 3,040	\$ 3,040
7436	Natural Systems Academy	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
	Sub-Total - Pastoral Staff - Other Costs	\$ 5,043	\$ 5,925	\$ 6,465	\$ 6,465

## **SYNOD ASSEMBLY RESOLUTIONS—JUNE 2018**

### SA18 RESOLUTION #1 RE: 2019 MISSION PLAN Continued

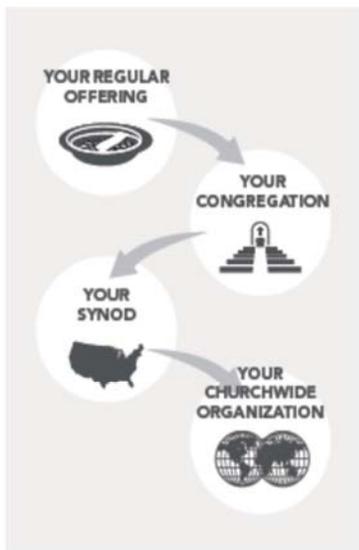
<u>Acct.</u> <u>No.</u>	<b>2019 Mission Plan for Synod Council action 3.15.2018</b>	2017-18 Actual Income/Expenses YTD 1.31.2018	2018 Mission Plan SA adopted June 2017	2018 Budget with 2.5% salary inc/5% deans	2019 Mission Plan with 1.6% salary for SC Action
	Pastoral Staff - Travel				
7451	Bishop	\$ 6,935	\$ 7,000	\$ 7,000	\$ 7,000
7453	Assistant - Amsterdam	\$ 57	\$ -	\$ -	
7455	Assistant - DEM	\$ 4,428	\$ 3,000	\$ 4,600	\$ 4,600
7456	PT Other Pastoral Staff Travel Exp.	\$ 6,887	\$ 4,000	\$ 5,500	\$ 10,000
7457	Assistant - Candidacy	\$ 3,699	\$ 7,000	\$ 4,200	\$ 4,200
7459	Faith Formation Director Travel	\$ 366	\$ 2,500	\$ 2,500	\$ 5,000
7461	Auto - Bishop	\$ 9,071	\$ 7,000	\$ 7,000	\$ 9,000
7463	Auto - Amsterdam Assistant	\$ 1,205	\$ 550	\$ -	
7465	Auto - Assistant - DEM	\$ 7,880	\$ 7,200	\$ 7,000	\$ 8,000
7469	Pastoral Staff Automobile Insurance	\$ 1,903	\$ 2,093	\$ 2,693	\$ 2,700
	Sub-Total - Pastoral Staff - Travel	\$ 42,431	\$ 40,343	\$ 40,493	\$ 50,500
	Other Resources				
7481	Bishop's Discretionary Fund (net)	\$ 2,438	\$ 4,500	\$ 4,000	\$ 4,500
	Sub-Total - Other Resources	\$ 2,438	\$ 4,500	\$ 4,000	\$ 4,500
	<b>TOTAL - MINISTRY OF THE BISHOP</b>	<b>\$ 347,149</b>	<b>\$ 392,124</b>	<b>\$ 390,318</b>	<b>\$ 400,798</b>
	NORTH EAST REGION				
7501	North East Region Grant	\$ 440	\$ 7,500	\$ -	\$ -
7503	Leadership Guild and Other Regional Expenses	\$ -	\$ -	\$ 4,000	\$ 4,000
	<b>TOTAL - NORTH EAST REGION</b>	<b>\$ 440</b>	<b>\$ 7,500</b>	<b>\$ 4,000</b>	<b>\$ 4,000</b>
	ECUMENICAL AFFAIRS				
7601	NY State Council of Churches Grant	\$ 10,500	\$ 10,500	\$ 10,500	\$ 10,500
	<b>TOTAL - ECUMENICAL AFFAIRS</b>	<b>\$ 10,500</b>	<b>\$ 10,500</b>	<b>\$ 10,500</b>	<b>\$ 10,500</b>
	SYNOD OFFICE				
	Office Staff Salaries				
7701	Office Staff	\$ 96,366	\$ 93,788	\$ 93,786	\$ 95,287
	Sub-Total - Office Staff Salaries	\$ 96,366	\$ 93,788	\$ 93,786	\$ 95,287

# SYNOD ASSEMBLY RESOLUTIONS—JUNE 2018

## SA18 RESOLUTION #1 RE: 2019 MISSION PLAN Continued

Acct. No.	<b>2019 Mission Plan for Synod Council action 3.15.2018</b>	2017-18 Actual Income/Expenses YTD 1.31.2018	2018 Mission Plan SA adopted June 2017	2018 Budget with 2.5% salary inc/5% deans	2019 Mission Plan with 1.6% salary for SC Action
	Professional Services				
6910	Computer Consulting Expense	\$ -	\$ 500	\$ 1,250	\$ -
6913	Audit Expense	\$ 15,750	\$ 16,000	\$ 16,000	\$ 16,000
6917	Computer software support/ACS(finance)	\$ 1,737	\$ 1,500	\$ 1,500	\$ 1,500
6920	HR One consulting Expense	\$ 3,730	\$ 1,500	\$ 1,500	\$ 1,500
6921	Benefit Resource - health reimbursement acct fee	\$ 975	\$ 975	\$ 975	\$ 975
7760	Background Checks - Staff & Deans	\$ 81	\$ 275	\$ 275	\$ 250
7764	Shared Risk Fund - ELCA	\$ -	\$ 1,290	\$ 1,290	\$ 1,290
7768	Legal/Professional Fees	\$ 620	\$ 1,200	\$ 1,200	\$ 500
7770	Bank Service Charge Expense	\$ 1,015	\$ 1,200	\$ 1,200	\$ 1,200
7771	Multi-Peril Liability	\$ 3,462	\$ 3,635	\$ 3,945	\$ 3,945
7772	Umbrella Liability	\$ 1,629	\$ 1,750	\$ 1,750	\$ 1,750
	Sub-Total - Professional Services	\$ 28,999	\$ 29,825	\$ 30,885	\$ 28,910
	<b>TOTAL - SYNOD OFFICE</b>	<b>\$ 221,381</b>	<b>\$ 221,658</b>	<b>\$ 212,679</b>	<b>\$ 216,482</b>
	EXTRA-BUDGETARY EXPENSE (incl loss on auto, faces, misc.)				
7802	loss on disposal of computers	\$ -	\$ -	\$ -	\$ -
7804	Bishop's Convocation Expenses	\$ -	\$ 750	\$ -	\$ -
7805	Loss on sale of vehicle(s)	\$ -	\$ -	\$ -	\$ -
7897	Special event expenses	\$ 1,044	\$ -	\$ -	\$ -
	<b>Total EXTRA BUDGETARY EXPENDITURES</b>	<b>\$ 1,044</b>	<b>\$ 750</b>	<b>\$ -</b>	<b>\$ -</b>
	<b>TOTAL - EXPENSES</b>	<b>\$ 1,154,002</b>	<b>\$ 1,236,907</b>	<b>\$ 1,217,467</b>	<b>\$ 1,221,695</b>
	NET GAIN (LOSS)	<b>\$ 14,557</b>	<b>\$ (48,712)</b>	<b>\$ (42,884)</b>	<b>\$ (76,211)</b>

### WHERE DOES MY OFFERING GO



In 2015, members of 9,300 congregations in the United States and Caribbean gave **\$1.75 billion** in regular offerings to support ELCA ministries in their local communities and worldwide.

When members give through their **congregations**, a percentage of that money is then shared with the local **synod** and the national **churchwide organization**.

Of the \$1.75 billion total, the churchwide organization received **\$47.1 million**, or **2.7 percent** of the total regular offerings to ELCA congregations in 2015. This represents the largest portion of the ELCA churchwide organization's current operating budget of \$69 million, which includes additional income from investments, bequests and trusts, grants, and certain designated offerings.\* This unrestricted giving, called Mission Support, gives us both the foundation and the fuel to do God's work in the world.

\*Designated offerings included in the operating budget are your gifts to ELCA Vision for Mission and ELCA Global Church Sponsorship. ELCA World Hunger, the ELCA Malaria Campaign and Lutheran Disaster Response operate their own annual budgets exclusively from ELCA members' designated offerings each year.

## **SYNOD ASSEMBLY RESOLUTIONS—JUNE 2018**

### **2019 MISSION PLAN ASSUMPTIONS & CLARIFICATIONS**

2019 Mission Plan Assumptions seek to support the health and wellness of our congregations and our synod as we continue to grow into what God is calling us to under the leadership of our bishop; and to affirm and strengthen our ability to walk together in ministry and sharing of the gospel so that others know we are Grounded in Christ Jesus, Growing in our Witness, Giving of our Bounty and Graced for the World.

#### Income related:

- Mission Support from congregations reduced to \$1,100,000 based on Mission Income Trend Line.
- Maintain the Mission Commitment to ELCA of 42%
- Continued implementation of the Generosity Project by the Stewardship and Regional Renewal Tables.
- Anticipate that interest/dividend income will maintain and possibly slightly increase
- Anticipates the continuation of the Evangelical Outreach and Congregational Mission grant from the ELCA at the adjusted 2017 level of \$10,000 in support of Director of Evangelical Mission (DEM) position.
- That the Bishop's Appeal will support at least a portion of the operating budget. As agreed upon by Bishop, the \$4,975 budget increase for Campus Ministry that brings the programs to their agreed upon level for 2018, will come from the Bishop's appeal. Balance of appeal revenue will be designated elsewhere.

#### Expense related:

- Increases in health care costs for staff tempered by both staffing adjustments and staff age related health care costs
  - \*Health care costs through Portico Benefit Services for 2018 increased a minimum of 5% for all ELCA Primary health plan participants and 7% for ELCA Medicare Primary health plan participants plus an additional 2%/participant due to person being one year older.
- Reflects maintaining contract with Benefit Resources to manage our employee health reimbursement arrangement for 2019 (line 6921).
- Reflects staffing changes as we live into new ministries including Faith Formation and the Generosity Project:
  - \*Maintain the increase to 1/2 time position from 1/3 time by Assistant to Bishop for Candidacy that was effective in spring 2017 as she picked up mobility duties from retiring Assistant, Rev. Dave Preisinger.
  - \*Addition of Faith Formation Director at 27 hours/week, the adjusted level as determined in early FY 2017.
  - \*Transition of Assistant to the Bishop for Operations position from PT at 15 hrs./week, which did not include Assembly planning coordination, to PT at 20 hrs./week including the coordination of synod assembly. This transition took effect with the retirement of Patsy Glista and hiring of Michelle Josephson to the position.
- ♦ Maintains 2018 grant levels except as noted:

## **SYNOD ASSEMBLY RESOLUTIONS—JUNE 2018**

### **2019 MISSION PLAN ASSUMPTIONS & CLARIFICATIONS-continued**

- \*Vanderkamp \$12,000 (line 6131) down from 2018 Mission Plan by \$1,500
- \*LCLC \$14,000 (line 6132) down from 2018 Mission Plan by \$1,000
- \*NY Council of Churches at \$10,500 (line 7601)
- \*Northeast Region (line 7501) has been zeroed out from the \$7,500 indicated in the 2018 Mission Plan which was down from previous level of \$9,000. Presently the synod is not providing any financial support following decisions by the Conference of Bishops and the bishops of Regions 7 and 8. A new line (7503) has been added and \$4,000 allocated toward regional related expenses that the synod will now need to cover including the cost of the annual Leadership Guild for first call ministers.
- \*United Lutheran Seminary (formerly LTSP/LTSG) \$8,000 (line 6441), an increase of \$700 over the 2018 Mission Plan amount. At the bishop's recommendation line 6432 – Moving Assistance, was zeroed out and that \$500 moved to ULS. An additional \$200 was added to bring the ULS grant up to an even \$8,000.
- \*Outreach grants in amount of \$25,800 (lines 6545 – 6599) with the following adjustments as requested by the DEM:
  - ^Yeshuran, Buffalo has closed so no grant funds are allocated
  - ^West Central Rensselaer County Parish - \$3,500, an increase of \$1,500 above the 2018 Mission Plan due to the parish's late start in 2017 and late arrival of the redevelopment pastor in fall 2017. (Amount of grant is to decrease in 2020)
  - ^Christ the King, Vestal - \$3,000 (a decrease of \$1,000 from their first year 2017 amount of \$4,000)
  - ^South Wedge Mission - \$5,000 ( a decrease of \$2,000 from previous years' grant amounts)
  - ^Atonement, Syracuse –\$5,000 – supporting the Wednesday night ministry being led by ecumenical partner Minister of Word and Sacrament. (increase of \$400 indicated in 2018 Mission Plan)
  - ^Balance of Outreach grant funds, \$8,900 (line 6545 – Challenge grants), remains in the budget for future use for new redevelopment/development needs.
- Reflects the increase agreed to by Campus Ministry programs in October 2016 and the goal of equitable funding in FY 2018 at \$8,360 per ministry.
- Provides for synod staff compensation increase of 1.6% based on the increase in the CPI from January 2017 to January 2018 of 1.6%
  - \*\*Over the last 12 months, the Northeast all items CPI-U increased 1.6 percent, due largely to an advance in the all items less food and energy index, up 1.1 percent. "*  
*Reference - [https://www.bls.gov/regions/mid-atlantic/news-release/consumerpriceindex\\_northeast.htm](https://www.bls.gov/regions/mid-atlantic/news-release/consumerpriceindex_northeast.htm)*
- Continues support of the synod's participation in the ELCA's Natural Systems Academy which began in Oct. 2015, including contract with Rev. Greg Tennermann as program coordinator (1/4 time) and the related training costs of \$3,000 annually (line 7436). 4-year pilot ends Sept. 30, 2019. In 2017 and 2018 others will be trained in both Natural Systems and Healthy Congregations. The costs for the trainings are being funded through the synod's Lay Leadership and Sheila Penney funds.

## **SYNOD ASSEMBLY MEMORIAL—JUNE 2018**

### **SA18 Memorial #1 RE: Towards an Open and Healthy Articulation of Human Sexuality as received from the Hudson Mohawk Conference.**

TWO-THIRDS NEEDED FOR ADOPTION

#### **The Synod Council, having considered the recommendation of the Synod Council ad hoc Reference and Counsel Task Force, at its meeting on March 16-17, 2018 adopted the following recommendation:**

The Ad Hoc Committee recommends approval with minor change: We suggest making the second “be it therefore” the first. Rationale is that it puts the affirmation first the action steps second. We recommend the striking of the third resolution for focus and clarity. The resolved would then be as below.:

1. To affirm the work of the ELCA Justice for Women Program and the ELCA Task Force on Women and Justice in the development of a draft social statement;
2. To undertake the necessary studies and procedures to develop replacements for Visio and Expectations & Definitions and Guidelines for Discipline with new documents and related Processes that cast a more complete vision of healthy expressions of human sexuality centered On openness and trust both within and outside the institution of marriage.

Approved by Synod Council 3/16-17/2018 Action #SC18.03.14 To request Assembly Reference & Counsel Committee to amend the Exhibit as follows: exchange numbers 1 and 2, strike number 3, and move the Exhibit to Assembly to memorialize the Synod Council of the ELCA.

#### **Original Resolution received from the Hudson Mohawk Conference**

Building off the longtime work of social activist Tarana Burke and in the wake of numerous Sexual misconduct allegations against prominent men in a variety of professions, the #MeToo Movement has prophetically called our society towards a time of cultural reckoning regarding widespread misogynistic behavior. As this movement has progressed, conversations have evolved around what constitutes healthy expressions of human sexuality. In such times, Christ’s Church and specifically the Evangelical Lutheran Church in America (ELCA), has a role to play in both casting an alternative moral vision to pervasive misogyny and articulating an open and healthy vision of human sexuality.

While the ELCA’s 2009 Social Statement Human Sexuality: Gift and Trust and the 2016 Social Message Gender & Violence, go a long way towards articulating a vision for a healthy human sexuality grounded in trust, unnecessary barriers remain to living out this mission, especially in our current social context. We are called to minister in a country where the vast majority (some studies would go as high as 95%) of adults have engaged in non-marital sex,<sup>1</sup> a rapidly increasing percentage of first marriages now grow out of committed couples choosing to cohabitate,<sup>2</sup> and the body of sociological research affirms that healthy expressions of human sexuality can take place

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<sup>1</sup>Finer, Lawrence B. Trends in Premarital Sex in the United States, 1954-2003, Public Health Rep. 2007 Jan-Feb; 122(1): 73-78

<sup>2</sup>Copen CE, Daniels K, Mosher WD. First premarital cohabitation in the United States: 2006-210 National Survey of Family Growth. National health statistics reports; no 64. Hyattsville, MD: National Center for Health Statistics. 2013.

## **SYNOD ASSEMBLY MEMORIAL—JUNE 2018**

### **SA18 Memorial #1 RE: Towards an Open and Healthy Articulation of Human Sexuality as received from the Hudson Mohawk Conference.—continued**

in long-term, committed, monogamous relationships both within and outside the institution of marriage.<sup>3</sup>

In such a context, one of many barriers towards articulating a vision for a healthy human sexuality, starting with the lives of rostered leaders, is the current use of *Vision and Expectations*, a document seen by many as born not out of a sense of trust and faithful articulation of appropriate conduct, but rather out of an attempt to prevent non-celibate gay and lesbian people from entering rostered ministry in 1990.<sup>4</sup> The use of *Vision and Expectations*, along with the specific wording of a related document, *Definitions and Guidelines for Discipline*, contributes to a “don’t ask, don’t tell” culture of distrust regarding expressions of human sexuality amongst rostered Leaders, candidates for rostered ministry and their respective faith communities and candidacy committees.

The climate of distrust and silence around rostered leaders’ healthy expression of human sexuality in long-term committed and monogamous relationships both within and outside the institution of marriage has inhibited our church’s ability to speak prophetically and live out an open and healthy vision of human sexuality. In such a climate, it must be further acknowledged, undue burdens and ambiguities are disproportionately placed on women and LGBTQ-identifying persons who are rostered leaders and candidates for rostered ministry, as well as their respective partners or spouses.

We, the Ministerium of the Hudson-Mohawk Conference, therefore offer the following memorial for consideration by the 2018 Assembly of the United States.

Whereas we live in a time and place where casting a healthy and open vision for human sexuality in word and deed, both within and outside the institution of marriage, is of dire importance;

Whereas the 2009 ELCA Social Statement *Human Sexuality: Gift and Trust* recognizes a spectrum where “physical intimacy should be carefully matched to degrees of growing affection and commitment” (page 31);

Whereas the 2009 ELCA Social Statement *Human Sexuality: Gift and Trust* also states “some cohabitation arrangements can be constructed in ways that are neither casual nor intrinsically unstable” and recognizes the social forces at work leading to such arrangements (page 33);

Whereas an expanding body of sociological research affirms that healthy expressions of human sexuality can take place in long-term, committed, monogamous relationships both within and outside the institution of marriage;

Whereas the current use of *Vision and Expectations*, along with that of a related document, *Definitions and Guidelines for Discipline*, contributes to a “don’t ask, don’t tell” culture of distrust regarding expressions of human sexuality amongst rostered leaders, candidates for rostered ministry and their respective faith communities and candidacy committees;

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<sup>3</sup>Firestone, R.W Firestone, L.A., & Catlett, J. Sex and love in intimate relationships, Washington DC: Americal Psychological Association. 2006.

<sup>4</sup>Vaghts, Amalia. A Short History of Vision and Expectations. Extraordinary Lutheran Ministries. July 2017. [www.elm.org/2017/07/13/a-short-history-of-vision-and-expectations](http://www.elm.org/2017/07/13/a-short-history-of-vision-and-expectations).

## **SYNOD ASSEMBLY MEMORIAL—JUNE 201**

### **SA18 Memorial #1 RE: Towards an Open and Healthy Articulation of Human Sexuality as received from the Hudson Mohawk Conference.—continued**

Be it resolved, that the Upstate New York Synod memorializes the Church Council of the Evangelical Lutheran Church of America:

1. To undertake the necessary studies and procedures to develop replacements for *Vision and Expectations & Definitions and Guidelines for Discipline* with new documents and related processes that cast a more complete vision of healthy expressions of human sexuality centered on openness and trust both within and outside the institution of marriage;
2. To affirm the work of the ELCA Justice for Women Program and the ELCA Task Force on Women and Justice in the development of a draft social statement;
3. To develop the resources necessary to assist rostered leaders and congregations in casting an alternative moral vision to pervasive misogyny and articulating an open and healthy vision of human sexuality both within and outside the institution of marriage.

### **AMENDED MEMORIAL #1 RE: Towards an Open and Healthy Articulation of Human Sexuality as received from the Hudson Mohawk Conference.**

Building off the longtime work of social activist Tarana Burke and in the wake of numerous Sexual misconduct allegations against prominent men in a variety of professions, the #MeToo Movement has prophetically called our society towards a time of cultural reckoning regarding widespread misogynistic behavior. As this movement has progressed, conversations have evolved around what constitutes healthy expressions of human sexuality. In such times, Christ's Church and specifically the Evangelical Lutheran Church in America (ELCA), has a role to play in both casting an alternative moral vision to pervasive misogyny and articulating an open and healthy vision of human sexuality.

While the ELCA's 2009 Social Statement Human Sexuality: Gift and Trust and the 2016 Social Message Gender & Violence, go a long way towards articulating a vision for a healthy human sexuality grounded in trust, unnecessary barriers remain to living out this mission, especially in our current social context. We are called to minister in a country where the vast majority (some studies would go as high as 95%) of adults have engaged in non-marital sex,<sup>1</sup> a rapidly increasing percentage of first marriages now grow out of committed couples choosing to cohabitate,<sup>2</sup> and the body of sociological research affirms that healthy expressions of human sexuality can take place

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## **SYNOD ASSEMBLY MEMORIAL—JUNE 2018**

### **SA18 Amended Memorial #1 RE: Towards an Open and Healthy Articulation of Human Sexuality as received from the Hudson Mohawk Conference.—continued**

in long-term, committed, monogamous relationships both within and outside the institution of marriage.<sup>3</sup>

In such a context, one of many barriers towards articulating a vision for a healthy human sexuality, starting with the lives of rostered leaders, is the current use of *Vision and Expectations*, a document seen by many as born not out of a sense of trust and faithful articulation of appropriate conduct, but rather out of an attempt to prevent non-celibate gay and lesbian people from entering rostered ministry in 1990.<sup>4</sup> The use of *Vision and Expectations*, along with the specific wording of a related document, *Definitions and Guidelines for Discipline*, contributes to a “don’t ask, don’t tell” culture of distrust regarding expressions of human sexuality amongst rostered Leaders, candidates for rostered ministry and their respective faith communities and candidacy committees.

The climate of distrust and silence around rostered leaders’ healthy expression of human sexuality in long-term committed and monogamous relationships both within and outside the institution of marriage has inhibited our church’s ability to speak prophetically and live out an open and healthy vision of human sexuality. In such a climate, it must be further acknowledged, undue burdens and ambiguities are disproportionately placed on women and LGBTQ-identifying persons who are rostered leaders and candidates for rostered ministry, as well as their respective partners or spouses.

We, the Ministerium of the Hudson-Mohawk Conference, therefore offer the following memorial for consideration by the 2018 Assembly of the United States.

Whereas we live in a time and place where casting a healthy and open vision for human sexuality in word and deed, both within and outside the institution of marriage, is of dire importance;

Whereas the 2009 ELCA Social Statement *Human Sexuality: Gift and Trust* recognizes a spectrum where “physical intimacy should be carefully matched to degrees of growing affection and commitment” (page 31);

Whereas the 2009 ELCA Social Statement *Human Sexuality: Gift and Trust* also states “some cohabitation arrangements can be constructed in ways that are neither casual nor intrinsically unstable” and recognizes the social forces at work leading to such arrangements (page 33);

Whereas an expanding body of sociological research affirms that healthy expressions of human sexuality can take place in long-term, committed, monogamous relationships both within and outside the institution of marriage;

Whereas the current use of *Vision and Expectations*, along with that of a related document, *Definitions and Guidelines for Discipline*, contributes to a “don’t ask, don’t tell” culture of distrust regarding expressions of human sexuality amongst rostered leaders, candidates for rostered ministry and their respective faith communities and candidacy committees;

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<sup>4</sup>Vaghts, Amalia. A Short History of Vision and Expectations. Extraordinary Lutheran Ministries. July 2017. [www.elm.org/2017/07/13/a-short-history-of-vision-and-expectations](http://www.elm.org/2017/07/13/a-short-history-of-vision-and-expectations).

## **SYNOD ASSEMBLY MEMORIAL—JUNE 2018**

### **SA18 Amended Memorial #1 RE: Towards an Open and Healthy Articulation of Human Sexuality as received from the Hudson Mohawk Conference.—continued**

Be it resolved, that the Upstate New York Synod memorializes the Church Council of the Evangelical Lutheran Church of America:

1. To affirm the work of the ELCA Justice for Women Program and the ELCA Task Force on Women and Justice in the development of a draft social statement;
2. To undertake the necessary studies and procedures to develop replacements for *Vision and Expectations & Definitions and Guidelines for Discipline* with new documents and related processes that cast a more complete vision of healthy expressions of human sexuality centered on openness and trust both within and outside the institution of Marriage.



# **BISHOP'S REPORT**

Bishop John Stanley Macholz Report to Synod Assembly 2018

## **CONGREGATIONS**

- I preached in twenty two congregations of this synod.

## **CONFERENCES**

- I visited in each conference with the Ministerium and a gathering of lay people at least once.
- During Holy Week I preached and presided at a Chrism Mass in each conference. Oil was blessed that was to be used during the coming year for Baptisms, Healing and Confirmation.
- Norma Malfatti and I visited each conference to share the 4 G's and where we hoped that would take us. Approximately 25-39 folks turned out for each of those.

## **SYNOD**

- Attended the Annual Synod Ministerium Retreat in September at Notre Dame in Canandaigua. Bishop Guy Irwin from California was with us to teach and lead us through Reformation history and realities. He was very well received and enjoyed.
- Attended the Annual Golf Tournament with 63 other folks who played along with another dozen and a half who volunteered from start to finish. Thanks to Keith Nickoloff for all of his hard work.
- Attended four different worship services focusing on the Reformation; Albany, Buffalo, Rochester and Binghamton. All were wonderfully unique in their own right and brought out wonderful crowds. Heard many positive comments.
- Assisted at one funeral for a pastor of the church. Ken Soderquist in Jamestown.
- Attended the Bishop's Convocation led by Bishop Marcus Lohrmann who led us through a deeper understanding of the Theology of the Cross and preaching.
- Met bi-monthly with the Pastoral Staff (Deans and Assistants)
- Met bi-monthly with the Bishop's Staff (Assistants and Office Staff)

## **REGION**

- Attended Region 7 Bishop's and Spouses retreat over Labor Day weekend.
- With great assistance from Pr. Gail Wolling and Pr. Lori Kochanski we held our first ever synodical "Leadership Guild" for first call pastors. This used to be on the regional level but when the Regional Coordinators were let go the region decided that each synod should do it on its own.
- Attended the Inauguration of President Theresa Latini as President of United Lutheran Seminary in Philadelphia and Gettysburg.

## **CHURCHWIDE**

- Attended two meetings of the Conference of Bishops in Chicago, skipping the Academy due to costs and family concerns.
- Attended two meetings of the ELCA Church Council as Liaison Bishop from Region 7
- Preached in Metro NYS for the 40<sup>th</sup> anniversary of Ordination for the Rev. Robert Rimbo, Bishop
- Acted as Interim Bishop for Metro NYS following the resignation of Bishop Robert Rimbo. Presided at an Ordination in the Metro New York Synod in the absence of the Bishop.
- Serve on the Synodical and Churchwide Relations Committee that acts as a connector between the Conference of Bishops and Churchwide organization
- Attended a training event for Community Organizing

In Him,





**Upstate New York Synod**  
**Evangelical Lutheran Church in America**  
God's work. Our hands.

**REPORT OF THE VICE PRESIDENT**  
**Synod Assembly**  
**June, 2018**

I offer with pleasure this summary report of the past year's activities as your synod vice president.

**Synod Council**

The vice president's principal responsibility is to facilitate the work of the synod council—conferring with the bishop regarding matters for attention by the synod council, establishing agendas, chairing meetings and following up on actions as appropriate. The synod council is a dynamic and effective body committed to the work of this church on our territory. The synod council held five regular meetings and one retreat last year.

**ELCA Synod Vice President's Gathering**

I served as the Region 7 planning-team representative to prepare for the annual ELCA vice presidents gathering which took place last fall at the churchwide offices in Chicago. We will meet again as a body in October.

**Campus Ministry Summit**

I met with Bishop Macholz, Rev. Brian E. Konkol, Dean of SU's Hendricks Chapel, and Rev. Sandy Damhof, campus pastor at Albany, in a summit meeting to discuss the present state of campus ministry, needs for the future, and how the synod can be a source of support.

**Synod Council Retreat**

In June, the synod council joined with deans and staff in retreat. Our time together, grounded in worship, focused on several areas: welcome and orientation for new council members, strategic planning, review of synod assembly actions.

**Synod Attorney**

Bishop Macholz and I meet periodically with our synod attorney, Jeffrey Human, to keep up to date and to gain familiarity with New York State religious corporation law as it relates to our synod. These conversations have been most helpful and we are most grateful for Jeff's ministry among us!

**Other**

I meet regularly with Bishop Macholz, treasurer Fred Risser, and secretary Rev. Debi Turley. I also meet, as availability allows, with the synod finance, investment and assembly planning committees. It has been a privilege to be invited into several congregations and to walk with them in their life together as people of God. I'm grateful to be nominated for an additional term as vice president, and, if elected, will serve with full devotion of heart and mind.

With gratitude,

## **TREASURER'S REPORT**

**June 2018**

A complete copy of the January 2018 CPA audited financial statements are included with the Pre-Assembly Documents found on the Synod's website. Please recognize that the full statements with the complete footnotes are needed to conduct an accurate financial review. Full printed copies of the Dermody, Burke and Brown, CPA report will be available upon request at the front desk during the Assembly. Dermody, Burke & Brown has certified the Synod's January 31, 2018 financial statements with an unmodified opinion. No material internal control deficiencies or negative managerial findings were reported.

Financial highlights for 2017 again included a strong cash position, no borrowed money, strong expense control resulting in a modest net income, positive net worth and relative financial stability. Unrestricted mission income was inconsistent during 2017 and once again trailed 2016 and prior years. Stewardship efforts have been focused on sustained and increased giving. Investment returns improved during 2017 and yielded greater net income to their fund beneficiaries. A strong commitment to Socially Responsible Investing has been introduced to the investment portfolio. Michelle Josephson has replaced Patsy Glista who retired in January 2018 as the Bishop's Assistant for operations, administration and finance.

My sincere thanks are given to the many individuals who have assisted me and provided wise counsel during my 16 years as the elected Treasurer of the Synod. Bishop John Macholz, Greg May, Tom Madden, Patsy Glista, Karen Eadon, Kathy Neugent and Michelle Josephson would only be a few of the many people who have been most helpful and considerate. During the next two years or until such time as a new officer can be identified, I will remain as the appointed Treasurer. I look forward to continuing with our established team and will endeavor to maintain a high level of voluntary financial oversight.

Thanks and appreciation are also extended to all congregations and individuals who have generously shared their financial resources with the Synod. Your giving has funded the Synod's many diverse ministries across Upstate New York. Special thanks with much gratitude for their support and regular participation in the management of Synod finances are given to volunteers Greg May, Tom Madden, Pr. Marlene Hyden, Sue Fayle and Jerry Burke. The Finance, Investment and Audit Committees have performed very well and have significantly contributed to the diligent supervision and solid financial management of this Synod. Please visit with the team in Rochester and attend one of the workshops to discuss or review any priorities or concerns.

Faithfully yours,  
F.E. Risser

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The Audit Committee of the Upstate New York Synod Council met with our auditor Jill Palmeter (Dermody, Burke and Brown) on April 13, 2018. We reviewed the audit and received an "unqualified opinion", which is what one always hopes for. This result is due to the hard work of Karen Eadon, Patsy Glista, and our Treasurer, Fred Risser.

Jill also gave us an overview of major changes in the not-for-profit law coming up in this fiscal year. Their firm is offering a seminar on these changes that a group from the finance committee and audit committees is attending in June, 2018. The auditor discussed concern for the continuation of good audit controls with the changes in staff and our treasurer and finance chairperson will be following up with that. Jill was also concerned that we have an IT audit done to ensure that we are not at risk for cyber crime. This is our last year with Jill Palmeter, as she is retiring over the summer of 2018. We will continue with Dermody, Burke and Brown but will just have a new person assigned to our audit.

Respectfully Submitted,

Michelle Josephson, Assistant to the Bishop for Operations

# **FEB. 1, 2017—JAN. 31, 2018 AUDITED FINANCIAL STATEMENTS**

## UPSTATE NEW YORK SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA

### AUDITED FINANCIAL STATEMENTS

#### STATEMENTS OF FINANCIAL POSITION

January 31, 2018 and 2017

	<b>ASSETS</b>	
	<b>2018</b>	<b>2017</b>
<b>CURRENT ASSETS</b>		
Cash and Cash Equivalents	\$ 454,538	\$ 406,459
Commitments Receivable	24,810	18,959
Other Assets	8,747	8,286
Investments	<u>2,238,946</u>	<u>2,023,175</u>
Total Current Assets	2,727,071	2,456,879
Property and Equipment, Net	<u>54,813</u>	<u>49,109</u>
<b>TOTAL ASSETS</b>	<b><u>\$ 2,761,914</u></b>	<b><u>\$ 2,505,988</u></b>
	<b>LIABILITIES AND NET ASSETS</b>	
<b>LIABILITIES</b>		
Accounts Payable	\$ 27,578	\$ 37,268
Accrued Payroll and Related Expenses	3,733	2,621
Deferred Revenue	149,296	145,599
Assets Held for Others	<u>1,044,880</u>	<u>963,075</u>
Total Liabilities	1,224,887	1,148,563
<b>NET ASSETS (DEFICIENCIES)</b>		
Unrestricted - Designated by Governing Body	642,375	588,565
Unrestricted - Undesignated	141,318	134,193
Unrestricted - Endowment Deficiency	<u>0</u>	<u>(28,849)</u>
Total Unrestricted	783,693	693,909
Temporarily Restricted	460,760	348,254
Permanently Restricted	<u>292,574</u>	<u>315,262</u>
Total Net Assets	<u>1,537,027</u>	<u>1,357,425</u>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b><u>\$ 2,761,914</u></b>	<b><u>\$ 2,505,988</u></b>

See notes to financial statements.

*A complete Dermody, Burke and Brown CPA financial statement including "Notes to Financial Statements" pages can be found on the synod website or by contacting the synod office at 315.299.4955*

# FEB. 1, 2017—JAN. 31, 2018 AUDITED FINANCIAL STATEMENTS

## UPSTATE NEW YORK SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA

### STATEMENT OF ACTIVITIES Fiscal Year Ended January 31, 2018

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
<b>General and Designated Mission Income</b>				
Congregational Mission Commitments	\$ 1,116,172	\$ 0	\$ 0	\$ 1,116,172
ELCA World Hunger and Other Special Appeals	189,709	0	0	189,709
Synodical Special Appeals	4,428	0	0	4,428
Grants and Other Receipts	34,455	127,122	1,550	163,127
Investment Income	17,946	16,766	220	34,932
Market Gain on Investments	63,615	50,273	0	113,888
Miscellaneous Income	5,426	0	0	5,426
Net Assets Released from Program Restrictions	70,295	(70,295)	0	0
<b>Total Income</b>	<b>1,539,026</b>	<b>123,866</b>	<b>1,770</b>	<b>1,664,662</b>
<b>General and Designated Mission Expenses</b>				
ELCA Mission Commitment	468,078	0	0	468,078
ELCA World Hunger and Other Special Appeals	189,709	0	0	189,709
Synodical Special Appeals	4,428	0	0	4,428
Directed Synod Funds Expenditures	121,885	0	0	121,885
<b>Synodical Operating Expenses:</b>				
Congregational Ministries	29,448	0	0	29,448
Education and Global Mission	38,175	0	0	38,175
Ministry	12,702	0	0	12,702
Secretary Support	7,200	0	0	7,200
Outreach/Ministries	20,500	0	0	20,500
Construction Services	930	0	0	930
Financial Support	18,832	0	0	18,832
Synod Council	3,139	0	0	3,139
Ministry of the Bishop	316,821	0	0	316,821
North East Region VII	642	0	0	642
Ecumenical Affairs	11,150	0	0	11,150
Synod Offices	198,154	0	0	198,154
Insurance/Legal	6,187	0	0	6,187
<b>Total Synodical Operating Expenses</b>	<b>663,990</b>	<b>0</b>	<b>0</b>	<b>663,990</b>
<b>Total Expenses</b>	<b>1,485,090</b>	<b>0</b>	<b>0</b>	<b>1,485,090</b>
Change in Net Assets	53,968	123,866	1,770	179,602
Net Asset Transfers	6,869	(6,869)	0	0
Endowment Deficiency Write-Downs	24,458	0	(24,458)	0
Net Asset Reclassification	4,391	(4,391)	0	0
Net Assets at Beginning of Year	693,909	348,254	315,262	1,357,425
<b>Net Assets at End of Year</b>	<b>\$ 747,877</b>	<b>\$ 472,113</b>	<b>\$ 317,032</b>	<b>\$ 1,537,022</b>

See notes to financial statements.

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# FEB. 1, 2017—JAN. 31, 2018 AUDITED FINANCIAL STATEMENTS

## UPSTATE NEW YORK SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA

### STATEMENT OF ACTIVITIES Fiscal Year Ended January 31, 2017

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
<b>General and Designated Mission Income:</b>				
Congregational Mission Contributions	\$ 1,155,853	\$ 0	\$ 0	\$ 1,155,853
ELCA World Hunger and Other Special Appeals	142,318	0	0	142,318
Synodical Special Appeals	29,797	0	0	29,797
Grants and Other Receipts	73,517	62,385	12,818	148,920
Investment Income	16,918	16,258	0	33,176
Market Gain on Investments	47,373	50,799	0	98,172
Gain on Sale of Fixed Assets	2,500	0	0	2,500
Miscellaneous Income	5,271	0	0	5,271
Net Assets Released from Program Restrictions	62,959	(52,959)	0	0
<b>Total Income</b>	<b>1,536,506</b>	<b>56,985</b>	<b>13,818</b>	<b>1,616,309</b>
<b>General and Designated Mission Expenses:</b>				
ELCA Mission Commission	486,711	0	0	486,711
ELCA World Hunger and Other Special Appeals	142,318	0	0	142,318
Synodical Special Appeals	29,797	0	0	29,797
Unrestricted Synod Funds Expenditures	141,136	0	0	141,136
<b>Synodical Operating Expenses:</b>				
Congregational Ministries	29,326	0	0	29,326
Education and Global Mission	38,155	0	0	38,155
Ministry	17,124	0	0	17,124
Seminary Support	6,840	0	0	6,840
Outreach/Ministries	20,157	0	0	20,157
Communication Services	666	0	0	666
Financial Support	18,798	0	0	18,798
Synod Council	2,618	0	0	2,618
Ministry of the Bishop	333,973	0	0	333,973
North East Region VII	9,000	0	0	9,000
Ecumenical Affairs	11,150	0	0	11,150
Synod Office	203,883	0	0	203,883
Insurance/Lease	4,125	0	0	4,125
<b>Total Synodical Operating Expenses</b>	<b>695,817</b>	<b>0</b>	<b>0</b>	<b>695,817</b>
<b>Total Expenses</b>	<b>1,495,779</b>	<b>0</b>	<b>0</b>	<b>1,495,779</b>
Change in Net Assets	40,727	66,985	12,818	120,530
Net Asset Transfers	4,619	(4,619)	0	0
Net Asset Reclassification	17,531	(17,531)	0	0
Net Assets at Beginning of Year	621,002	302,121	302,441	1,225,564
<b>Net Assets at End of Year</b>	<b>\$ 693,909</b>	<b>\$ 345,254</b>	<b>\$ 315,262</b>	<b>\$ 1,354,425</b>

See notes to financial statements.

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# **FEB. 1, 2017—JAN. 31, 2018 AUDITED FINANCIAL STATEMENTS**

## UPSTATE NEW YORK SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA

### STATEMENTS OF CASH FLOWS

Fiscal Years Ended January 31, 2018 and 2017

	2018	2017
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Change in Net Assets	\$ 179,602	\$ 120,528
Adjustments to Reconcile Change in Net Assets to Net Cash Provided By Operating Activities:		
Depreciation and Amortization Expense	14,266	16,927
Gain on Sale of Fixed Assets	0	(2,500)
Market Gain on Investments	(113,888)	(98,172)
Contributions Restricted for Long-Term Purposes	(1,770)	(12,818)
Endowment Deficiency Write-Downs	24,458	0
(Increase) Decrease in Operating Assets:		
Commitments Receivable	(5,881)	(4,550)
Other Assets	(461)	(1,958)
Increase (Decrease) in Operating Liabilities:		
Accounts Payable	(9,690)	(70,774)
Accrued Payroll and Related Expenses	512	241
Deferred Revenue	3,697	87,350
Assets Held for Others	(16,170)	720
<b>Net Cash Provided by Operating Activities</b>	<b>74,675</b>	<b>31,994</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Proceeds from Investment Sales	165,175	65,866
Reinvestment/Purchase of Investments	(193,841)	(116,226)
Proceeds from Sale of Vehicle	0	2,500
<b>Net Cash Used in Investing Activities</b>	<b>(28,265)</b>	<b>(47,860)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Investment in Permanent Endowment	1,770	12,818
<b>Net Cash Provided by Financing Activities</b>	<b>1,770</b>	<b>12,818</b>
Net Increase (Decrease) in Cash and Cash Equivalents	48,079	(48)
Cash and Cash Equivalents, Beginning of Year	406,459	406,507
<b>Cash and Cash Equivalents, End of Year</b>	<b>\$ 454,538</b>	<b>\$ 406,459</b>

See notes to financial statements.

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**FEB. 1, 2017—JAN. 31, 2018 AUDITED FINANCIAL STATEMENTS**

**OTHER FINANCIAL INFORMATION**

**SCHEDULE OF NET ASSET ACTIVITY**

Fiscal Year Ended January 31, 2018

	Balance at January 31, 2017	Grants and Other Receipts
UNRESTRICTED NET ASSETS - Designated by Governing Body		
Camp/Conference	\$ 41,404	\$ 0
Care of Congregations	20,424	20,012
Christ, Buffalo	241,331	0
Consultation/Discipline	9,289	0
Deacon Training	10,190	0
East Tughkanic Evangelical	61,005	0
Lay Leadership Development	2,536	0
Mission Interpreters Fund	123	0
National Youth Delegates Fund	1,537	0
Redeemer, Buffalo	128,976	0
Sheila Peasey Contingency Fund	7,581	0
St. Paul, Eggertsville	6,787	0
Stewardship Leader Program	921	0
Synodical History	12,065	0
Synod Memorial Fund	13,651	0
Synod Ministerium Fund	2,426	14,305
Synod Mission Fund	21,987	100
Tri-Church, Brocton	6,212	0
	<u>6,212</u>	<u>0</u>
<b>TOTAL UNRESTRICTED NET ASSETS - Designated by Governing Body</b>	<b><u>\$ 588,565</u></b>	<b><u>\$ 34,455</u></b>

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**FEB. 1, 2017—JAN. 31, 2018 AUDITED FINANCIAL STATEMENTS**

**UPSTATE NEW YORK SYNOD OF THE EVANGELICAL  
LUTHERAN CHURCH IN AMERICA**

Investment Income	Market Gain	Grants and Expenditures	Transfers In (Out)	Balance at January 31, 2018
\$ 1,176	\$ 6,024	\$ 1,176	\$ 0	\$ 47,518
0	0	20,018	0	20,448
6,832	35,097	3,416	(3,416)	276,428
18	0	0	0	9,307
19	0	0	0	10,209
474	0	0	0	61,179
1	0	563	0	1,977
0	0	123	0	0
0	0	0	0	1,537
3,651	18,755	1,827	(1,827)	147,731
0	0	3,543	0	4,046
11	0	940	0	5,858
0	0	921	0	0
142	1,755	342	0	13,820
387	1,984	0	(387)	15,635
0	0	13,152	0	3,579
31	0	5,569	0	16,549
12	0	0	0	5,251
<u>\$ 12,960</u>	<u>\$ 62,615</u>	<u>\$ 51,590</u>	<u>\$ (5,630)</u>	<u>\$ 642,375</u>

See notes to financial statements.

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## FEB. 1, 2017—JAN. 31, 2018 AUDITED FINANCIAL STATEMENTS

### SCHEDULE OF NET ASSET ACTIVITY

Fiscal Year Ended January 31, 2018

	Balance at January 31, 2017	Grants and Other Receipts	Endowment Write-Down
<b>TEMPORARILY RESTRICTED NET ASSETS</b>			
Church Extension	\$ 67,714	\$ 0	\$ 0
Disaster Preparedness	3,726	7	0
Miller Equipping the Saints Fund - Zambia Income	1,167	0	0
Miller Equipping the Saints Fund - Income	2,500	0	0
Charles A. Gray Memorial Fund - Income	0	0	0
Evangelism Grant Fund	488	0	0
First, Glenscott	41,487	0	0
First English, Schenectady	68,584	0	0
Housewarming Fund	2,811	0	0
Martin Luther King Memorial - Income	746	0	0
Eugene Kreider, Sr. Memorial	1,665	0	0
McNary Scholarship	23,312	0	0
Minden Lutheran Church	6,999	0	0
Niagara Falls Cluster	9,869	0	0
Perry Scholarship - Income	0	0	0
Perry/Kopp Scholarship Fund	0	31,440	0
St. Mark's, Guildford Center	94,532	0	0
Lillie S. Seal Scholarship - Income	315	0	0
Synod Assembly Fund	3,914	57,212	0
Samuel Trexler Fellowship - Income	12,552	0	0
Southern Deft Relief Fund	0	35,298	0
Walter Kopp Scholarship Fund - Income	0	0	0
Weiskotten Memorial - Income	269	0	0
Winter-Rowan - Income	3,287	0	0
World Hunger Control	700	0	0
Zimbabwe Project Fund	1,647	3,165	0
<b>TOTAL TEMPORARILY RESTRICTED NET ASSETS</b>	<b>\$ 348,254</b>	<b>\$ 127,722</b>	<b>\$ 0</b>
<b>PERMANENTLY RESTRICTED NET ASSETS</b>			
Lillie S. Seal Scholarship	\$ 5,000	\$ 0	\$ 0
Charles A. Gray Memorial Fund	112,365	0	0
Martin Luther King Memorial	10,913	0	0
Miller Equipping the Saints Fund	21,648	500	0
Miller Equipping the Saints Fund - Zambia	1,921	0	0
Perry Scholarship	68,312	0	(15,847)
Perry/Kopp Scholarship Fund	0	0	0
Samuel Trexler Fellowship	50,476	0	0
Walter Kopp Scholarship Fund	25,494	0	(8,611)
Wedemeyer Outdoor Ministry Fund	1,825	1,050	0
Weiskotten Memorial	4,568	0	0
Winter-Rowan	9,740	0	0
<b>TOTAL PERMANENTLY RESTRICTED NET ASSETS</b>	<b>\$ 315,262</b>	<b>\$ 1,550</b>	<b>\$ (24,458)</b>

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**FEB. 1, 2017—JAN. 31, 2018 AUDITED FINANCIAL STATEMENTS**

**UPSTATE NEW YORK SYNOD OF THE EVANGELICAL  
LUTHERAN CHURCH IN AMERICA**

Investment Income	Market Gain	Grants and Expenditures	Transfers In (Out)	Net Asset Reclassification	Balance at January 31, 2018
\$ 2,058	\$ 10,036	\$ 0	\$ (2,058)	\$ 0	\$ 77,744
0	0	289	0	0	3,444
174	278	174	0	0	1,445
65	1,133	0	(65)	0	3,635
4,527	1,354	0	(1,984)	(4,391)	0
0	0	0	0	0	488
79	0	0	0	0	41,566
1,964	9,949	982	(982)	0	78,533
0	0	2,311	0	0	0
524	1,702	0	(524)	0	3,448
47	242	0	(47)	0	1,907
840	897	0	0	0	25,019
193	1,018	99	(99)	0	8,017
19	0	0	0	0	9,833
1,394	3,592	1,394	(1,592)	0	0
0	0	0	4,200	0	35,640
2,682	13,735	1,241	(1,341)	0	108,237
153	248	253	0	0	563
0	0	58,625	0	0	2,501
712	4,116	712	0	0	16,668
0	0	0	0	0	35,298
436	152	0	(608)	0	0
134	707	0	(134)	0	976
360	618	360	0	0	3,905
0	0	269	0	0	431
0	0	3,086	651	0	2,377
<u>\$ 16,766</u>	<u>\$ 50,273</u>	<u>\$ 70,295</u>	<u>\$ (6,969)</u>	<u>\$ (4,391)</u>	<u>\$ 460,760</u>
\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 5,000
220	0	0	0	0	112,585
0	0	0	0	0	10,913
0	0	0	0	0	22,148
0	0	0	0	0	4,921
0	0	0	(52,465)	0	0
0	0	0	69,348	0	69,348
0	0	0	0	0	50,476
0	0	0	(16,883)	0	0
0	0	0	0	0	2,875
0	0	0	0	0	4,568
0	0	0	0	0	9,743
<u>\$ 220</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 392,374</u>

See notes to financial statements.

*A complete Dermody, Burke and Brown CPA financial statement including "Notes to Financial Statements" pages can be found on the synod website or by contacting the synod office at 315.299.4955*

**FEB 1, 2017 - JAN 31, 2018 FINANCIAL STATEMENTS**

Accounts	YTD Actual (Jan 31, 2018)
<b>REVENUE</b>	
<b>MISSION COMMITMENTS</b>	
5111 - Mission Commitment Income (42% ELCA)	\$1,114,471.86
5112 - Supply Preaching Income	\$1,700.00
5113 - Extra Appeal-Congr.(10% ELCA)	\$0.00
5115 - Extra Appeal-Indiv	\$0.00
5116 - Bishop's Challenge	\$0.00
<b>Total MISSION COMMITMENTS</b>	<b>\$1,116,171.86</b>
<b>INTEREST AND DIVIDENDS</b>	
5511 - Operating Fund Interest Income	\$87.90
5526 - Other Interest Income	\$0.00
<b>Total INTEREST AND DIVIDENDS</b>	<b>\$87.90</b>
<b>OTHER INCOME</b>	
5531 - Gain on Sale of Auto	\$0.00
5534 - Other Grant Income	\$12,727.05
5537 - Comm Staff Serving Others - Net	\$0.00
5540 - Reimbursement for Shared Staff	\$15,571.99
5549 - Miscellaneous Income	\$111.31
5560 - Custodial Accts Manager Income	\$4,898.04
<b>Total OTHER INCOME</b>	<b>\$33,308.39</b>
<b>EXTRA-BUDGETARY INCOME</b>	
5269 - Convocation Income	\$0.00
5519 - Bishop's Discretionary Income	\$0.00
5552 - Special Events Income	\$0.00
<b>Total EXTRA-BUDGETARY INCOME</b>	<b>\$0.00</b>
<b>FUND DISTRIBUTIONS</b>	
5538 - Unrestricted - Weiskotten Memorial	\$133.28
5539 - Unrestricted - ML Kling Memorial	\$323.71
5543 - Unrestricted - Charles Gray Funds	\$7,306.21
5553 - Unrestricted - Synod Memorial	\$387.29
5554 - Unrestricted - Church Extension	\$2,057.97
5555 - Unrestricted - Redeemer, Buffalo	\$1,827.49
5556 - Unrestricted - Minden Church	\$99.37
5557 - Unrestricted - St. Mark/Our Saviour	\$1,340.95
5559 - Unrestricted - Christ, Buffalo	\$3,415.70
5715 - Unrestricted - Kreider Memorial	\$47.37
5739 - Unrestricted - First English, Schene	\$982.16
<b>Total FUND DISTRIBUTIONS</b>	<b>\$17,921.50</b>
<b>Total REVENUE</b>	<b>\$1,167,489.65</b>

**FEB 1, 2017 - JAN 31, 2018 FINANCIAL STATEMENTS**

Accounts	YTD Actual (Jan 31, 2018)
<b>EXPENSES</b>	
<b>ELCA MISSION SUPPORT</b>	
6001 - ELCA Mission Support Expense	\$468,078.18
6002 - ELCA Extra Support Expense	\$0.00
<b>Total ELCA MISSION SUPPORT</b>	<b>\$468,078.18</b>
<b>CONGREGATIONAL MINISTRY</b>	
<b>Resource Teams and Material</b>	
6118 - Stewardship Expense	\$210.60
<b>Total Resource Teams and Material</b>	<b>\$210.60</b>
<b>Outdoor Ministry</b>	
6131 - Vanderkamp Center Expense	\$13,500.00
6132 - Lake Chautauqua Center Expense	\$15,000.00
<b>Total Outdoor Ministry</b>	<b>\$28,500.00</b>
<b>Total CONGREGATIONAL MINISTRY</b>	<b>\$28,710.60</b>
<b>CARE OF CONGREGATIONS</b>	
7339 - Mission Interpr Training	\$0.00
7344 - Conflict Healing Team Program Exp	\$0.00
7345 - Regional Renewal Team	\$75.00
<b>Total CARE OF CONGREGATIONS</b>	<b>\$75.00</b>
<b>CAMPUS MINISTRY</b>	
6211 - Albany Campus Ministry Grant Exp	\$8,360.00
6213 - Buffalo Campus Ministry Grant Exp	\$3,580.00
6215 - Ithaca Campus Ministry Grant Exp	\$12,274.00
6216 - Rochester Campus Ministry Grant Exp	\$3,580.00
6217 - Syracuse Campus Ministry Grant Exp	\$9,031.00
<b>Total CAMPUS MINISTRY</b>	<b>\$36,825.00</b>
<b>GLOBAL MISSION</b>	
6302 - World Hunger Meeting Exp	\$350.00
6304 - Global Mission Exchange	\$1,000.00
<b>Total GLOBAL MISSION</b>	<b>\$1,350.00</b>
<b>MINISTRY</b>	
<b>Care of Candidates</b>	
6403 - Career Evaluation of Candidates Exp	\$2,300.00
6404 - Candidate Background Screening	\$1,285.00
6405 - Candidacy Committee Expense	\$5,421.47
6409 - Miscellaneous Candidates Expense	\$178.44
<b>Total Care of Candidates</b>	<b>\$9,184.91</b>

**FEB 1, 2017 - JAN 31, 2018 FINANCIAL STATEMENTS**

<b>Accounts</b>	<b>YTD Actual (Jan 31, 2018)</b>
<b>Care of Rostered Ministers</b>	
6421 - Call Process Interviews Expense	\$0.00
6422 - Welcoming Event Expense	\$988.84
6423 - Career Evaluation Expense	\$0.00
6426 - Coaching Training-Developers	\$0.00
6427 - Conferences with Clergy/AIM Exp	\$1,284.32
6431 - IIP Training Expense	\$645.00
6432 - Moving Assistance Expense	\$0.00
<b>Total Care of Rostered Ministers</b>	<b>\$2,918.16</b>
<b>Seminary Support</b>	
6441 - United Luth Seminary Grant Expense	\$7,300.00
6442 - Capital Reg. Theological Center Exp	\$0.00
<b>Total Seminary Support</b>	<b>\$7,300.00</b>
<b>Total MINISTRY</b>	<b>\$19,403.07</b>
<b>NEW/RENEWING CONGREGATIONS</b>	
6545 - Challenge Grants - New	\$0.00
6581 - Christ the King, Vestal (redevelop)	\$4,000.00
6582 - W.Rensalaer Cty Parish (renewal)	\$2,000.00
6583 - Yeshuran-Buffalo (emerging)	\$2,500.00
6584 - South Wedge Mission Exp	\$6,999.96
6585 - First English, Syr Urban Ministry	\$0.00
6590 - Syracuse Urban Ministry Exp	\$4,600.00
6593 - Maritime Ministry Expense	\$400.00
<b>Total NEW/RENEWING CONGREGATIONS</b>	<b>\$20,499.96</b>
<b>COMMUNICATION SERVICES</b>	
6805 - Upstate Update Access Fees	\$546.00
6806 - Website & Domain Fees	\$383.89
6825 - Online Meeting Software	\$662.27
6829 - Photographics & Video Production	\$0.00
6831 - Computer Security Exp	\$369.98
<b>Total COMMUNICATION SERVICES</b>	<b>\$1,962.14</b>
<b>SYNOD COUNCIL AND COMMITTEES</b>	
7301 - Synod Council Meeting Expense	\$3,138.66
7302 - Synod Council Background Chks	\$0.00
7331 - Lutheran Archives Center Grant Exp	\$650.00
<b>Total SYNOD COUNCIL AND COMMITTEES</b>	<b>\$3,788.66</b>

**FEB 1, 2017 - JAN 31, 2018 FINANCIAL STATEMENTS**

Accounts	YTD Actual (Jan 31, 2018)
<b>MINISTRY OF THE BISHOP</b>	
<b>Pastoral Staff-Compensation</b>	
7401 - Pastoral Staff Salaries Expense	\$178,015.21
7402 - Pastoral Staff Housing Allow Exp	\$57,516.50
<b>Total Pastoral Staff-Compensation</b>	<b>\$235,531.71</b>
<b>Pastoral Staff-Benefits</b>	
7411 - Pastoral Staff Social Security Exp	\$10,327.30
7412 - Pastoral Staff Pension/Health Exp	\$46,015.60
7413 - Pastoral Staff Medical Reimbursemnt	\$3,172.43
7416 - Pastoral Staff Workers Comp Ins Exp	\$2,121.19
7417 - Pastoral Staff NYS Disably Ins Exp	\$269.39
<b>Total Pastoral Staff-Benefits</b>	<b>\$61,905.91</b>
<b>Pastoral Staff-Other</b>	
7430 - Misc Professional Pastoral Expense	\$0.00
7431 - Memberships/Subscriptions Expense	\$18.95
7432 - Pastoral Staff Continuing Ed Exp	\$2,624.03
7436 - Natural Systems Academy	\$3,000.00
<b>Total Pastoral Staff-Other</b>	<b>\$5,642.98</b>
<b>Pastoral Staff-Travel</b>	
7451 - Bishop's Travel Expense	\$6,930.39
7453 - Amsterdam Assistant's Travel Exp	\$57.09
7455 - Travel Exp - DEM	\$4,428.08
7456 - Part-Time Adjunct Staff Travel Exp	\$6,886.54
7458 - Travel Exp-Candidacy	\$3,698.67
7459 - Travel - Faith Formation	\$365.94
7461 - Bishop's Auto Expense	\$9,071.43
7463 - Amsterdam Assistant's Auto Expense	\$1,204.97
7465 - Auto Exp - DEM	\$7,879.59
7469 - Pastoral Staff Auto Insurance Exp	\$2,127.32
<b>Total Pastoral Staff-Travel</b>	<b>\$42,650.02</b>
<b>Other Resources</b>	
7481 - Bishop's Discretionary Expense	\$0.00
<b>Total Other Resources</b>	<b>\$0.00</b>
<b>Total MINISTRY OF THE BISHOP</b>	<b>\$345,730.62</b>
<b>NORTH EAST REGION</b>	
7501 - North East Region Partnership Exp	\$642.22
<b>Total NORTH EAST REGION</b>	<b>\$642.22</b>

**FEB 1, 2017 - JAN 31, 2018 FINANCIAL STATEMENTS**

<b>Accounts</b>	<b>YTD Actual (Jan 31, 2018)</b>
<b>ECUMENICAL AFFAIRS</b>	
7601 - NYSCC Grant Expense	\$10,500.00
7606 - NYSCC Meeting Expense	\$0.00
<b>Total ECUMENICAL AFFAIRS</b>	<b>\$10,500.00</b>
<b>SYNOD OFFICE</b>	
<b>Support Staff Compensation</b>	
7701 - Support Staff Salary Exp	\$96,366.24
<b>Total Support Staff Compensation</b>	<b>\$96,366.24</b>
<b>Support Staff Benefits</b>	
7710 - Support Staff Social Sec Tax Exp	\$6,598.46
7711 - Support Staff Medicare Tax Exp	\$1,543.24
7712 - Support Staff Pension/Health Exp	\$31,257.88
7713 - Support Staff Medical Reimbursement	\$3,228.67
7714 - Support Staff Workers Comp Ins Exp	\$1,100.20
7715 - Support Staff NYS Disability Ins Exp	\$158.21
7716 - Support Staff Travel Expense	\$1,524.18
7717 - Support Staff Education Expense	\$199.00
<b>Total Support Staff Benefits</b>	<b>\$45,609.84</b>
<b>Syracuse Office Building</b>	
7720 - Rent Expense	\$17,879.79
7728 - Depreciation Expense-Computers	\$466.67
7732 - Depreciation - Leasehold Improve	\$4,188.24
<b>Total Syracuse Office Building</b>	<b>\$22,534.70</b>
<b>Office-Other</b>	
7742 - Computer Software purchase	\$334.06
7744 - Telecommunications Access Expense	\$10,578.13
7746 - Office Supplies Expense	\$3,289.76
7747 - Major Office Equipment Expense	\$0.00
7748 - Printing and Duplicating Expense	\$598.85
7749 - Postage Expense	\$1,525.97
7750 - Postage Meter Rental Expense	\$1,737.51
7751 - Minor Office Equipment Expense	\$446.78
7753 - Copier Lease Expense	\$8,317.68
7755 - Equipment Service/Repairs Expense	\$675.00
7756 - Hosting Expense	\$903.59
7759 - Miscellaneous Office Expense	\$246.02
<b>Total Office-Other</b>	<b>\$28,653.35</b>



## Intern Report 2017-2020

Vicar Adam Arends  
Crossroads Lutheran Church  
Burroughs Dr. & Main St.  
Snyder, NY 14120  
Phone: 716-839-1314  
Fax: 716-839-1691  
[CLC@crossroadslutheranchurch.org](mailto:CLC@crossroadslutheranchurch.org)  
Supervisor: Rev. Adam  
Miller-Stubbendick  
Term: 9/3/16 to 9/1/19  
Cooperative Internship Program ULS

Vicar Laura Wade Butcher  
Christ Lutheran Church  
94-96 N. Broad St.  
Norwich, NY 13815  
Phone: 607-334-3431  
Fax: 607-334-4338  
[celc@frontiernet.net](mailto:celc@frontiernet.net)  
Supervisor: Rev. Anita Mohr  
Term: part-time 2/1/17 to 2/1/19  
TEEM Pastoral Ministry

Vicar Jackie Jefferson  
Lutheran Parish of Southern Columbia County  
923 Route 19  
Elizaville, NY 12523  
518-537-6901  
[cherylparish@live.com](mailto:cherylparish@live.com)  
Supervisor: Rev. Pamela Hoh  
Term: 2/1/17 to 2/31/18  
TEEM Pastoral Ministry

Vicar Samantha Rossi  
West Central Rensselaer County Parish  
470 Winter Street Extension  
Troy, NY 12180  
Phone: 518-283-1372  
Supervisor: Rev. Greg Tennermann  
Term: 3/1/17 to 2/29/2020  
Cooperative Internship Program ULS

Vicar Sohail Akhtar  
First English Lutheran Church  
185 Locust St.  
Lockport, NY 14094-4501  
Phone: 716-433-6161  
Supervisor: Rev. Fred Kopp  
Term: 4/2/17 to 4/1/20  
Accelerated Cooperative Internship

Vicar Eric Madsen  
St. John's Lutheran Church  
6540 Main St.  
Williamsville, NY 14221  
Phone: 716-632-6557  
Term: 8/1/17 to 7/31/18  
[stjohnnamherst@gmail.com](mailto:stjohnnamherst@gmail.com)  
Supervisor: Rev. Scott Hannon

Vicar Roger Behrens  
Tri-County Lutheran Parish  
St. Luke's Lutheran Church  
1010 Kinderhook St., Rt. #9  
Valatie, NY 12184  
Phone: 518-758-6526  
Term: 9/1/17 to 7/31/18  
Supervisor: Rev. David Preisinger

Vicar Rick Mollenkopf Grill  
St. Peter's Lutheran Church  
1355 West Ave.  
Medina, NY 14103  
Phone: 585-798-0953  
Term: 9/1/17 to 8/31/20  
[stpeter1355@gmail.com](mailto:stpeter1355@gmail.com)  
Supervisor: Rev. Rod Klinzing

Vicar Miranda Hammer  
Abiding Savior Lutheran Church  
1534 Ruie Rd.  
N. Tonawanda, NY 14120  
Phone: 716-693-0180  
[abidingsavior@hotmail.com](mailto:abidingsavior@hotmail.com)  
Term: 8/28/17 to 8/27/20  
Supervisor: Rev. John Scarafia  
Cooperative Internship Program ULS

**LIST OF ABBREVIATIONS—ACRONYMS**  
**FOUND WITHIN TEXT OF MINUTES AND REPORTS**

AARP	American Association of Retired Persons
AF	Augsburg Fortress
AGB	Association of Governing Boards of Universities and Colleges
ASCD	Association for Supervision and Curriculum Development
BLES	Buffalo Lutheran Employment Service – Social Ministry in Buffalo
CC	Central Crossroads Conference
CAO	Community Action Organization
CHT	Conflict and Healing Team
COB	Conference of Bishops - ELCA
CORE	Coalition for Reform
CRTC	Capital Region Theological Center
CSM	Congregational and Synodical Mission (new name for EOCM)
CST	Communications Strategy Team
CWA	Churchwide Agency <b>Also</b> , Churchwide Assembly
DEM	Director Evangelical Mission
EC	Executive Committee
ELCA	Evangelical Lutheran Church in America
ELEA	Evangelical Lutheran Education Association
ELCZ	Evangelical Lutheran Church in Zimbabwe
ELCZa	Evangelical Lutheran Church in Zambia
FH	Foothills Conference
FOCL	Fellowship of Confessional Lutherans
FCTE	First Call Theological Education
FFL	Fund for Leaders
GFL	Genesee Finger Lakes Conference
GM	Global Mission
HM	Hudson Mohawk Conference
ICM	Institute for Congregational Ministry – Region 7 First Call Theological Education
IIP	Intentional Interim Pastor
IVY	Interfaith Volunteers for You
JNP	Joint Neighborhood Project
LADD	Lutheran Association for the Developmental Disabled
LCA	Lutheran Church in America
LCH	Lutheran Church Home in Buffalo, Inc.
LCLC	Lake Chautauqua Lutheran Center, Bemus Point, NY

## **LIST OF ABBREVIATIONS/ACRONYMS-continued**

LCMC	Lutheran Congregations in Mission for Christ
LCMN	Lutheran Care Ministries Network Inc., Clinton, NY
LC/NA	Lutherans Concerned/North America, Inc.
LDR	Lutheran Disaster Response
LHRA	Lutheran Human Relations Association of America
LIRS	Lutheran Immigration and Refugee Service
LMM	Lutheran Men in Mission
LSA	Lutheran Services in America
LSSUNY	Lutheran Social Services of Upstate New York, Jamestown, NY (not to be confused with Lutheran Service Society of NY)
LTSP	Lutheran Theological Seminary at Philadelphia
LWR	Lutheran World Relief
LYO	Lutheran Youth Organization
PMC	Program and Ministry Consultants
RAGtime	Recreation and God
RAIN	Regional Aids Interfaith Network
RIC	Reconciling in Christ
RMP	Rostered Minister Profile
SA	Synod Assembly
SC	Synod Council
SERRV	Sales Exchange for Refugee Rehabilitation Vocation
SIH	Seafarers and International House
SMO	Social Ministry Organizations
SOE	Soul of the Executive
SPCC	The Samaritan Pastoral Counseling Center of Niagara Frontier, Inc.
ST	Southern Tier Conference
SW	Southwestern Conference
SWM	South Wedge Mission
TAUM	Troy Area United Ministries
TC	Transforming Congregations
TEEM	Theological Education for Emerging Ministry
TL	Transitional Leader
ULS	United Lutheran Seminary
USNY	Upstate New York Synod
VBS	Vacation Bible School
VCJC	Vital Congregations/Just Communities

## **LIST OF ABBREVIATIONS/ACRONYMS-continued**

### **ECUMENICAL PARTNER ACRONYMS**

UM	United Methodist
EC	Episcopal Church
PRSBY	Presbyterian
RCA	Reformed Church in America
UCC	United Church of Christ

# **SECRETARY OF THE SYNOD COUNCIL REPORT**

**June 2017 to March 2018**

(Exhibits mentioned can be obtained from the Synod Office)

## **JUNE, 24, 2017**

- SC17.06.01 To adopt the agenda, reserving the chair's right to make adjustments
- SC17.06.02 To appoint Bishop Jim Hazleton as Acting Bishop of Upstate New York Synod during Bishop John Macholz's vacation beginning June 25, 2017
- SC17.06.03 To approved the revised constitution of the Palatine Society
- SC17.06.04 To renew the part time (66%) call as Intentional Interim Pastor for Atonement, Syracuse for Rev. Marie Jerge from 9/1/17 to 8/31/18
- SC17.06.05 To approve an ecumenical contract to Rev. David Cleaver-Bartholomew (UCC) as Pastor to Zion, New Hartford from 5/30/17 to 5/29/18
- SC17.06.06 To approve a three year part time (30%) contract as Pastor to St. Paul's, Richmondville for Rev. Ken Simurro renewable annually from 7/1/17 to 6/30/18
- SC17.06.07 To adopt the 2018 Upstate New York Synod Compensation Guidelines for Rostered Ministers of Word and Sacrament and Ministers of Word and Service, with changes (see exhibit U) and minutes 6/24/17

## **SEPTEMBER 16, 2017**

- SC17.09.02 To remove Minutes of the June 24, 2017 Synod Council meeting from the Consent Agenda
- SC17.09.02 To approve the Consent Agenda as amended, reserving the chair's right To make adjustments
- SC17.09.03 To amend the meeting minutes of June 24, 2017 as follows: Motion SC17.06.07: to the fourth bullet item concerning Compensation add: The Normal number of hours for a Minister of Word and Service in a full-Time call is an average of 40 hours/week.
- SC17.09.04 To recommend that Synod Council approve that the synod provide the Gold+ health benefits plan through Portico Benefit Services for 2018, and Continue to provide each participating employee with a health Reimbursement arrangement of \$2,400 annually. Costs for the health benefits will increase by 5% over the 2017 cost plus an additional 2% due to employee aging by 1 year and cost of living salary increase.
- SC17.09.05 To rescind the following portions that appear in BOLD of SC17.05.16 Passed at the May 16, 2017 Synod Council meeting SC17.05.16 to approve the use and allocation of funds from the Walters Estate as follows: \$7,440 to Perceptico for the redesign of the synod website including managing the new website for one year after completion and providing ongoing training of our staff during that one-year period so that we can do it thereafter; \$3,560 as a gift to the United Lutheran Seminary; \$30,000 to be designated for future syodical administration/preservation needs unrestricted with Synod Council approval; \$29,000 (balance) to the Church Extension Fund.

**SECRETARY OF THE SYNOD COUNCIL REPORT—continued**  
**(Exhibits mentioned can be obtained from the Synod Office)**

- SC17.09.06 To approve the distribution of the Walters Estate Trust in accordance with the donor's wishes as follows: \$3,560 as a gift to the United Lutheran Seminary designated for scholarship use only; Balance of funds received to be deposited in the Perry Scholarship Fund.
- SC17.09.07 To approve the use of the Synod Mission Fund for the \$7,000+ cost of revamping and developing new synod website in place of using Walters Trust fund dollars.
- SC17.09.08 To approve an extension of the part-time (1/3) ecumenical contract for Rev. Barbara Blom (UCC) as Pastor to St. Paul's, Spencer from 1/16/17 to 1/15/18
- SC17.09.09 To approve an extension of call as Intentional Interim Pastor to St. Paul's, Liverpool for Rick Klafehn from 8/1/17 to 4/30/19
- SC17.09.10 To approve a call as Mission Developer to West Central Rensselaer County Lutheran Parish for Jeniffer Tillman beginning on 9/1/17
- SC17.09.11 To approve an extension of call as Chaplain at Albany Medical Center for Daina Salnitis from 11/1/17 to 10/31/18
- SC17.09.12 To approve a first year of On Leave From Call status for Elizabeth Parker from 9/20/17 to 9/19/18
- SC17.09.13 To approve the retirement of David Gerhardt effective 10/1/17
- SC17.09.14 To approve the retirement of Ann Zimmerman effective 11/1/17
- SC17.09.15 To approve a 15-hour per week non-stipendiary, renewable one-year call to Rev. Jeff Kane as co-chaplain for Lutheran Campus Ministry at Syracuse University.
- SC17.09.16 To form a task force, to include Krista Mendoza and Sara Litzner, for exploration of new venues for future Synod Assemblies

**NOVEMBER 18, 2017**

- SC17.11.01 To approve the Consent Agenda, reserving the chair's right to make adjustments.
- SC17.11.02 That the housing allowances for pastoral staff be adjusted requested by staff below and approved by Synod Council with the changes to be effective January 1, 2017: Bishop John S. Macholz - \$35,000 (currently \$35,000); Rev. Mary Johnson - \$16,000 (currently \$11,000); Rev. Lori Kochanski - \$21,600.
- SC17.11.03 The Synod having received from Carol Perry and Rev. Fred Kopp the necessary permissions under the laws of NY State to allow the synod to both reduce the corpus of each fund and to combine the two funds into one for the purpose of increasing the available interest revenues for distribution as scholarship funds, be it resolved that a new synod fund to be called the Perry Kopp Fund, be created to combine the current Perry Fund and the current Kopp Fund. The new fund will have an initial balance of \$103,088.12.

**SECRETARY OF THE SYNOD COUNCIL REPORT—continued**  
**(Exhibits mentioned can be obtained from the Synod Office)**

- SC 17.11.04 To approve an additional \$750.00 from the Sheila Penney fund to cover the additional IT costs needed to get Kathy and Karen's new computers up and functioning optimally as well as the added software costs. [Current unallocated balance in fund is \$3,081.00]
- Total costs for computer transition:
- Karen's computer \$ 555.00  
Kathy's computer \$ 599.99  
2 Hard drives (backup – old files) \$ 113.98  
2 – Microsoft Office Professional \$ 80.00  
CC Plus tech support (2.5 days) \$1,397.50 (\$90/hr)  
TOTAL \$2,746.47 • Original Sheila Penney allocation \$2,000.00  
Additional dollars needed \$ 746.47
- SC 17.11.05 To approve the use of \$750.00 from the Sheila Penney fund to cover costs to update and replace wireless and other IT equipment due to normal wear and tear by January 31, 2018:
- Equipment costs:
  - Juniper Switch EX 4200 24T – 24 ports \$200.00
  - 2 Cisco wireless access points (\$50/ea) \$100.00
  - Juniper Networks Gateway (router) \$100.00
  - Labor (contracted with Rev. Jeff Kane) \$350.00
  - TOTAL \$750.00
- SC 17.11.06 To approve the use of \$300.00 from the Synod Mission Fund to help offset the costs for two people from the synod Hunger Task Force [Maureen Gensler and Rev. Marsha Irmer] to attend the ELCA World Hunger Leadership Gathering in January 2018. \$350 will be taken from the Synod's Operating Budget, line 6302. (Note: Churchwide grant received for hunger will cover the current balance of \$269.17 that shows in this line on the October P & L.
- SC17.11.07 To approve extension of call of The Rev. Alan Anderson as Intentional Interim Pastor to Bethel, Jamestown 12/2/17 to 1/31/18 (pending congregational action).
- SC 17.11.08 To approve extension of part-time (1/3) Ecumenical contract for Rev. Barbara Blom (UCC) as Pastor to St. Paul's, Spencer from 1/16/18 to 1/15/19.
- SC17.11.09 To approve a 15 hour per week one year renewable annually non-stipendiary call to Rev. Jeff Kane as Associate Chaplain and Officer for Development for Lutheran Campus Ministry of Syracuse 9/16/17 to 9/15/18.
- SC17.11.10 To approve extension of call to Rev. Jo Page as Intentional Interim Pastor to St. John's, Albany for six months (pending congregational action) from 1/1/18 to 7/31/18.
- SC 17.11.11 To approve a renewable part-time (20 hrs/wk) call as Pastor to St. John's, Lyons for Rev. Mack Smith from 10/1/17 to 9/30/18.
- SC 17.11.12 To approve the 1st year of On Leave From Call status for Rev. Laurretta Dietrich 11/1/17 to 10/31/18.

**SECRETARY OF THE SYNOD COUNCIL REPORT—continued**  
**(Exhibits mentioned can be obtained from the Synod Office)**

- SC17.11.13 To approve the 2nd year of On Leave From Call status for Rev. Janet Fechner from 1/1/18 to 12/31/18.
- SC 17.11.14 To approve the 1st year of On Leave From Call Status for Rev. Pamela Hoh from 11/27/17 to 11/26/18.
- SC 17.11.15 To approve the 1st year of On Leave From Call status for Rev. Lexa Liepe (Family) 11/28/17 to 11/27/18.
- SC 17.11.16 To approve the 3rd year of On Leave From Call Status for Rev. Naomi Sorrwar-Randall from 1/1/18 to 12/31/18.
- SC 17.11.17 To approve the retirement of The Rev. Alan Anderson effective 2/1/18.
- SC 17.11.18 To approve the retirement of The Rev. Peter Klotz effective 2/1/18.
- SC 17.11.19 To approve a 4 year, part time (27 hours per week) call as Assistant to the Bishop for Faith Formation of the Synod to the Rev. Lori Kochanski effective 11.29.17.
- SC 11.17.20 In preparation for consideration of Seasonal Membership, Susan Fayle and Sara Litzner will study the issue and bring a recommendation back to Synod Council in January, 2018.

**JANUARY 20, 2018**

- SC18.01.01 To replace Exhibit A2 with the revised Exhibit A2 and approve the amended Consent Agenda.
- SC18.01.02 To affirm the position of the DEM that, given the current situation, making a loan to St. Luke's, Amsterdam, at this time would not be fiscally responsible.
- SC18.01.03 To adopt the 2018 Synod Operating Budget (February 1, 2018 –January 31, 2019) as presented and approved by the Finance Committee on Jan. 12, 2018.
- SC18.01.04 To extend the appointment of Greg May on the Finance Committee for one additional year, June 1, 2018 – May 31, 2019 to allow for consistency during a period of transition on the Finance Committee.
- SC18.01.05 To appoint Jerry Burke to a second term on the Investment Committee, effective March 1, 2018 – February 2021.
- SC18.01.06 To appoint Greg May to a 3<sup>rd</sup> term on the Investment Committee effective March 1, 2018 – February 2021.
- SC18.01.07 To appoint the following persons to serve on the Synod Audit Committee for three-year terms beginning February 1, 2018 – January 31, 2021: Rev. Nelson Gaetz (2<sup>nd</sup> term), Mr. Greg May (3<sup>rd</sup> term), Ms. Susan Fayle (2<sup>nd</sup> term), Mr. Seymour Morris (1<sup>st</sup> term).
- SC18.01.08 To request that the Deans consider a possible restructuring of Conferences in the Upstate New York Synod, and submit a progress report with possible recommendation to Synod Council at the March, 2018 Synod Council meeting.

**SECRETARY OF THE SYNOD COUNCIL REPORT— continued**  
**(Exhibits mentioned can be obtained from the Synod Office)**

- SC18.01.09 To approve an ecumenical (UCC) contract renewable annually for Rev. Janet Abel as part-time pastor (25%) to Holy Nativity, Endicott from 1/14/18 to 1/13/19.
- SC18.01.10 To approve extension of two year term call to Rev. Deborah Johnson as pastor to St. Timothy, Geneseo from 2/16/18 to 2/15/20.
- SC18.01.11 To approve extension of call to special service under ecumenical contract to Kathy LaDuca as Christian Education Developer, Faith Journey United Methodist Church from 11/01/17 to 10/31/18.
- SC18.01.12 To approve extension of ecumenical contract (UCC) for Pr. Jennifer Long as pastor to Emanuel, Corning from 1/14/18 to 1/13/19 (letter pending).
- SC18.01.13 To approve extension of ecumenical contract (Episcopal) to Rev. Virginia Mazzarella at St. Paul's, Dansville and Zion, Cohocton from 1/15/18 to 1/14/19.
- SC18.01.14 To approve extension of ecumenical contract (Episcopal) to Rev. Peter Williams as Pastor to Holy Spirit, Cortland from 7/1/17 to 6/30/18.
- SC18.01.15 To approve the 2nd year of On Leave From Call status for Rev. Andrew Austin-Small from 2/13/18 to 2/12/19.
- SC18.01.16 To approve the first year of On Leave From Call Status for Rev. Kirk Langset from 1/15/18 to 1/14/19.
- SC18.01.17 To approve the 5th year of On Leave From Call Status (Family) for Rev. Jonathan Litzner from 2/1/18 to 1/31/19.
- SC18.01.18 To approve 5th year of On Leave From Call Status (Education) for Rev. Joshua McGuffie from 7/1/18 to 6/30/19.
- SC18.01.19 To approve the retirement of Deacon Patsy Glista effective 2/1/18.
- SC18.01.20 To approve the retirement of Pr. Paul Herpich effective 2/1/18.
- SC18.01.21 To accept the recommendation of the Seasonal Membership Task Force that Synod Council decline to allow seasonal memberships in congregations in the Upstate New York Synod.
- SC18.01.22 That Conferences will be asked to each nominate one youth and one young adult as candidates for election by the Synod Assembly as voting members at the Churchwide Assembly in 2019.
- SC18.01.23 That the seven open voting member seats for Churchwide Assembly from the Upstate New York Synod shall be comprised of four lay and three clergy nominees.
- SC18.01.24 That each conference will be asked to put forward at least one lay and one clergy nominee for Churchwide Assembly in 2019.
- SC18.01.25 To replace Synod Constitution Continuing Resolution S10.08.A15 with: "The Synod shall establish processes, through the Synod Council, for the nomination and election of voting members to the Churchwide Assembly in response to voting-member allocations and representational principles received from the Churchwide organization."

**SECRETARY OF THE SYNOD COUNCIL REPORT— continued**  
**(Exhibits mentioned can be obtained from the Synod Office)**

**MARCH 16-17, 2018**

SC18.03.01 To adopt the Consent Agenda.

SC18.03.02 To adopt the following resolution offered by Jeffrey Human, Esq:

WHEREAS, Christ the Good Shepherd Lutheran Church, Rochester, New York and the Evangelical Lutheran Church of the Resurrection, Rochester, New York desire to merge Christ the Good Shepherd Lutheran Church, Rochester, New York into the Evangelical Lutheran Church of the Resurrection, Rochester, New York and such merger requires the approval of the Upstate New York Synod of the ELCA (the “Synod”).

NOW, THEREFORE, it is hereby:

RESOLVED, that the Synod approves the merger of Christ the Good Shepherd Lutheran Church, Rochester, New York into the Evangelical Lutheran Church of the Resurrection, Rochester, New York, provided that the terms of the Agreement of Merger are acceptable to the Bishop and further provided that the Bishop has received documentation acceptable to him that the merger has been approved by the members of each congregation; and it is further

RESOLVED, that the Bishop is authorized to execute and deliver a consent to such merger on behalf of the Synod, the execution and delivery of such consent to establish that such conditions have been satisfied, and to execute and deliver such other documents and take such other actions as he may deem appropriate to effect such merger.

SC18.03.03 To adopt the 2019 Mission Plan.

SC18.03.04 To approve extension of one year term call for Rev. Elizabeth Boesen as Pastor to Zion, Geneva and St. John’s, Potter (40%) 4/1/18 to 3/31/19.

SC18.03.05 To approve special call as Dean of Hendricks Chapel, Syracuse University to Rev. Brian Konkol effective 7/15/2017.

SC18.03.06 To approve first year of a three-year term call for Rev. Jo Page as Pastor to St. John’s, Albany renewable annually effective 3/1/18 to 2/29/19.

SC18.03.07 To approve extension of call as SU Campus Minister for Rev. Gail Riina effective 3/25/18 to 3/24/2022.

SC18.03.08 To approve the fifth year of On Leave From Call Status for Rev. Rahel Hahn as approved by COB action B17.03.01, effective 5/1/18 to 4/30/19.

SC18.03.09 To approve first year of On Leave From Call Status for Rev. A.J. Striffler from 2/12/2018 to 2/11/2019.

SC18.03.10 To approve retirement effective 4/1/18 for Rev. Janet Fechner.

SC18.03.11 To approve retirement effective 3/1/18 for Rev. Gail Wolling.

## **SECRETARY OF THE SYNOD COUNCIL REPORT**

(Exhibits mentioned can be obtained from the Synod Office)

- SC18.03.12 To accept recommendation of Ad Hoc Committee and authorize Bishop Macholz to appoint a task force as per the recommendation and report back to Synod Council with recommendations by November, 2018.
- SC18.03.13 To authorize Bishop Macholz to appoint a work group to discuss current use of Bound Conscience, in consultation with Churchwide, and report back to Synod Council with a recommendation by November, 2018.
- SC18.03.14 To request Assembly Reference & Counsel Committee to amend the Exhibit as follows: exchange numbers 1 and 2, strike number 3, and move the Exhibit to Assembly to memorialize the Synod Council of the ELCA.
- SC18.03.15 To adjourn the meeting at 12:11 PM.



**GROUNDING IN CHRIST JESUS  
GROWING IN OUR WITNESS  
GIVING OF OUR BOUNTY  
GRACED FOR THE WORLD**

Thank you for your participation in this year's Synod Assembly!

We hope to see you again in Rochester for the thirty-second Assembly of the Upstate New York Synod, May 30—June 1, 2019



Upstate New York Synod  
Evangelical Lutheran Church in America

