



Upstate New York Synod  
Evangelical Lutheran Church in America

# Pre-Assembly Bulletin

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

Upstate New York Synod Assembly 2019



May 30—June 1, 2019  
Joseph A. Floreano Riverside Convention Center

## NOTES



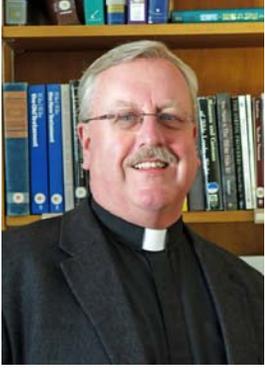
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## BISHOP JOHN S. MACHOLZ'S GREETING



**Welcome** to the 2019 Upstate New York Synod Assembly! We will gather again at the Joseph A Floreano Rochester Riverside Convention Center. If you are travelling from out of town we will be staying at the Hyatt next door which has easy access to the center and easy parking as well.

As we continue our work through the Four G's our focus this year at Assembly will be on the second one, *Growing in Our Witness.*" We have spent the past year talking about and focusing on what it means to be *Grounded in Christ Jesus*, a necessary prerequisite to being able to witness to that which we hold central to our lives, that the death and resurrection of Jesus Christ changes everything. Herein lies grace in the face of our attempts to do whatever we can to make ourselves right with God when, in fact, God has made us righteous through Christ Our Lord. That stands at the central point of our faith and life and as such, not only brings us hope but the desire to share that with others. We will focus on that a bit in our time together.

Witness can be a noun or a verb. In our case, it is both at once. It speaks to the fact that we have witnessed God's grace in this world and our lives in Christ Jesus and then asks us how we share that witness with others. It is grounded in scripture and as well as what drives our mission and ministry, for to have witnessed the incredible love of God and then not do or say anything about it causes us to fall far short. And, it robs others of the opportunity to share the deep and abiding joy we have discovered in the Child of Bethlehem.

How do you witness to your faith? In what ways does your life show forth the grace and love of God? What is the story you tell about Jesus in your life? Here is an invitation. I invite you to write your elevator speech about Jesus. This should be about as long as it might take you to go from the first floor in an elevator to the twentieth floor, something like that. Or, about 175 words. Take some time between now and the assembly to put that on an index card, 3 x 5, and bring it with you. I may invite some of you to share that during our plenary sessions and will invite all of you to share them with the assembly in some fashion, perhaps as a graphic on the screen or simply posted on one of the walls of the Assembly Hall. There you have it. The challenge has been made. Tell me about Jesus! Claim your story. Include your name.

There will be a number of items coming before the assembly including elections for Synod Council for a few of our conferences. A number of resolutions are moving through committee. Coming before us will be a presentation on the ELCA's latest Social Statement, "Women and Justice". Our own Pr. Lori Kochanski has been involved for the past six years in bringing this to this moment in time. We will worship, pray, eat and enjoy fellowship as we always do. We will laugh and argue together. And, we will be a witness to the world in the work that we do.

I look forward to greeting you there and doing the good work that we as the church are about as witnesses to God's never failing love and grace. Please keep this gathering in your personal prayers as well as the prayers of the congregation to which you belong. Together we are the church and for that we give thanks to God!

In Christ's Peace,

John S. Macholz, Bishop



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



Spring 2019

“For if you keep silence at such a time as this,  
relief and deliverance will rise for the Jews  
from another quarter, but you and your father’s  
family will perish. Who knows?  
Perhaps you have come to royal dignity  
for just such a time as this.”  
-Esther 4:14

Dear Friends in Christ,

For such a time. The world has changed and is changing. But what shapes us as Lutherans is being God’s beloved people gathered around word and sacraments. In Christ through the Spirit, God has invited us into a deeply intimate and loving relationship with God and with each other for such a time as this.

This is our time to tell the story of the church we are becoming, a church confident about who we are in Christ and what God is calling us to do. As I have said previously, if God wills that there be a witness to the gospel through the Evangelical Lutheran Church in America (ELCA), no force on earth, not even our own, can stop it.

As we gather in synod assemblies, I invite you to pray for one another and listen for God’s will. Your prayers and discernment will be crucial as the assembly season culminates at the 2019 ELCA Churchwide Assembly in Milwaukee, Aug. 5-10. As part of our legislative business, we will be receiving and considering proposals from your synod assemblies. I hope you will have time and space to talk together, pray together and listen together as you consider resolutions and memorials before you. We need time for discernment.

This church continues to engage in God’s reconciling work through Christ in the world. At the churchwide organization, the ELCA Church Council is overseeing implementation of this church’s strategic plan, Future Directions 2025 ([ELCA.org/future](http://ELCA.org/future)). Through this initiative, we’re cultivating new leaders and revitalizing congregations. Thank you for your faithful commitment.

Thank you also for your generosity to *Always Being Made New: The Campaign for the ELCA* ([ELCA.org/campaign](http://ELCA.org/campaign)). Your continued support is an example of all the ways we are church, we are Lutheran, we are church together and we are church for the sake of the world. God’s blessings to you as you gather as the living body of Christ. May you be guided by the Spirit as you do God’s will for God’s people for such a time.

With gratitude,

The Rev. Elizabeth A. Eaton  
Presiding Bishop

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[LCA.org](http://LCA.org) [LivingLutheran.com](http://LivingLutheran.com)

## ELCA REPRESENTATIVE



We welcome **Lori Fedyk, Treasurer of the ELCA, as our 2019 Synod Assembly Representative.**

Lori Fedyk, a member of Holy Cross Lutheran Church in Libertyville, Ill., was elected to a six-year term as treasurer of the Evangelical Lutheran Church in America (ELCA) by the ELCA Church Council at its November meeting. Her term will begin on February 1.

Fedyk has been employed by Lutheran Life Communities in Arlington Heights, Ill., since 2014 where she served as vice president of corporate finance and chief financial officer. In 2017 she was promoted to executive vice president and chief financial officer. Lutheran Life Communities owns and operates six continuing-care retirement communities in Illinois, Indiana and Florida.

"Lori Fedyk not only brings professional skill and experience, but she is also deeply committed to the mission and ministry of the ELCA," said the Rev. Elizabeth A. Eaton, ELCA presiding bishop. "I am happy to welcome her to team ELCA."

Fedyk's responsibilities at Lutheran Life Communities included oversight of financial reporting, budgeting, treasury management, information technology, investments, regulatory compliance and risk management. She brings more than 25 years of business and financial leadership in both private industry and nonprofits, including eight years of accounting experience with Arthur Andersen.

Fedyk has served on a variety of boards, most recently for the Mission Investment Fund, a separately incorporated ministry of the ELCA.

She received a Bachelor of Science in accounting from Illinois State University, and became a certified public accountant in 1987.



**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 2019 DRAFT AGENDA 7**  
**“Growing in Our Witness”**  
 2019 Synod Assembly  
 Upstate New York Synod – ELCA

**Thursday May 30, 2019**

**WHERE TO BE**

3:00pm	<b>Register</b> and receive electronic voting device	<b>(EMPIRE LOBBY)</b>
	Mission Expo Preview (tables are set up but not staffed)	<b>(GALLERIA)</b>
4:30pm	Guidebook orientation/Electronic voting tutorial	<b>(EMPIRE NORTH)</b>
5:15-6:15pm	<b>Thursday Evening Dinner: Buffet</b>	<b>(GRAND LILAC BALLROOM)</b>
6:15pm	<b>Gathering Music</b>	<b>(EMPIRE NORTH)</b>
6:30pm ness!	<b>Opening Worship</b> /Opening of the Assembly: Welcome, Worship, Wit-	
7:00pm	Reception of St. John’s and St. Paul’s to the UNY Synod <b>PLENARY 1-</b>	<b>(EMPIRE NORTH)</b>
	Congregational (Synod Mission) Video Clip	
	Report on Registration	
	Adoption of Agenda and Rules of Procedure	
	Introduction of Guests, Ecumenical Visitors, Deans, Chaplains and Synod Staff	
	Appointment of Committees	
	Reference & Counsel	
	Report of the Nominating Committee	
	Introduction	
	Resolutions	
	2020 Mission Proposal	
	ELCA World Hunger Challenge (1)	
	Resolution on The Earth Charter	
	Report from ELCA – Lori Fedyk and video	
	Faith Alive! Moments (1) / Strategy	
	Congregational (Synod Mission) Video Clip	
	Coaching Session Intro – Rev. Norma Malfatti	
	Announcements	
8:45pm	<b>Holden Evening Prayer</b>	<b>(EMPIRE NORTH)</b>
<i>Following worship</i>	<b>Fellowship event</b>	<b>(Mission Expo Area - GALLERIA)</b>
	<i>(Provided by the Women of the ELCA)</i>	

**Friday May 31, 2019**

6:30am	<b>Early Morning Prayer</b>	<b>(PRAYER ROOM Aqueduct A &amp; B)</b>
7:00 – 8:15am	<b>Breakfast</b>	<b>(GRAND LILAC BALLROOM)</b>
7:30am	<b>Register</b> and received electronic voting device	<b>(EMPIRE LOBBY)</b>
8:00am	Guidebook orientation/Electronic voting tutorial	<b>(EMPIRE NORTH)</b>
8:30am	<b>Service of Morning Prayer:</b> Spirit of God, Fall Fresh!	

**AGENDA** continued

8:45am	<b>PLENARY 2</b> Congregational (Synod Mission) Video Clip Report on Registration Elections (Nominating Committee) Timeline for Bishops election 2020 Synod Council United Lutheran Seminary Board Message from United Lutheran Seminary – Rev. Dr. Martin Zimmann Social Statement on Women and Justice (Church Wide Rep) – Pr. Lori Kochanski and Brad Wendell Message about Youth Ministry-Nick Stroczkowski Message about Outdoor Lutheran Ministry- Lee Lindeman Message from Women of the ELCA – Sue Fox or designee	<b>(EMPIRE NORTH)</b>
10:15am	<b>Break</b> (Coffee served in	<b>EMPIRE NORTH AREA)</b>
10:30am	<b>PLENARY 2</b> continues Strategic Vision & Plan Update Treasurer’s Report – Fred Risser Faith Alive! Moments (2) / Strategy Committee of the Whole Congregational (Synod Mission) Video Clip Announcements about Afternoon and evening events World Hunger Report (2) <b>Recognition of 400 Years of Inequality: African Forced Migration to America</b> – Rev. Dr. Julius Carrol and Rev. Dr. Kenneth Simurro	<b>(EMPIRE NORTH)</b>
12:00noon	<b>Lunch</b> Retirees & Widows Luncheon with Bishop	<b>(GRAND LILAC BALLROOM)</b>
12:45pm	Prayer and Anointing	<b>(RIVERSIDE COURT)</b>
1:00pm	<b>WORKSHOPS Session 1</b>	<b>(PRAYER ROOM – Aqueduct A &amp; B)</b>
2:00pm	<b>Break</b> (Coffee served in Mission Expo Area -	<b>(STREET LEVEL CLASSROOMS)</b>
2:30pm	<b>WORKSHOPS Session 2</b>	<b>(GALLERIA)</b>
3:30 – 5:15pm	<b>MISSION EXPO</b>	<b>(STREET LEVEL CLASSROOMS)</b>
	<b>Coaching Sessions</b>	<b>(GALLERIA)</b>
3:45pm	Rehearsal for Service of Holy Communion	<b>(EMPIRE NORTH)</b>
5:30pm	<b>Dinner</b>	<b>(GRAND LILAC BALLROOM)</b>
6:00pm	Anniversary awards & Recognitions (Synod Council & Deans) Mission Support Recognitions	
6:45pm	<b>Gathering Music</b>	<b>(EMPIRE NORTH)</b>
7:00pm	<b>Singing the Church Year: Service of Holy Communion</b> Installation of Synod Council and Deans	
<i>Following worship</i>	<b>Fellowship event</b>	<b>(RIVERSIDE COURT)</b>

*(Supported by the Mission Investment Fund and ULS)*

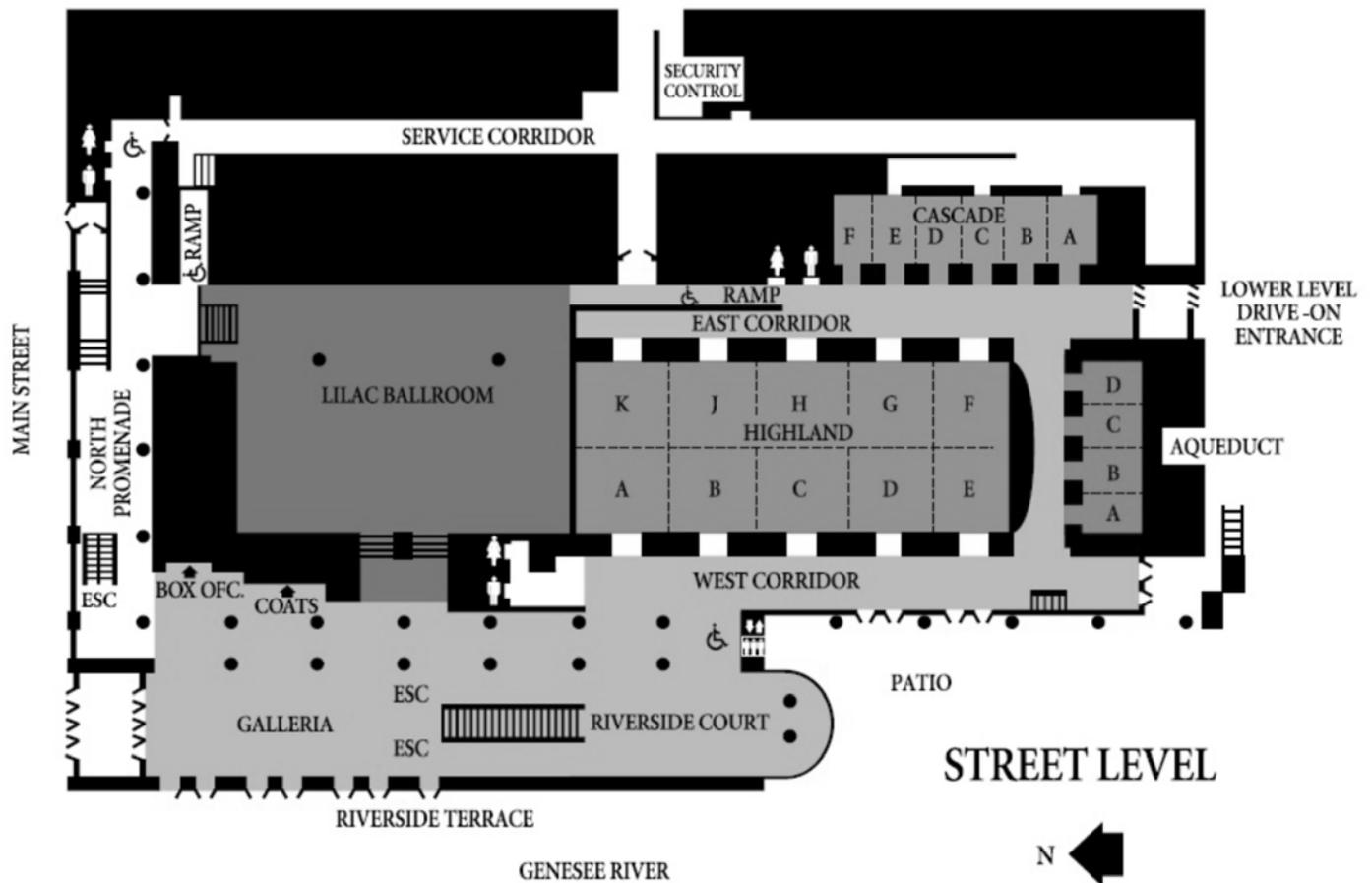
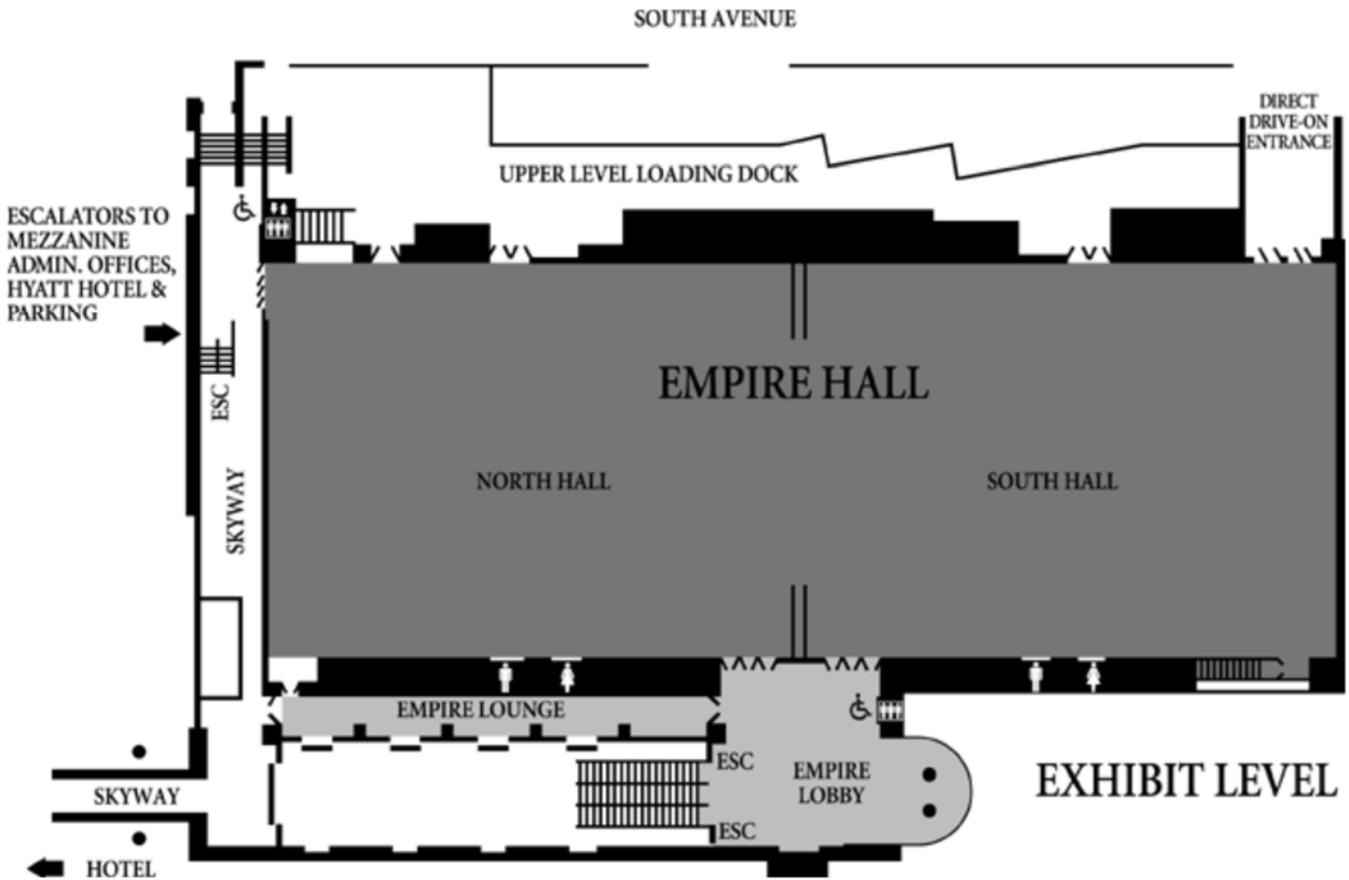
**AGENDA** continued

**Saturday June 1, 2019**

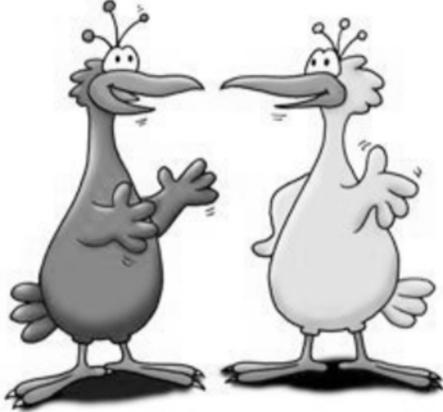
6:30am	<b>Early Morning Prayer</b>	<b>(PRAYER ROOM</b>
—		<b><u>Aqueduct A &amp; B)</u></b>
	<b>BISHOP'S CHALLENGE – WEAR YOUR SNEAKERS TO SNEAK UP ON HUNGER</b>	
7:00 – 8:15am	<b>Breakfast</b>	<b>(GRAND LILAC BALLROOM)</b>
8:30am	<b>Service of Morning Prayer: For the Hungry and the Fed</b>	<b>(EMPIRE NORTH)</b>
8:45am	<b>PLENARY 3</b>	<b>(EMPIRE NORTH)</b>
	Congregational (Synod Mission) Video Clip	
	Attendance Report	
	Faith Alive! Moments (3) / Strategy	
	World Hunger Report (3)	
	Bishop's Report	
	Reference and Counsel: Memorials & Resolutions	
10:30am	<b>Break</b>	<b>(Coffee served in (EMPIRE NORTH AREA)</b>
10:40am	<b>PLENARY 3</b> continues	<b>(EMPIRE NORTH)</b>
	Congregational (Synod Mission) Video Clip	
	Faith Alive! Moments (4) / Strategy	
	Children's presentation to Bishop	
	Vote on 2020 Mission Proposal	
	<b>(Collection of voting cards and devices)</b>	
	World Hunger Report (4) and <b>Sneaker Count Report</b>	
	Resolution of the Assembly	
	<b>Commissioning</b> of Churchwide Assembly Voting Members	
12:00 Noon	<b>Sending Liturgy: Called, Commissioned, Sent</b>	<b>(EMPIRE NORTH proceeding to GALLERIA)</b>

**The Assembly is invited to depart: CALLED, COMMISSIONED, AND SENT!**

# 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.

**PARLIAMENTARY PROCEDURE**

<b>TO ACCOMPLISH THIS</b>	<b>YOU SAY THIS</b>	<b>INTERRUPT the SPEAKER</b>	<b>IS A SECOND NECESSARY?</b>	<b>IS IT DEBATABLE?</b>	<b>CAN IT BE AMENDED?</b>	<b>NECESSARY VOTE?</b>	<b>CAN IT BE RECONSIDERED</b>
Introduce business	"I move that..."	No	Yes	Yes	Yes	Majority	Yes
Amend a Motion	"I move to amend The motion by..."	No	No	Yes	Yes	Majority	Yes
Give further study	"I move to refer the Matter to committee"	No	Yes	Yes	Yes	Majority	Yes (unless it Has gone to committee)
Postpone discussion for stated period of time	"I move to postpone discussion	No	Yes	Yes	Yes	Majority	Yes
End debate and amendments	"I move the previous Question."	No	Yes	No	No	2/3	No (unless vote is not taken)
Suspend Consideration Of an issue temporarily	"I move to table the Motion."	No	Yes	No	No	Majority	No
Raise a question about Noise, etc.	"I rise to a question Privilege."	Yes	No	No	No	No vote	No (usually)
Call for an intermission	"I move we Recess for..."	No	Yes	No	Yes	Majority	No
Adjourn the meeting	"I move that we Adjourn."	No	Yes	No	No	Majority	No
<b>Other motions to:</b>	<b>You say:</b>						
Request information	"Point of Information."	Yes	No	No	No	No vote	No
Reconsider an action	"I move to reconsider The vote on..."	Yes	Yes	Yes (if motion to reconsider is debatable)	No	Majority	No
Take up a matter Previously tabled	"I move to take From the table..."	No	Yes	No	No	Majority	No
Verify a voice vote by Having members stand	"I call for a division"	Yes	No	No	No	No vote	No
Vote on a ruling of A chair	"I appeal from the Chair's decision."	Yes	Yes	Yes	No	Majority	Yes
Protest breach of Rules of conduct	"I rise to a point Of order	Yes	Yes	No	No	No vote (unless it is unclear)	No
Avoid considering An improper matter	"I object to consider- action of this motion."	Yes	No	No	No	2/3	Yes (if main Motion was not considered)
Suspend rules temporarily	"I move to suspend rules so that...:"	No	Yes	No	No	2/3	No

**SYNOD ASSEMBLY RESOLUTIONS—MAY/JUNE 2019**

**SA RESOLUTION #1 RE: 2020 Mission Plan**

<b>Acct. No.</b>	<b>2020 Mission Plan For Synod Assembly approval</b>	<b>2018-19 Actual Income/Expenses YTD 01.31.2019</b>	<b>2019 Mission Plan SA adopted June 2018</b>	<b>2019 Synod Budget SC approved Jan 2019 (1.6% salary increase)</b>	<b>2020 Mission Plan (1.6% salary increase, ELCA at 42%)</b>
	<b>INCOME</b>				
5111	MISSION COMMITMENTS & Bish Appeal	\$ 1,115,394	\$ 1,100,000	\$ 1,100,000	\$ 1,100,000
	% to be forwarded to churchwide	42%	42%	42%	42%
5112	Extra Support Income/supply preaching income	\$ 2,505	\$ 2,200	\$ 2,200	\$ 2,200
	% to be forwarded to churchwide	0%	0%	0%	0%
5113	Extra Appeal - Congreg (10/90 ELCA split)	\$ -	\$ -	\$ -	\$ -
5115	Bishop's Appeal (Individuals + 5261)	\$ 4,975	\$ 4,975	\$ 4,975	\$ 4,975
5116	Bishop's Challenge	\$ -	\$ -	\$ -	\$ -
	<b>Total MISSION SUPPORT</b>	<b>\$ 1,122,874</b>	<b>\$ 1,107,175</b>	<b>\$ 1,107,175</b>	<b>\$ 1,107,175</b>
	<b>INTEREST AND DIVIDENDS</b>				
5511	General Fund Interest (Operating)	\$ 136	\$ 300	\$ 500	\$ 500
5526	Other Interest Income		\$ -	\$ -	\$ -
5538	Weiskotten Memorial Fund	\$ 74	\$ 135	\$ 135	\$ 135
5539	Martin Luther Kling Fund	\$ 279	\$ 320	\$ 320	\$ 320
5543	Charles Gray Fund unrestricted	\$ 6,924	\$ 5,610	\$ 5,610	\$ 5,610
5553	Synodical Memorial Fund unrestricted	\$ 408	\$ 385	\$ 385	\$ 385
5554	Church Extension Fund	\$ 2,121	\$ 2,058	\$ 2,058	\$ 2,058
5555	Redeemer Buffalo Fund unrestricted	\$ 1,924	\$ 1,825	\$ 1,825	\$ 1,825
5556	Minden Church Fund unrestricted	\$ 105	\$ 200	\$ 200	\$ 200
5557	St. Mark/Our Saviour Fund unrestricted	\$ 1,412	\$ 1,335	\$ 1,335	\$ 1,335
5559	Christ Buffalo Fund unrestricted	\$ 3,602	\$ 3,415	\$ 3,415	\$ 3,415
5715	Eugene Kreider Dr. Memorial Fund	\$ 50	\$ 50	\$ 50	\$ 50
5739	First English Schenectady Fund unrestricted	\$ 1,033	\$ 975	\$ 975	\$ 975
	Subtotal Interest and Dividends	\$ 18,069	\$ 16,608	\$ 16,808	\$ 16,808
	<b>OTHER GENERAL FUND INCOME</b>				
5534	Other Grant income (Includes DEM grant)	\$ 25,403	\$ 12,000	\$ 12,000	\$ 12,000
5537	Comm. Staff (serving others - net)	\$ -	\$ -	\$ -	\$ -
5540	Reimb for shared staff	\$ -	\$ -	\$ -	\$ -
5549	Miscellaneous	\$ 25	\$ 200	\$ 200	\$ 200
5560	Custodial Fees on Investing for others	\$ 4,911	\$ 5,000	\$ 4,500	\$ 4,500
	Subtotal Other General Fund Income	\$ 30,339	\$ 17,200	\$ 16,700	\$ 16,700
	<b>EXTRA-BUDGETARY INCOME</b>				
5519	Bishop's discretionary income	\$ -	\$ 4,500	\$ 3,000	\$ 3,000
5269	Bishop's Convocation		\$ -	\$ -	\$ -
	Subtotal Extra-budgetary Income	\$ -	\$ 4,500	\$ 3,000	\$ 3,000
	<b>TOTAL GENERAL FUND INCOME</b>	<b>\$ 1,171,282</b>	<b>\$ 1,145,483</b>	<b>\$ 1,143,683</b>	<b>\$ 1,143,683</b>

# SYNOD ASSEMBLY RESOLUTIONS—May/June 2019

## SA19 RESOLUTION #1 RE: 2020 MISSION PLAN Continued

<u>Acct. No.</u>	<b>2020 Mission Plan For Synod Assembly approval</b>	2018 Actual Income/Expenses YTD 01.31.2019	2019 Mission Plan SA adopted June 2018	2019 Synod Budget SC approved Jan 2019 (1.6% salary increase)	2020 Mission Plan (1.6% salary increase, ELCA at 42%)
<b>EXPENSES</b>					
6001	Mission Support - ELCA	\$ 468,465	\$ 462,000	\$ 462,000	\$ 462,000
6002	ELCA Extra Support Expense	\$ -	\$ -	\$ -	\$ -
	<b>TOTAL MISSION SUPPORT EXPENSE</b>	<b>\$ 468,465</b>	<b>\$ 462,000</b>	<b>\$ 462,000</b>	<b>\$ 462,000</b>
<b>CONGREGATIONAL LIFE MINISTRIES RESOURCE TEAMS/MATERIALS</b>					
6110	Faith Formation Team and Materials	\$ -	\$ 400	\$ 900	\$ 900
6119	Stewardship(Generosity) Team Exp. and Materials	\$ 30	\$ 500	\$ 500	\$ 500
	Sub-Total - Resource Teams/Materials	\$ 30	\$ 900	\$ 1,400	\$ 1,400
<b>OUTDOOR MINISTRY</b>					
6131	Vanderkamp Center	\$ 12,000	\$ 12,000	\$ 2,000	\$ -
6132	Lake Chautauqua Lutheran Center	\$ 14,000	\$ 14,000	\$ 14,000	\$ 14,000
	Sub-Total - Outdoor Ministry Grants	\$ 26,000	\$ 26,000	\$ 16,000	\$ 14,000
	<b>TOTAL - CONGREGATIONAL LIFE</b>	<b>\$ 26,030</b>	<b>\$ 26,900</b>	<b>\$ 17,400</b>	<b>\$ 15,400</b>
<b>CAMPUS MINISTRY</b>					
6211	Albany, Lutheran Campus Ministry	\$ 8,360	\$ 8,360	\$ 8,360	\$ 8,360
6213	Buffalo, Inter-Lutheran Commission on Campus Ministry	\$ 8,360	\$ 8,360	\$ 8,360	\$ 8,360
6215	Ithaca, St. Luke	\$ 8,360	\$ 8,360	\$ 8,360	\$ 8,360
6216	Rochester, Inter Lutheran Agency for Campus Ministry	\$ 8,360	\$ 8,360	\$ 8,360	\$ 8,360
6217	Syracuse, Council of Lutheran Campus Ministry	\$ 8,360	\$ 8,360	\$ 8,360	\$ 8,360
	<b>TOTAL - CAMPUS MINISTRY</b>	<b>\$ 41,800</b>	<b>\$ 41,800</b>	<b>\$ 41,800</b>	<b>\$ 41,800</b>
<b>GLOBAL MISSION/HUNGER</b>					
6302	Hunger Team Expenses	\$ -	\$ 350	\$ 350	\$ 350
6304	Global Mission Covenant Exchange	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
	<b>TOTAL - GLOBAL MISSION</b>	<b>\$ 1,000</b>	<b>\$ 1,350</b>	<b>\$ 1,350</b>	<b>\$ 1,350</b>
<b>MINISTRY</b>					
<b>CARE OF CANDIDATES (healthy leaders)</b>					
6401	First Candidate Interviews	\$ -	\$ -	\$ -	\$ -
6403	Career Evaluation - Candidates	\$ (175)	\$ 3,000	\$ 3,500	\$ 3,500
6404	Candidate Background Screening	\$ 505	\$ 2,000	\$ 2,000	\$ 2,000
6405	Candidacy Committee	\$ 6,404	\$ 5,000	\$ 5,500	\$ 5,500
6409	Miscellaneous	\$ 1,004	\$ 250	\$ 250	\$ 250
	Sub-Total - Care of Candidates	\$ 7,738	\$ 10,250	\$ 11,250	\$ 11,250
<b>CARE OF ROSTERED LEADERS (healthy leaders)</b>					
6421	Call Process - Interviews	\$ -	\$ 300	\$ 300	\$ 300
6422	Welcoming Event	\$ -	\$ 1,200	\$ 1,500	\$ -
6423	Career Evaluation - Rostered Ministers	\$ -	\$ 750	\$ 750	\$ 750
6426	Coach Trg - Developers/Redevelopers	\$ 133	\$ 500	\$ 500	\$ 500
6427	Staff Conf/Mtgs. with Rostered Ministers	\$ 794	\$ 1,000	\$ 1,000	\$ 1,000
6431	Intentional Interim Training & Inservice	\$ -	\$ 1,450	\$ 750	\$ 750
6432	Moving Assistance	\$ -	\$ -	\$ -	\$ -
	Sub-Total - Care of Rostered Ministers	\$ 927	\$ 5,200	\$ 4,800	\$ 3,300

**SYNOD ASSEMBLY RESOLUTIONS—May/June 2019**

**SA19 RESOLUTION #1 RE: 2020 MISSION PLAN Continued**

<u>Acct No.</u>	<b>2020 Mission Plan For Synod Assembly approval</b>	<b>2018 Actual Income/Expenses YTD 01.31.2019</b>	<b>2019 Mission Plan SA adopted June 2018</b>	<b>2019 Synod Budget SC approved Jan 2019 (1.6% salary increase)</b>	<b>2020 Mission Plan (1.6% salary increase, ELCA at 42%)</b>
<b>SEMINARY SUPPORT</b>					
6441	United Lutheran Seminary Grant	\$ 8,000	\$ 8,000	\$ 8,000	\$ 8,000
	Sub-Total - Seminary Support	\$ 8,000	\$ 8,000	\$ 8,000	\$ 8,000
	<b>TOTAL - MINISTRY</b>	\$ 16,665	\$ 23,450	\$ 24,050	\$ 22,550
<b>NEW/RENEWING CONGREGATIONS</b>					
6545	Challenge Grants - New	\$ -	\$ 8,900	\$ -	\$ -
6550	Hope Project / Anchor Churches	\$ -	\$ -	\$ 9,000	\$ 9,000
6581	Christ the King, Vestal (Redevelopment)	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
6582	W. Rensselaer County Parish (renewal)	\$ 3,500	\$ 3,500	\$ 3,000	\$ 3,000
6584	South Wedge Mission	\$ 5,000	\$ 5,000	\$ 4,000	\$ 4,000
6585	Urban Ministry First English, Syracuse	\$ -	\$ -	\$ -	\$ -
6590	Syracuse Urban Ministry/Applesseed - Atonement	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
6593	Maritime Ministry	\$ 400	\$ 400	\$ 400	\$ 400
6555	Congregational Closing Reserve	\$ -	\$ -	\$ 1,000	\$ 1,000
	<b>TOTAL - NEW/RENEWING CONGREGATIONS</b>	\$ 16,900	\$ 25,800	\$ 25,400	\$ 25,400
<b>COMMUNICATION SERVICES</b>					
6805	Upstate Update - access fees (Constant Contact)	\$ 546	\$ 575	\$ 575	\$ 575
6806	Website & Domain Fees	\$ 241	\$ 390	\$ 390	\$ 390
6808	IT Audit Remediation	\$ -	\$ -	\$ 1,000	\$ -
6825	Zoom Meeting	\$ -	\$ 225	\$ 225	\$ 225
6831	Computer Security (Carbonite)	\$ 284	\$ 525	\$ 525	\$ 525
	<b>TOTAL - COMMUNICATION SERVICES</b>	\$ 1,071	\$ 1,715	\$ 2,715	\$ 1,715
<b>SYNOD COUNCIL &amp; COMMITTEES</b>					
7301	Synod Council Meeting Expense	\$ 4,120	\$ 3,300	\$ 3,300	\$ 4,100
7302	Synod Council Background Checks	\$ -	\$ 450	\$ 450	\$ 600
7331	Lutheran Archives Center Grant	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500
	<b>TOTAL - SYNOD COUNCIL &amp; COMMITTEES</b>	\$ 6,620	\$ 6,250	\$ 6,250	\$ 7,200
<b>CARE OF CONGREGATIONS</b>					
7339	Mission Interpret Trg travel reimbursemt	\$ -	\$ -	\$ -	\$ -
7344	Conflict & Healing Program Expense	\$ -	\$ 350	\$ 350	\$ 350
7345	Mission Regional Renewal Team Mtgs	\$ 49	\$ 300	\$ 300	\$ 300
7348	Mission in Transition Training	\$ -	\$ -	\$ -	\$ -
7349	Mission in Transition Cong Services	\$ -	\$ -	\$ -	\$ -
	<b>TOTAL-CARE OF CONGREGATIONS</b>	\$ 49	\$ 650	\$ 650	\$ 650
<b>MINISTRY OF THE BISHOP</b>					
Pastoral Staff Compensation					
7401	Pastoral Staff Salaries	\$ 197,025	\$ 200,287	\$ 200,287	\$ 193,996
7402	Pastoral Staff Housing Allowances	\$ 72,600	\$ 67,600	\$ 67,600	\$ 56,600
	Sub-Total - Pastoral Staff Compensation	\$ 269,625	\$ 267,887	\$ 267,887	\$ 250,596

## SYNOD ASSEMBLY RESOLUTIONS—May/June 2019

### SA 19 RESOLUTION #1 RE: 2020 MISSION PLAN Continued

<u>Acct. No.</u>	<b>2020 Mission Plan For Synod Assembly approval</b>	<b>2018 Actual Income/Expense YTD 01.31.2019</b>	<b>2019 Mission Plan SA adopted June 2018</b>	<b>2019 Synod Budget SC approved Jan 2019 (1.6% salary increase)</b>	<b>2020 Mission Plan (1.6% salary increase, ELCA at 42%)</b>
<b>PASTORAL STAFF BENEFITS</b>					
7411	Social Security Allowances	\$ 11,933	\$ 12,997	\$ 12,997	\$ 10,730
7412	ELCA Pension/Other Benefits Program	\$ 49,632	\$ 51,514	\$ 51,514	\$ 35,699
7413	Health Reimbursement Arrangement	\$ 2,365	\$ 4,800	\$ 4,800	\$ 2,400
7416	Workers' Compensation Insurance	\$ 1,580	\$ 2,000	\$ 1,424	\$ 2,000
7417	Disability Benefits Law Insurance	\$ 156	\$ 135	\$ 135	\$ 135
	Sub-Total - Pastoral Staff Benefits	\$ 65,666	\$ 71,445	\$ 70,870	\$ 50,964
<b>PASTORAL STAFF-OTHER COSTS</b>					
7430	Miscellaneous Professional Expenses	\$ -	\$ 200	\$ 200	\$ 200
7431	Memberships/Subscriptions/Publications/Books	\$ 215	\$ 225	\$ 225	\$ 225
7432	Staff Continuing Education Events	\$ 1,750	\$ 3,040	\$ 3,040	\$ 3,040
7436	Natural Systems Academy	\$ 3,000	\$ 3,000	\$ 3,000	\$ -
	Sub-Total - Pastoral Staff - Other Costs	\$ 4,965	\$ 6,465	\$ 6,465	\$ 3,465
<b>PASTORAL STAFF TRAVEL</b>					
7451	Bishop	\$ 7,546	\$ 7,000	\$ 8,000	\$ 8,000
7453	Assistant - Amsterdam	\$ -			
7455	Assistant - DEM	\$ 5,456	\$ 4,600	\$ 6,000	\$ 6,000
7456	PT Other Pastoral Staff Travel Exp.	\$ 8,430	\$ 10,000	\$ 10,000	\$ 7,500
7458	Assistant - Candidacy	\$ 2,919	\$ 4,200	\$ 4,200	\$ 4,200
7459	Faith Formation Director Travel	\$ 3,354	\$ 5,000	\$ 4,000	\$ 4,000
7461	Auto - Bishop	\$ 10,021	\$ 9,000	\$ 9,000	\$ 10,000
7463	Auto - Amsterdam Assistant	\$ -			
7465	Auto - Assistant - DEM	\$ 9,762	\$ 8,000	\$ 8,000	\$ 10,000
7469	Pastoral Staff Automobile Insurance	\$ 2,688	\$ 2,700	\$ 2,629	\$ 2,629
	Sub-Total - Pastoral Staff - Travel	\$ 50,175	\$ 50,500	\$ 51,829	\$ 52,329
<b>OTHER RESOURCES</b>					
7481	Bishop's Discretionary Fund (net)	\$ -	\$ 4,500	\$ 2,500	\$ 2,500
	Sub-Total - Other Resources	\$ -	\$ 4,500	\$ 2,500	\$ 2,500
	<b>TOTAL - MINISTRY OF THE BISHOP</b>	<b>\$ 390,430</b>	<b>\$ 400,798</b>	<b>\$ 399,551</b>	<b>\$ 359,854</b>
<b>NORTH EAST REGION</b>					
7501	North East Region Grant	\$ -	\$ -	\$ -	\$ -
7503	Leadership Guild and Other Regional Expenses	\$ (142)	\$ 4,000	\$ 4,000	\$ 4,000
	<b>TOTAL - NORTH EAST REGION</b>	<b>\$ (142)</b>	<b>\$ 4,000</b>	<b>\$ 4,000</b>	<b>\$ 4,000</b>
<b>ECUMENICAL AFFAIRS</b>					
7601	NY State Council of Churches Grant	\$ 10,500	\$ 10,500	\$ 8,500	\$ 8,500
	<b>TOTAL - ECUMENICAL AFFAIRS</b>	<b>\$ 10,500</b>	<b>\$ 10,500</b>	<b>\$ 8,500</b>	<b>\$ 8,500</b>

**SYNOD ASSEMBLY RESOLUTIONS—MAY/JUNE 2019**

**SA 19 RESOLUTION #1 RE: 2020 MISSION PLAN Continued**

<u>Acct. No.</u>	<b>2020 Mission Plan For Synod Assembly approval</b>	<b>2018 Actual Income/Expenses YTD 01.31.2019</b>	<b>2019 Mission Plan SA adopted June 2018</b>	<b>2019 Synod Budget SC approved Jan 2019 (1.6% salary increase)</b>	<b>2020 Mission Plan (1.6% salary increase, ELCA at 42%)</b>
<b>SYNOD OFFICE</b>					
<b>Office Staff Salaries</b>					
7701	Office Staff	\$ 94,391	\$ 95,287	\$ 95,287	\$ 96,812
	Sub-Total - Office Staff Salaries	\$ 94,391	\$ 95,287	\$ 95,287	\$ 96,812
<b>Office Staff Benefits</b>					
7710	Social Security - Employer Share	\$ 5,852	\$ 6,650	\$ 6,650	\$ 6,293
7711	Medicare - Employer Share	\$ 1,369	\$ 1,550	\$ 1,550	\$ 1,113
7712	ELCA Pension/Other Benefits Program	\$ 33,629	\$ 34,380	\$ 34,380	\$ 33,791
7713	Health Reimbursement Plan	\$ 2,824	\$ 4,800	\$ 4,800	\$ 4,800
7714	Workers' Compensation Insurance	\$ 467	\$ 800	\$ 1,074	\$ 1,074
7715	Disability Benefits Law Insurance	\$ 155	\$ 145	\$ 145	\$ 145
7716	Travel Expense	\$ 679	\$ 1,000	\$ 1,000	\$ 1,000
7717	Office Staff Education	\$ -	\$ 100	\$ 100	\$ 100
	Sub-Total - Support Staff Benefits	\$ 44,974	\$ 49,425	\$ 49,699	\$ 48,316
<b>OCCUPANCY</b>					
7720	Rent	\$ 18,146	\$ 17,885	\$ 17,885	\$ 17,885
7727	Depreciation - Furniture & Fixtures	\$ -	\$ -	\$ -	\$ -
7728	Depreciation - Computers	\$ -	\$ -	\$ -	\$ -
7732	Deprec - Leasehold Improvements	\$ -	\$ -	\$ -	\$ -
	Sub-Total Syracuse Occupancy	\$ 18,146	\$ 17,885	\$ 17,885	\$ 17,885
<b>OTHER OFFICE</b>					
7742	Computer Software Expenses	\$ 278	\$ 400	\$ 400	\$ 400
7744	Telecommunications	\$ 9,158	\$ 11,000	\$ 8,500	\$ 8,500
7746	Office Supplies	\$ 1,593	\$ 2,750	\$ 2,500	\$ 2,000
7747	Major office equipment expense	\$ -	\$ 500	\$ 500	\$ 500
7748	Printing and Duplicating	\$ 540	\$ 575	\$ 575	\$ 575
7749	Postage	\$ 2,083	\$ 1,550	\$ 1,550	\$ 2,000
7750	Postage Meter Rental	\$ 300	\$ 575	\$ 575	\$ -
7751	Equipment - New (Under \$300)	\$ 49	\$ 500	\$ 500	\$ 500
7753	Copier Leases	\$ 4,131	\$ 5,500	\$ 5,500	\$ 4,500
7755	Equipment - Service/Repairs	\$ 878	\$ 500	\$ 500	\$ 500
7756	Hosting Expense (staff mtg. meals, etc.)	\$ 694	\$ 925	\$ 925	\$ 925
7759	Miscellaneous	\$ 1,300	\$ 200	\$ 200	\$ 200
	Sub-Total - Other Office	\$ 21,004	\$ 24,975	\$ 22,225	\$ 20,600

## SYNOD ASSEMBLY RESOLUTIONS—JUNE 2018

### SA18 RESOLUTION #1 RE: 2020 MISSION PLAN Continued

<u>Acct. No.</u>	<b>2020 Mission Plan For Synod Assembly approval</b>	2018 Actual Income/Expenses YTD 01.31.2019	2019 Mission Plan SA adopted June 2018	2019 Synod Budget SC approved Jan 2019 (1.6% salary increase)	2020 Mission Plan (1.6% salary increase, ELCA at 42%)
<b>PROFESSIONAL SERVICES</b>					
6910	Computer Consulting Expense	\$ -	\$ -	\$ 2,000	\$ 2,000
6913	Audit Expense	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000
6917	Computer software support/ACS(finance)	\$ 1,512	\$ 1,500	\$ 2,500	\$ 2,500
6920	HR One consulting Expense	\$ 2,230	\$ 1,500	\$ 1,700	\$ 1,700
6921	Benefit Resource - health reimbursement acct	\$ 925	\$ 975	\$ 975	\$ 975
7760	Background Checks - Staff & Deans	\$ -	\$ 250	\$ 250	\$ 250
7764	Shared Risk Fund - ELCA	\$ -	\$ 1,290	\$ 1,290	\$ 1,290
7768	Legal/Professional Fees	\$ -	\$ 500	\$ 500	\$ 500
7770	Bank Service Charge Expense	\$ 1,212	\$ 1,200	\$ 1,200	\$ 1,200
7771	Multi-Peril Liability	\$ 3,981	\$ 3,945	\$ 4,248	\$ 4,248
7772	Umbrella Liability	\$ 1,757	\$ 1,750	\$ 1,756	\$ 1,756
	<b>Sub-Total - Professional Services</b>	<b>\$ 27,616</b>	<b>\$ 28,910</b>	<b>\$ 32,419</b>	<b>\$ 32,419</b>
	<b>TOTAL - SYNOD OFFICE</b>	<b>\$ 206,132</b>	<b>\$ 216,482</b>	<b>\$ 217,515</b>	<b>\$ 216,032</b>
	<b>TOTAL - EXPENSES</b>	<b>\$ 1,185,521</b>	<b>\$ 1,221,695</b>	<b>\$ 1,211,181</b>	<b>\$ 1,166,451</b>
	<b>NET GAIN (LOSS)</b>	<b>\$ (14,239)</b>	<b>\$ (76,211)</b>	<b>\$ (67,497)</b>	<b>\$ (22,767)</b>

## **SYNOD ASSEMBLY RESOLUTIONS—MAY/JUNE 2019**

### **2020 MISSION PLAN ASSUMPTIONS & CLARIFICATIONS**

2020 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 (possibly decrease)
- ◆ Anticipates the continuation of the Evangelical Outreach and Congregational Mission grant from the ELCA, still at the adjusted level of \$10,000 (as of 2017) 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 2019 increased a minimum of 4.5% for all ELCA Primary health plan participants plus an additional 2% per participant due to person being one year older. ELCA Medicare-Primary Health Benefits contribution rates will go down for sponsoring employers by about 16%, due to the decision to change from a Medicare supplement benefit to hospital and medical benefits insured by Humana as a group Medicare Advantage plan.
- ◆ Reflects maintaining contract with Benefit Resources to manage our employee health reimbursement arrangement for 2019 (line 6921).
- ◆ Reflects staffing changes
  - Retirement of former Assistant to the Bishop for Candidacy & Mobility, Pr. Mary Johnson and new hire for this position, Mrs. Julie Grindle. Position remains ½ time at 20 hours per week.
- ◆ Maintains 2019 grant levels except as noted;
  - NY Council of Churches lowered from \$10,500 to \$8500 (line 7601) at Bishop's recommendation.
  - Vanderkamp Grant reduced from \$2000 in 2019 to \$0 in 2020 pursuant to financial audit findings. Synod will review this grant based on the outcome of the audit.

## **SYNOD ASSEMBLY RESOLUTIONS—MAY/JUNE 2019**

### **2020 MISSION PLAN ASSUMPTIONS & CLARIFICATIONS**-continued

Outreach grants in amount of \$25,400 (lines 6545 – 6593) with the following adjustments as requested by the DEM:

Urban Ministry First English, Syracuse closed

West Central Rensselaer County Parish - \$3000, a decrease of \$500

(Amount of grant is to decrease in 2020)

South Wedge Mission - \$4,000 ( a decrease of \$1,000 from previous years' grant amounts)

Addition of Hope Project/Anchor Churches fund (line 6550) at \$9,000 added in 2019 synod budget and to be maintained in 2020

Addition of Congregational Closing Reserve fund (line 6555) at \$1,000 to be set up in a fund for accumulation annually.

- ◆ Reflects the increase agreed to by Campus Ministry programs in October 2016 and the goal of equitable funding in FY 2020 at \$8,360 per ministry.
- ◆ Provides for synod staff compensation increase of 1.6% based on the increase in the CPI from January 2019 to January 2020 of 1.6%

*“The Consumer Price Index for All Urban Consumers (CPI-U) increased 1.6 per`cent for the 12 months ending January, the smallest increase since the period ending June 2017. The index for all items less food and energy rose 2.2 percent over the last 12 months. The food index rose 1.6 percent over the past year, while the energy index declined 4.8 percent.” Reference - [https://www.bls.gov/opub/ted/2019/consumer-prices-up-1-point-6-percent-over-12-months-ended-january-2019.htm?view\\_full](https://www.bls.gov/opub/ted/2019/consumer-prices-up-1-point-6-percent-over-12-months-ended-january-2019.htm?view_full)*

- ◆ The 4 year pilot of 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) Sept. 30, 2019.

## SA19 Resolutions #2 RE: The Earth Charter

### Original Resolution:

Introducing “The Earth Charter” to the Upstate New York Synod and the ELCA

#### Background Information on the Need to Repair the Damage to Creation

As we have passed the 25th year since the social statement, *Caring for Creation: Vision, Hope & Justice*, was issued, we are forced to confront the reality that despite our best intentions the state of the natural world has declined precipitously in the intervening 25 years.

“Burgeoning populations and growing economies are pushing environmental systems to destabilizing limits.”<sup>1</sup> Human population reached 7 billion people in 2011, and is expected to reach nearly 10 billion by 2050. The 7 billion population figure represents a quadrupling of world population in just 100 years. At the time of the social statement, world population stood at 5.5 billion people.

The Gross Domestic product in the United States has increased more than 20-fold during the 20th century, so the scale of materials consumed by the human population is the same as major global material flows in eco-systems, (e.g. the amount of biomass produced annually by green plants)<sup>1</sup>. The global economy has quadrupled during the last 25 years.

Due principally to the two drivers of population and economy growth, the global atmosphere is at a critical stage, particularly in relation to climate change.<sup>1</sup> For most of the world, air quality guidelines are not being met as important eco-systems are experiencing pollution loads in excess of critical thresholds. The current trajectory makes it unlikely that goals to mitigate climate change will be reached, and thus efforts to reduce the human health impacts of atmospheric pollutants and achieve human development will be compromised.

Pressure on land resources has increased, and economic growth has come at the expense of natural resources and ecosystems.<sup>1</sup> 60% of the world’s major eco-systems underpinning livelihoods have been degraded or used unsustainably, while per capita consumption continues to rise globally.

Human demands for water are increasing and are already unsustainable in many regions. Increasing water-use efficiency is vital to ensure water resources for all uses. Fresh water and marine eco-systems are critical to human development, and reducing water pollution is imperative to eco-system health and to provide safe water for humans. Against a background of continuing water degradation and overexploitation, the need for sustainable water supplies remains one of humanity’s most critical resource needs.<sup>1</sup>

The state of global biodiversity is continuing to decline, with substantial and ongoing losses of populations, species, and habitats, so the benefits humans obtain from biodiversity are at risk.<sup>1</sup> Continuing ecological degradation, unsustainable levels of consumption, and inequities in sharing the benefits from biodiversity threaten the improvements in human well-being and health that have been achieved in recent decades.<sup>1</sup>

There is extensive but incomplete scientific knowledge about the impacts of chemicals and wastes on humans and the environment. While chemicals play an important role in human life, economic development, and prosperity, global chemical pollution is a serious threat to sustainable development and livelihoods. This problem impacts both humanity and eco-systems. For example, more than 90% of fish in one sample are contaminated with pesticides.

1: United Nations Environmental Programme Global Environmental Outlook

## **SYNOD ASSEMBLY RESOLUTIONS-MAY/JUNE 2019**

### **SA19 RESOLUTION #2 RE: The Earth Charter continued**

The earth is composed of complex, interacting systems. As this brief summary highlights, increasing human pressure on the planet is causing critical thresholds to be exceeded, beyond which abrupt changes to life-support functions of the planet could occur. There is urgent need to address the human pressures on the Earth.

## **SYNOD ASSEMBLY RESOLUTIONS-MAY/JUNE 2019**

### **SA19 RESOLUTION #2 RE: The Earth Charter continued**

Resolution for Reference and Counsel, Upstate New York Assembly 2019

Memorial to the 2019 ELCA Churchwide Assembly

Endorsement of “The Earth Charter”

#### **Explanatory Prologue**

The Earth Charter, an international declaration of values and principles that support building a just, sustainable, and peaceful global society in the 21st century “seeks to inspire in all peoples a sense of global interdependence and shared responsibility for the well being of the human family, the greater community of life, and future generations.”<sup>ii</sup> The Charter was created by a global consultation process, and it has been endorsed by organizations representing millions of people. It attempts to provide a new framework for thinking about and addressing issues related to environmental protection, human rights, equitable human development, and peace, regarding these issues as interdependent and indivisible.

Whereas it is clear that urgent action is needed to reverse the current course of environmental degradation and becoming a signatory to The Earth Charter will re-affirm publicly the commitment of the ELCA to act as stewards of God’s creation; and

Whereas our social statement Church in Society calls us to support institutions, such as the Earth Charter Initiative, that serve the common good and further calls us to exercise our baptismal vocation to work for freedom, justice, peace, environmental well-being, and good order in public life, becoming a signatory to the Earth Charter will allow new avenues to pursue this vocation. The Earth Charter specifically promotes increased freedom, social and economic justice, a culture of peace, and respect and care for the community of life; and

Whereas our social statement Caring for Health indicates our enduring commitment to work for and support health care for all people, and it is clear that human health is very much dependent on the health of all creation; these goals are in concord with the Earth Charter call to ensure universal access to health care; and

Whereas our social statement Sufficient, Sustainable Livelihood for All states that human impoverishment is incompatible with the reign of God and calls for family planning and enhanced opportunities for women, reduction of overwhelming international debt burdens, and respect for the integrity and limits of the earth; and

Whereas these limits are being exceeded, and population growth is a major driver, and The Earth Charter specifically calls for support for family planning and greater opportunity for women, the eradication of poverty, and the empowerment of every human being with education and resources to secure a sustainable livelihood; and

1: United Nations Environmental Programme Global Environmental Outlook

## SYNOD ASSEMBLY RESOLUTIONS-MAY/JUNE 2019

### **SA19 RESOLUTION #2 RE: The Earth Charter continued**

Whereas our social statement For Peace in God's World makes clear that we are all responsible to God for earthly peace, and The Earth Charter recognizes that peace is the wholeness created by right relationships with oneself, other persons, other cultures, other life, Earth, and the larger whole of which all are a part; and

Whereas our social statement further states that humans are made for life in community—with God, with others, and with the rest of creation, so these statements are in concord, so that by becoming a signatory to The Earth Charter, the ELCA will become an even greater “presence for peace” by working with other signatories to pursue peace; and

Whereas our social statement Caring for Creation tells us that we are called to care for the Earth as God cares for the Earth and to advance international acceptance of the principles of participation, solidarity, sufficiency and sustainability in resolving environmental issues; and

Whereas as a signatory to the Earth Charter, we can promote these principles, because The Earth Charter aims to bring forth a sustainable global society, the equitable sharing of finite resources and the benefits of development, a shared responsibility for the well-being of the human family and the larger living world, in a spirit of solidarity: therefore

Be it resolved that the Upstate New York Synod memorializes the 2019 Churchwide Assembly of the Evangelical Lutheran Church in America:

1. To endorse the Earth Charter; and
2. To develop educational materials for all ages about The Earth Charter and its relationship to the ELCA social statements; and
3. To encourage members of the ELCA Congregations to pray for the whole of creation, to respect the rights of all species, to acknowledge the integrity of all elements, and to hold what God has entrusted to this generation in trust for future generations; and
4. To encourage ELCA synods, seminaries, colleges, congregations, members and other entities to join with other endorsers of The Earth Charter to promote its precepts and engage in collective action to bring out its aims.

#### 1: United Nations Environmental Programme Global Environmental Outlook

The Synod Council, having considered the recommendation of the ad-hoc reference and counsel committee, at its meeting on April 12-13, 2019, adopted the following recommendation: to **Exhibit E1(a) – Resolution for Reference and Counsel, Upstate New York Assembly 2019 Memorial to the 2019 ELCA Churchwide Assembly Endorsement of “The Earth Charter”**

**SC19.04.16 to accept the recommendation of Reference and Counsel ad hoc committee regarding The Earth Charter”.**

Recommended action: This Resolution is a Memorial.

The committee recommends its adoption with a title change: “Endorsement of the “Earth Charter””

There is no other recommended change in content, so either this is a “category change” of (Resolution to Memorial) or it is a substitution of the Resolution with a Memorial of the same name with the same content.

We recommend the preamble, “Introducing ‘The Earth Charter’ to the Upstate New York Synod and the ELCA” be provided to the Synod Assembly voting members as a separate hand-out.

## **BISHOP'S REPORT**

Dear Sisters and Brothers in Christ,

To take a look back at a year and attempt to put into writing what has occurred is a daunting task. I'm certain it involves missing certain aspects of the year unintentionally and wondering what is really important to include when all is said and done. Keeping that in mind, bear with me in this endeavor to share some of the highlights.

As a synod we entered into a partnership, along with four other synods, in what is called the Partnered Synod Project. Pretty original, isn't it? Through Zoom Meetings, a face to face gathering in Chicago, phone calls and emails we began the two year journey to focus on four specific areas with which "Churchwide" has offered to give us assistance. Those areas, not in any particular order are 1. Communications, 2. Faith Formation of Lay Leadership, 3. Mission Support and 4. Youth and Young Adult Ministry. Norma Malfatti and I have taken the lead in these areas and we have expended much of our time in the area in Communications and Youth and Young Adult Ministries. Mission Support and Lay Leadership continue to require our attention as well.

I have visited with many of the congregations of the synod, mostly on Sunday mornings at worship and preaching. Quite frequently those liturgies are followed by either a coffee hour or pot luck lunch. I have celebrated anniversaries of Congregations and Pastors and been present with communities of faith to bring closure to their life together.

Conversations have taken place in the largest of congregations as well as the smallest about future needs, possibilities and ministry. To say that anxiety is a part of our everyday life would be an understatement. There is much work to do and deep and honest thinking that needs to take place as we attempt to be faithful to our calling as communities of faith and discern our futures. How do we make best use of our resources for the Kingdom of God? In what ways might we leave a legacy to continue the work of the church in a new and different way? These are just a few of the questions we struggle with in this time and place.

Conference of Bishops meetings are held twice a year which I have attended. As a member of that group I also serve on the Program and Services Committee which meets during our time together. The mothership continues to work on ways to save money and remain faithful in the work that it is called to do. For them as for us these are challenging times.

By the time you read this Pastor Mary Johnson will have retired from her faithful ministry to this Church in parish ministry, Hospice Chaplaincy and as an Assistant to the Bishop for Candidacy and Mobility. She has been a gift and blessing to us and to many others beyond this synod and will be truly missed. As she moves toward retirement we will welcome Julie Grindle as the new Assistant for these two areas. I look forward to working with her.

We have begun a conversation around the reality of how the ability to work more remotely might reshape how we do our work together. The Deans continue to be a blessing to me and many others for the work that they do. As I look back over the past twelve years it amazes me how much their job description has changed and how much more they do.

Synodically I have participated in the annual Leadership Guild for First Call pastors, Preached and Presided at seven different Chrism Mass liturgies during Holy Week and met six times with Jeff Human, our Legal Counsel and Tom Madden to care for legal issues in the synod. The Bishop's Staff and Pastoral Staff each met six times this year each and Synod Council met five times plus an overnight retreat in the early summer.

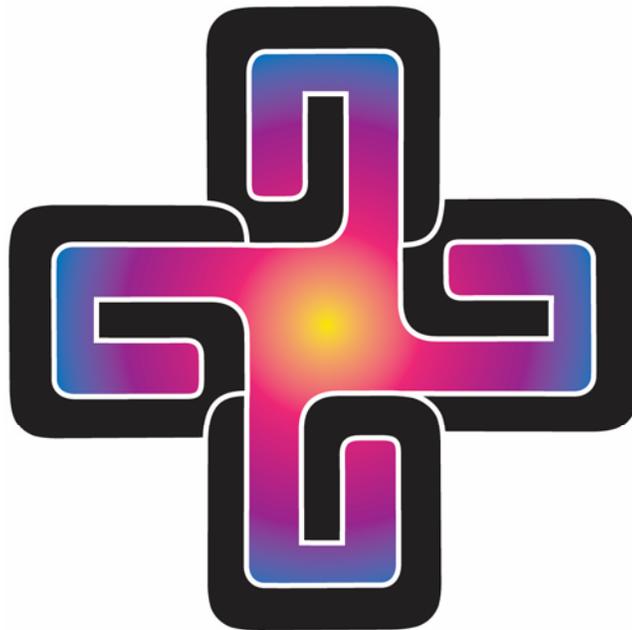
## **Bishop's Report-continued**

Ordinations took place both in this synod as well as the Metropolitan New York Synod when I represented the Office of the Bishop there during a vacancy. The Deans continue to preside at the installation of pastors when necessary.

I attended the Deacons Retreat and presented at the request of the Hudson Mohawk Conference. I also met with each of the conference Ministeriums as well as shared time with many pastors and others at their request along the way. Emails bring concerns and celebrations from congregations and lay leaders across this great synod and phone calls needing responses are fairly constant. All in all, this call keeps me busy for the most part and brings great joy the vast majority of the time.

I am thankful to each of you for your prayers and work that you do in our midst often unnoticed. Each of you is a gift and grace to the ministry to which we have been called to be the Church in this place. I pray that as we continue our work of Growing in our Witness we might be strengthened by the work of the Holy Spirit toward the future to which our God calls us.

John S. Macholz, Bishop



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

## **TREASURER'S REPORT**

**May 2019**

The current fiscal year was again challenging. New FASB accounting rules, regulations and presentation guidelines that complicated the 2019 CPA report were implemented. Unrestricted congregational mission income surpassed 2018 by \$6.7 thousand and total income advanced by \$22.4 thousand. This year-to-year increase was the first in several years and was primarily the result of a significant response to the Bishop's pastoral letters of November and December plus a \$25 thousand final gift from Prince of Peace Church in Troy. Sincere thanks are extended to those individuals and congregations who made a financial commitment to the Bishop's request. This generous yearend giving was greatly appreciated and somewhat reduced the Synod's January financial pressures.

However, the most significant factor in the current year's change in net assets-loss on operations of \$14.2 thousand was the increase in total expenses by \$43.5 thousand compared to 2018. The new FASB accounting rules now characterize expenses in either the program or management and general categories. Current year program expenses that increased by \$46.9 thousand were slightly offset by a \$3.4 thousand decline in management and general expenditures over 2018. Compensation and benefits, professional and administrative services plus information technology were the classifications that experienced substantial growth. The change in net assets prior to non-operating activities amounted to a negative \$26.6 thousand versus a negative \$5.5 thousand in 2018. Allowable net asset transfers of \$12.4 thousand reduced the operating loss for 2019 to \$14.2 thousand. An operating gain of \$26 thousand was recorded in 2018 due to permissible net asset transfers and endowment write-downs. Consequently, the unrestricted general operating net worth declined by the \$14.2 thousand from \$136.9 thousand to \$122.7 thousand. This rather thin net equity position does not provide much of a financial cushion to absorb future operating losses or large charges from unanticipated non-operating activities. The painful reality is that more unrestricted mission income is required for the Synod to remain financially viable, support church and synodical operations plus continue its various ministries and programs. Additional reductions to both ELCA and UNYS benevolences may be one of the very limited remaining options.

During 2018 the Synod was able to maintain a lower but fairly stable cash balance without the use of the line of credit. Investment returns were also diminished because of volatile and complex market conditions across all investment sectors. Fortunately, all accounts have experienced a strong recovery by March 31, 2019. All unrestricted and donor restricted accounts are fully covered by cash or readily marketable investment securities.

Dermody, Burke and Brown, Certified Public Accountants of Syracuse, New York again certified the Synod's January 31, 2019 financial statements with an unmodified opinion. No material internal control deficiencies or negative managerial findings were reported.

A complete copy of the audited financial statements is included in the electronic portion of the Assembly Bulletin which is found on the Synod's website. Please recognize that the report format, presentation and commentary has been revised from prior years. In addition, the entire report with the complete footnotes is needed to conduct an accurate financial review. Limited printed copies will be available upon request at the front desk during the Assembly.

**TREASURER’S REPORT—continued**  
**May 2019**

My sincere thanks are given to the many individuals who have graciously assisted me and provided wise counsel during the past year. Bishop John Macholz, Greg May, Karen Eadon, Kathy Neugent, Michelle Josephson, Norma Malfatti, Tom Madden and Jeff Human would be some of the many people who have been most helpful and considerate. It is my intention to continue as the appointed Treasurer through June 2020 and also assist in the identification of a new officer for this position. I look forward to working with our well experienced team and will strive to maintain a high degree of voluntary financial oversight.

Special thanks are also extended to the members of the Finance, Investment and Audit Committees. Greg May, Pr. Marlene Hyden, Pr. David Cleaver-Bartholomew, Pr. Nelson Gaetz, Jerry Burke, David Uhazie and Wayne Pachioli are the very conscientious individuals who have made these committees function well and significantly contributed to the voluntary supervision of the Synod’s finances. These three committees have delivered a strong combined performance that has provided sound judgment and solid financial management for this Synod. Please visit with the team at the Rochester Assembly and attend one of our workshops focused on congregational financial vitality.

Faithfully yours,  
F.E. Risser  
Treasurer



# **AUDITOR'S REPORT**

Dermody, Burke & Brown, CPAs, LLC

## INDEPENDENT AUDITORS' REPORT

### SYNOD COUNCIL

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

### Report on the Financial Statements

We have audited the accompanying financial statements of **UPSTATE NEW YORK SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA** (the Synod), which comprise the statements of financial position as of January 31, 2019 and 2018, and the related statements of activities and cash flows for the years then ended, and the statement of functional expenses for the year ended December 31, 2018, and the related notes to the financial statements.

### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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[www.dbbllc.com](http://www.dbbllc.com)

*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*

## **AUDITOR'S REPORT** continued

### Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Upstate New York Synod of the Evangelical Lutheran Church in America as of January 31, 2019 and 2018, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

### Change in Accounting Principle

As discussed in Note 10 to the financial statements, Upstate New York Synod of the Evangelical Lutheran Church in America has implemented the provisions of Accounting Standards Update 2016-14, Not-for-Profit Entities (Topic 958): *Presentation of Financial Statements of Not-for-Profit Entities*. Our opinion is not modified with respect to that matter.

### Other Matter

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying supplementary information on pages 19 to 24 is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated, in all material respects, in relation to the financial statements taken as a whole.

Syracuse, NY April 5, 2019

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# **FEB. 1, 2018—JAN. 31, 2019 AUDITED FINANCIAL STATEMENTS**

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

### **AUDITED FINANCIAL STATEMENTS**

### **STATEMENTS OF FINANCIAL POSITION**

January 31, 2019 and 2018

<b>ASSETS</b>		
	<b>2019</b>	<b>2018</b>
<b>CURRENT ASSETS</b>		
Cash and Cash Equivalents	\$ 387,449	\$ 454,538
Commitments Receivable	2,420	24,840
Other Assets	12,633	8,747
Investments	<u>2,167,667</u>	<u>2,238,946</u>
Total Current Assets	2,570,169	2,727,071
Property and Equipment, Net	<u>25,232</u>	<u>34,843</u>
<b>TOTAL ASSETS</b>	<b><u>\$ 2,595,401</u></b>	<b><u>\$ 2,761,914</u></b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT LIABILITIES</b>		
Accounts Payable	\$ 35,564	\$ 27,578
Accrued Payroll and Related Expenses	2,693	3,131
Deferred Revenue	0	83,807
Assets Held for Others	<u>994,731</u>	<u>1,110,369</u>
Total Current Liabilities	1,032,988	1,224,887
<b>NET ASSETS</b>		
Without Donor Restrictions:		
Operating	22,688	136,927
Council Designated	<u>601,977</u>	<u>642,375</u>
Total Net Assets Without Donor Restrictions	724,665	779,302
With Donor Restrictions:		
Purpose and Time Restricted	509,090	431,120
Endowment in Perpetuity	<u>328,638</u>	<u>326,605</u>
Total Net Assets With Donor Restrictions	<u>837,728</u>	<u>757,725</u>
Total Net Assets	<u>1,562,413</u>	<u>1,537,027</u>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b><u>\$ 2,595,401</u></b>	<b><u>\$ 2,761,914</u></b>

See notes to financial statements.

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**FEB. 1, 2018—JAN. 31, 2019 AUDITED FINANCIAL STATEMENTS**

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

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

	Net Assets Without Donor Restrictions		Net Assets With Donor Restrictions		Total
	Operating	Council Designated			
<b>General and Designated Mission Income:</b>					
Congregational Mission Contributions	\$ 1,116,172	\$ 0	\$ 0	\$ 1,116,172	
Grants and Other Receipts	18,050	34,455	128,892	181,397	
Investment Income	0	12,960	16,766	29,726	
Unrealized Gain on Investments	0	63,615	50,273	113,888	
Miscellaneous Income	5,099	0	0	5,099	
Net Assets Released from Donor Restrictions	70,295	0	(70,295)	0	
<b>Total Income</b>	<b>1,209,616</b>	<b>111,030</b>	<b>125,636</b>	<b>1,446,282</b>	
<b>Expenses:</b>					
Program Expense	995,360	0	0	995,360	
Management and General	219,730	0	0	219,730	
<b>Total Expenses</b>	<b>1,215,090</b>	<b>0</b>	<b>0</b>	<b>1,215,090</b>	
<b>Change in Net Assets before Non-Operating Activities</b>	<b>(5,474)</b>	<b>111,030</b>	<b>125,636</b>	<b>231,192</b>	
<b>Non-Operating Activities:</b>					
Council Designated Expenses	(51,590)	0	0	(51,590)	
Net Assets Released from Council Designated	51,590	(51,590)	0	0	
<b>ELCA World Hunger and Other Special Appeals:</b>					
Pass-Through Contributions	231,137	0	0	231,137	
Pass-Through Expenses	(231,137)	0	0	(231,137)	
Net Asset Transfers	6,969	0	(6,969)	0	
Endowment Deficiency Write-Downs	24,458	0	(24,458)	0	
<b>Total Non-Operating Activities</b>	<b>31,427</b>	<b>(51,590)</b>	<b>(31,427)</b>	<b>(51,590)</b>	
<b>Change in Net Assets</b>	<b>25,953</b>	<b>59,440</b>	<b>94,209</b>	<b>179,602</b>	
<b>Net Assets at Beginning of Year</b>	<b>129,802</b>	<b>588,565</b>	<b>663,516</b>	<b>1,381,883</b>	
<b>Net Assets at End of Year, Restated</b>	<b>\$ 155,755</b>	<b>\$ 648,005</b>	<b>\$ 757,725</b>	<b>\$ 1,561,485</b>	

See notes to financial statements.

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**FEB. 1, 2018—JAN. 31, 2019 AUDITED FINANCIAL STATEMENTS**

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

**STATEMENT OF ACTIVITIES**  
Fiscal Year Ended January 31, 2019

	Net Assets Without Donor Restrictions		Net Assets With Donor Restrictions		Total
	Operating	Council Designated			
General and Designated Mission Income:					
Congregational Mission Commitments	\$ 1,122,874	\$ 0	\$ 0	\$ 1,122,874	
Grants and Other Receipts	30,961	48,469	175,266	754,695	
Investment Income	0	15,837	29,871	45,708	
Unrealized Loss on Investments	0	(37,990)	(45,897)	(83,887)	
Miscellaneous Income	5,072	0	0	5,072	
Net Assets Released from Donor Restrictions	73,077	0	(73,077)	0	
Total Income	<u>1,231,984</u>	<u>26,316</u>	<u>86,463</u>	<u>1,344,763</u>	
Expenses:					
Program Expense	1,042,250	0	0	1,042,250	
Management and General	216,347	0	0	216,347	
Total Expenses	<u>1,258,597</u>	<u>0</u>	<u>0</u>	<u>1,258,597</u>	
Change in Net Assets before Non-Operating Activities	(26,613)	26,316	86,463	86,166	
Non-Operating Activities:					
Council Designated Expenses	(60,780)	0	0	(60,780)	
Net Assets Released from Council Designated	60,780	(60,780)	0	0	
NLCA World Hunger and Other Special Appeals:					
Pass-Through Contributions	189,151	0	0	189,151	
Pass-Through Expenses	(189,151)	0	0	(189,151)	
Net Asset Transfers	12,374	(5,934)	(6,449)	0	
Total Non-Operating Activities	<u>12,374</u>	<u>(66,714)</u>	<u>(6,449)</u>	<u>(60,780)</u>	
Change in Net Assets	(14,239)	(40,398)	80,013	25,386	
Net Assets at Beginning of Year, Restated	<u>136,927</u>	<u>642,375</u>	<u>757,725</u>	<u>1,537,027</u>	
Net Assets at End of Year	<u>\$ 122,688</u>	<u>\$ 601,977</u>	<u>\$ 837,746</u>	<u>\$ 1,562,411</u>	

See notes to financial statements.

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**FEB. 1, 2018—JAN. 31, 2019 AUDITED FINANCIAL STATEMENTS**

**STATEMENT OF FUNCTIONAL EXPENSES**  
 Year Ended January 31, 2019 with Comparative  
 Totals for the Year Ended January 31, 2018

	<b>Broader Church</b>	<b>Congregation Relationships</b>	<b>Assembly</b>
Program Grant	\$ 479,365	\$ 57,838	\$ 0
Synod Program and Assistance	1,309	2,324	0
Compensation and Benefits	30,635	16,853	61,267
Professional and Administrative Services	2,500	1,086	22,196
Office Operations	0	0	9,135
Information Technology	0	0	25,102
Occupancy	0	0	0
Travel	7,088	18,504	13,758
<b>TOTAL EXPENSES</b>	<b>\$ 520,897</b>	<b>\$ 241,605</b>	<b>\$ 131,458</b>

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**FEB. 1, 2018—JAN. 31, 2019 AUDITED FINANCIAL STATEMENTS**

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

Leadership Development	Total Program Expense	Management and General	Total	
			2019	2018
\$ 42,812	\$ 580,015	\$ 0	\$ 580,015	\$ 583,104
9,278	12,911	0	12,911	18,249
85,572	339,327	136,401	475,728	422,117
0	25,782	26,121	51,903	39,071
0	9,135	20,801	29,936	35,503
0	25,102	278	25,380	13,978
0	0	23,884	23,884	24,067
<u>10,628</u>	<u>49,978</u>	<u>8,862</u>	<u>58,840</u>	<u>79,007</u>
<u>\$ 148,290</u>	<u>\$ 1,042,250</u>	<u>\$ 216,347</u>	<u>\$ 1,268,597</u>	<u>\$ 1,215,090</u>

See notes to financial statements.

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**FEB. 1, 2018—JAN. 31, 2019 AUDITED FINANCIAL STATEMENTS**

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

**STATEMENTS OF CASH FLOWS**  
Fiscal Years Ended January 31, 2019 and 2018

	2019	2018
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Change in Net Assets	\$ 25,386	\$ 179,607
Adjustments to Reconcile Change in Net Assets to Net Cash Provided By Operating Activities:		
Depreciation and Amortization Expense	9,611	14,266
Market (Gain) Loss on Investments	83,587	(113,888)
Contributions Restricted for Long-Term Purposes	(5,918)	(1,770)
Endowment Deficiency Write-Downs	0	24,456
(Increase) Decrease in Operating Assets:		
Commitments Receivable	22,420	(5,881)
Other Assets	(2,886)	(461)
Increase (Decrease) in Operating Liabilities:		
Accounts Payable	7,986	(9,690)
Accrued Payroll and Related Expenses	(449)	512
Deferred Revenue	(83,807)	3,697
Assets Held for Others	(115,638)	(16,170)
Net Cash Provided By (Used In) Operating Activities	(60,729)	74,675
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Net Investment Activity	(2,308)	(28,366)
Net Cash Used In Investing Activities	(2,308)	(28,366)
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Investment in Permanent Endowment	5,948	1,770
Net Cash Provided By Financing Activities	5,948	1,770
Net Change in Cash and Cash Equivalents	(67,089)	48,079
Cash and Cash Equivalents, Beginning of Year	454,538	406,459
Cash and Cash Equivalents, End of Year	\$ 387,449	\$ 454,538

See notes to financial statements.

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# FEB. 1, 2018—JAN. 31, 2019 FINANCIAL STATEMENTS

Accounts	YTD Actual (Jan 31, 2019)
<b>REVENUE</b>	
<b>MISSION COMMITMENTS</b>	
5111 - Mission Commitment Income (42% ELCA)	\$1,115,393.65
5112 - Supply Preaching Income	\$2,505.00
5115 - Extra Appeal-Indiv	\$4,975.00
<b>Total MISSION COMMITMENTS</b>	<b>\$1,122,873.65</b>
<b>INTEREST AND DIVIDENDS</b>	
5511 - Operating Fund Interest Income	\$136.15
<b>Total INTEREST AND DIVIDENDS</b>	<b>\$136.15</b>
<b>OTHER INCOME</b>	
5534 - Other Grant Income	\$25,403.38
5549 - Miscellaneous Income	\$25.12
5560 - Custodial Accts Manager Income	\$4,911.09
<b>Total OTHER INCOME</b>	<b>\$30,339.59</b>
<b>FUND DISTRIBUTIONS</b>	
5538 - Unrestricted - Weiskotten Memorial	\$74.05
5539 - Unrestricted - ML Kling Memorial	\$279.03
5543 - Unrestricted - Charles Gray Funds	\$6,924.18
5553 - Unrestricted - Synod Memorial	\$407.75
5554 - Unrestricted - Church Extension	\$2,121.24
5555 - Unrestricted - Redeemer, Buffalo	\$1,924.39
5558 - Unrestricted - Minden Church	\$104.62
5557 - Unrestricted - St. Mark/Our Saviour	\$1,411.87
5559 - Unrestricted - Christ, Buffalo	\$3,602.47
5715 - Unrestricted - Kreider Memorial	\$49.84
5739 - Unrestricted - First English, Schene	\$1,033.32
<b>Total FUND DISTRIBUTIONS</b>	<b>\$17,932.76</b>
<b>Total REVENUE</b>	<b>\$1,171,282.15</b>
<b>EXPENSES</b>	
<b>ELCA MISSION SUPPORT</b>	
6001 - ELCA Mission Support Expense	\$468,465.02
<b>Total ELCA MISSION SUPPORT</b>	<b>\$468,465.02</b>
<b>CONGREGATIONAL MINISTRY</b>	
<b>Resource Teams and Material</b>	
6119 - Stewardship Materials	\$29.64
<b>Total Resource Teams and Material</b>	<b>\$29.64</b>
<b>Outdoor Ministry</b>	
6131 - Vanderkamp Center Expense	\$12,000.00
6132 - Lake Chautauqua Center Expense	\$14,000.00
<b>Total Outdoor Ministry</b>	<b>\$26,000.00</b>
<b>Total CONGREGATIONAL MINISTRY</b>	<b>\$26,029.64</b>

## FEB. 1, 2018—JAN. 31, 2019 FINANCIAL STATEMENTS

<b>CARE OF CONGREGATIONS</b>	
7345 - Regional Renewal Team	\$49.00
<b>Total CARE OF CONGREGATIONS</b>	<b>\$49.00</b>
<b>CAMPUS MINISTRY</b>	
6211 - Albany Campus Ministry Grant Exp	\$8,360.00
6213 - Buffalo Campus Ministry Grant Exp	\$8,360.00
6215 - Ithaca Campus Ministry Grant Exp	\$8,360.00
6216 - Rochester Campus Ministry Grant Exp	\$8,360.00
6217 - Syracuse Campus Ministry Grant Exp	\$8,360.00
<b>Total CAMPUS MINISTRY</b>	<b>\$41,800.00</b>
<b>GLOBAL MISSION</b>	
6304 - Global Mission Exchange	\$1,000.00
<b>Total GLOBAL MISSION</b>	<b>\$1,000.00</b>
<b>MINISTRY</b>	
<b>Care of Candidates</b>	
6403 - Career Evaluation of Candidates Exp	(\$175.00)
6404 - Candidate Background Screening	\$505.00
6405 - Candidacy Committee Expense	\$6,404.30
6409 - Miscellaneous Candidates Expense	\$1,003.95
<b>Total Care of Candidates</b>	<b>\$7,738.25</b>
<b>Care of Rostered Ministers</b>	
6426 - Coaching Training-Developers	\$132.87
6427 - Conferences with Clergy/AIM Exp	\$793.67
<b>Total Care of Rostered Ministers</b>	<b>\$926.54</b>
<b>Seminary Support</b>	
6441 - United Luth Seminary Grant Expense	\$8,000.00
<b>Total Seminary Support</b>	<b>\$8,000.00</b>
<b>Total MINISTRY</b>	<b>\$16,684.79</b>
<b>NEW/RENEWING CONGREGATIONS</b>	
6581 - Christ the King, Vestal (redevelop)	\$3,000.00
6582 - W.Rensselaer Cty Parish (renewal)	\$3,500.00
6584 - South Wedge Mission Exp	\$4,999.92
6590 - Syracuse Urban Ministry Exp	\$5,000.00
6593 - Maritime Ministry Expense	\$400.00
<b>Total NEW/RENEWING CONGREGATIONS</b>	<b>\$16,899.92</b>
<b>COMMUNICATION SERVICES</b>	
6805 - Upstate Update Access Fees	\$546.00
6806 - Website & Domain Fees	\$241.32
6831 - Computer Security Exp	\$284.11
<b>Total COMMUNICATION SERVICES</b>	<b>\$1,071.43</b>
<b>SYNOD COUNCIL AND COMMITTEES</b>	
7301 - Synod Council Meeting Expense	\$4,120.48
7331 - Lutheran Archives Center Grant Exp	\$2,500.00
<b>Total SYNOD COUNCIL AND COMMITTEES</b>	<b>\$6,620.48</b>

## FEB. 1, 2018—JAN. 31, 2019 FINANCIAL STATEMENTS

### MINISTRY OF THE BISHOP

#### Pastoral Staff-Compensation

7401 - Pastoral Staff Salaries Expense	\$197,024.85
7402 - Pastoral Staff Housing Allow Exp	\$72,600.48

**Total Pastoral Staff-Compensation** \$269,625.33

#### Pastoral Staff-Benefits

7411 - Pastoral Staff Social Security Exp	\$11,932.69
7412 - Pastoral Staff Pension/Health Exp	\$49,632.31
7413 - Pastoral Staff Medical Reimbursemnt	\$2,365.49
7416 - Pastoral Staff Workers Comp Ins Exp	\$1,579.59
7417 - Pastoral Staff NYS Disability Ins Exp	\$155.99

**Total Pastoral Staff-Benefits** \$65,666.07

#### Pastoral Staff-Other

7431 - Memberships/Subscriptions Expense	\$214.91
7432 - Pastoral Staff Continuing Ed Exp	\$1,749.76
7436 - Natural Systems Academy	\$3,000.00

**Total Pastoral Staff-Other** \$4,964.67

#### Pastoral Staff-Travel

7451 - Bishop's Travel Expense	\$7,545.69
7455 - Travel Exp - DEM	\$5,456.48
7456 - Part-Time Adjunct Staff Travel Exp	\$8,429.86
7458 - Travel Exp-Candidacy	\$2,919.28
7459 - Travel - Faith Formation	\$3,353.60
7461 - Bishop's Auto Expense	\$10,020.53
7465 - Auto Exp - DEM	\$9,761.69
7469 - Pastoral Staff Auto Insurance Exp	\$2,687.66

**Total Pastoral Staff-Travel** \$50,174.79

**Total MINISTRY OF THE BISHOP** \$390,430.86

### NORTH EAST REGION

7503 - Reg VII Leadership Guild	(\$142.13)
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**Total NORTH EAST REGION** (\$142.13)

### ECUMENICAL AFFAIRS

7601 - NYSCC Grant Expense	\$10,500.00
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**Total ECUMENICAL AFFAIRS** \$10,500.00

### SYNOD OFFICE

#### Support Staff Compensation

7701 - Support Staff Salary Exp	\$94,391.33
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**Total Support Staff Compensation** \$94,391.33

#### Support Staff Benefits

7710 - Support Staff Social Sec Tax Exp	\$5,852.30
7711 - Support Staff Medicare Tax Exp	\$1,368.73
7712 - Support Staff Pension/Health Exp	\$33,629.28
7713 - Support Staff Medical Reimbursement	\$2,823.51
7714 - Support Staff Workers Comp Ins Exp	\$466.73

## FEB. 1, 2018—JAN. 31, 2019 FINANCIAL STATEMENTS

<b>Support Staff Benefits</b>	
7715 - Support Staff NYS Disability Ins Exp	\$154.80
7716 - Support Staff Travel Expense	\$678.87
<b>Total Support Staff Benefits</b>	<b>\$44,974.22</b>
<b>Syracuse Office Building</b>	
7720 - Rent Expense	\$18,146.42
<b>Total Syracuse Office Building</b>	<b>\$18,146.42</b>
<b>Office-Other</b>	
7742 - Computer Software purchase	\$278.07
7744 - Telecommunications Access Expense	\$9,158.29
7746 - Office Supplies Expense	\$1,593.49
7748 - Printing and Duplicating Expense	\$539.87
7749 - Postage Expense	\$2,082.74
7750 - Postage Meter Rental Expense	\$299.88
7751 - Minor Office Equipment Expense	\$48.99
7753 - Copier Lease Expense	\$4,131.29
7755 - Equipment Service/Repairs Expense	\$877.50
7756 - Hosting Expense	\$693.80
7759 - Miscellaneous Office Expense	\$1,299.98
<b>Total Office-Other</b>	<b>\$21,003.90</b>
<b>Professional Services</b>	
6913 - Audit Expense	\$16,000.00
6917 - Computer Accting Support Expense	\$1,512.00
6920 - HR One Consulting Exp	\$2,230.00
6921 - HRA Acct Mgmt	\$925.00
7770 - Bank Service Charge Expense	\$1,211.95
7771 - Multi-Peril Insurance Exp	\$3,980.66
7772 - Umbrella Insurance Exp	\$1,756.50
<b>Total Professional Services</b>	<b>\$27,616.11</b>
<b>Total SYNOD OFFICE</b>	<b>\$206,131.98</b>
<b>Total EXPENSES</b>	<b>\$1,185,520.99</b>
 <b>Net Total</b>	 <b>(\$14,238.84)</b>

## Protestant Campus Ministry at UAlbany

### Upstate Synod Assembly – Pre-Assembly Report 2019



In Genesis 12, God calls Abraham and Sarah to leave their home and go to a new land. Cornerstone Protestant Campus Ministry has spent the last year living into the story as they prepared to move from the building they had called home for over 40 years to a new space in the Campus Center at UAlbany.

**The Stage is Set:** In 2016 the Interfaith Center Board sold the property to the University at Albany with the understanding that it would continue to be the home for the chaplains, their ministry and interfaith programming on campus. In the fall for 2017, the University decided they would relocate us.

**On the Move:** During the spring semester, belongings were packed, some items were sold and others found new homes with other non-profit organizations. In June, the moving truck arrived and what remained was moved to a suite of offices and space on the third floor of the campus center.

**Doing Ministry in a New Land:** The move brought with it some substantial changes for how we do ministry. While the new location is centrally located, has office space for the chaplains, a meditation room, a lounge area for the library and informal gatherings, and a small multi-purpose room, the new space does not have designated worship space or a kitchen. As a result, Cornerstone worked with Campus Center Management to reserve rooms for programming and they worked with Sodexo to order weekly meals. The good news is that a large room next to the new space has been available for worship and Food and Faith and room rental fees have been waived. While home-cooked meals are no longer allowed for Sunday Supper, University Auxiliary Services provided a grant to help offset the cost of the new meals. Initially, it was anticipated that the move would cost Cornerstone Campus Ministry over \$23,000 in additional fees and services each year but we are working hard to reduce that amount.

Our students are adapting well to the changes and we are discovering together what ministry means in this new land. The ministry continues to live out our vision statement: *“bringing students together at UAlbany to make a difference in the world.”* Each Sunday evening we offer on-campus interdenominational worship featuring our student-led worship band and followed by Sunday Supper. On Tuesday evenings students come together for “Food and Faith” featuring the contributions of our various congregational partners who take turn bringing dinner and providing a mini-worship. We offer a variety of education programs including Bible Study and Java & Justice. And there is always an abundance of special events, such as hiking, retreats and more. We offer at least one mission and service projects in the community per month and sometimes that more. This year we partnered with Family Promise to assist homeless families. We’ve picked apples and made pies for Interfaith Partnership for the Homeless as well as preparing and delivering meals and desserts to them. We assisted with the Halloween Party at Riverview Baptist Church set up the emergency shelter at First Lutheran Church and assembled Christmas boxes as part of the Christmas at Sea program of the Maritime Ministry. In January 22 of us travelled to Puerto Rico to help rebuild homes destroyed by recent flooding.

Our Peer Ministry program has allowed us to continue to build leaders on campus and to equip students with skills they will carry with them as they leave this community and seek to find their place in the wider world. We are grateful for the support we receive from the ELCA, PCUSA, RCA and ABC and from over 25 Congregational Partners. The work of the PCM is overseen by an amazing board including pastors, lay-leaders and alums from a wide variety of Protestant traditions.

Information about our ministry can be obtained via web-site: [www.ualbanycornerstone.org](http://www.ualbanycornerstone.org). Check out our Facebook “fan page” to receive updates, view pictures and get a better sense of what we’re doing.

Respectfully Submitted,  
Rev. Sandy J. Damhof  
Protestant Campus Minister

## Annual Report to Upstate New York Synod, ELCA Lutheran Campus Ministry in Ithaca

1. **I usually like to begin with a story.** This year there may not be space to share it. If you do not see it here that means the editors decided it went over the space allowed. Ask me about having the police called about me and almost being arrested on move-in day at Cornell.

The calling to engage in campus ministry was a bit more risky in August 2018 as I was making visits with arriving students in the residence halls, using a list supplied by Cornell University.

A new residence hall director had been instructed that the only people who were to be in that residence hall on that day were students and their families. To her credit, she took her charge quite seriously. As I was neither student nor family, she did not want me there.

Before she and I could have the conversation, she had already called the police. The RHD was on her phone with her boss, a person with whom I have worked and by whom I am known. When the police arrived, I was quickly vetted because I checked out on their computer. I talked with the RHD about my support for her position of protecting the students in the residence hall. I told her I was grateful for her conscientious gatekeeping. I also wanted to talk about how this incident could have been avoided.

As we were talking, a student who shares in St Luke – and who was coordinating the entry line outside – came into the lobby, saw me, saw the police and asked, “Are the police here because of you, PB?” She, of course, thought she was joking. I said, “Yes”. She thought I was joking, and said, “Yea, right.” I said, “No, Really”.

Then all joking was over. She asked, “what did you do?”

In that question, she demonstrated her appropriate role and responsibility – and perhaps her Lutheran identity. She showed what we teach, preach and believe: not blind loyalty to a person but responsibility for her role or station, as Luther might name it. She questioned the behavior of a so-called leader. Good for her!

As I left that residence hall, I thought of Bonhoeffer’s early speech questioning ‘the leader principle’ that was arising in 1930’s Germany. He saw such a principle as idolatry. That student didn’t blindly follow the leader; she had enough faith and standing/role/station (Luther’s Stände) to question the leader.

Thanks be!

Campus ministry in action: forming people to be both faithful AND responsible everyday wherever God places us as co-workers, colleagues, neighbors and citizens.

2. We seek to be **a good neighbor** by providing space for many groups, both campus and community:

ESL, 12-step programs, service fraternities, drama and musical groups, Christian and Muslim prayer and study groups. We also serve as a polling place for elections and as a civic meeting place for Collegetown and for Ithaca. We hosted a series for interfaith dialogue with our Muslim neighbors, shared worship with our Roman Catholic and Episcopal neighbors, and hosted several music concerts and recitals for our neighborhood.

## Lutheran Campus Ministry in Ithaca - continued

3. We seek to be **good neighbors** to students, especially during the stressful finals times. The St. Luke building is open for a 10-day period of “**Study Hours @St. Luke**”, 10:00 am to midnight each day. 32 monitors from St Luke welcomed students to study here throughout the building in safe, warm, quiet, friendly space. We provide snacks, warm beverages, and free Wi-Fi. During the December finals period, we recorded 1547 student study hours. We were open in May, but this report had to be submitted before then.

Of course, we also engage in ‘regular’ stuff to help form the faith: worship at 8:12 and 10:45 each Sunday plus other special services (like the joint Vespers held here November 11 with the Cornell Catholic Community and the Episcopal Church at Cornell to mark the centenary of the end of World War I), good music in worship and in concerts coordinated and supported by the Friends of Music at St Luke, study groups, service opportunities, faith formation, leadership development, and counseling.

What do others see, experience and say about their experience with and among this faith community?

**Jill Schleifer Schneggenburger**, *BS, Cornell University, 2003; SUNY Buffalo, MD, 2007*

The more I think of how to summarize my St. Luke experience, the more I realize how critically and beautifully interwoven St. Luke was in my college years

**Kayla Mosebrook**, *Masters in Landscape Architecture, Cornell University, 2019*

I’m so thankful for St. Luke having reached out to me when I first got to Ithaca, and I am blessed with a new church family and place of worship to call home while I’m here pursuing my studies.

**Tommi Schieder**. *BS (Plant Science), Cornell University, 2019*

St. Luke has been a place of refuge for me my whole college career and I hope it will be able to provide other students with similar experiences for years to come.

**Stacy Bretz**, *BS, 1989; Ph.D., 1994 (Chemistry), Cornell University,*

St. Luke came along at a point in my life when I was consciously searching to understand my faith. Thirty years later, those connections and convictions are still growing at St. Luke.

**Anya Varanko**, *BS, 2016, Cornell University; Ph. D. candidate at Duke University*

The community at St. Luke filled a very important role during my time at Cornell – it was my second family. This church was there no matter what I needed.

**Josh Moyer**, *masters degree 2014, (Biology), Cornell University*

The St. Luke community took on a new role in my life. They became a source of friendship & encouragement.

**Caleb Bates**, *Ithaca College, Class of 2021, music major: composition*

I come to St. Luke because we are a beacon of musical opportunities for Ithaca.

**Thanks for your support** and for being an important part of the story of God’s love and grace!

Peace,

Pastor Rick L. Bair

## **LUTHERAN CAMPUS MINISTRY AT SU**

The highlight of this year's program was our "Youth Dialogue and Leadership Mentoring Program" that connected 10 high school youth from across the city of Syracuse, with 10 college student mentors. We met each Saturday for the entire academic year to discuss issues such as mental health, nutrition, race, sexuality, physical health, career goals, identity and spirituality. Each session included creative expression when the participants had the chance to explore their thoughts and feelings in non-verbal mediums, such as making collages, molding clay, painting, and creating skits. The culmination of the program were projects the high school students created with help from their mentors, and which they will present to younger youth in their own churches this summer. You can see some of their projects at the LCM Syracuse display table. This program was made possible through a grant from the Philip N. Knutson Endowment.

Our second exciting new initiative was our "Women's Empowerment Sewing Project." This is a project we did in partnership with The Community Foundation of Syracuse and The New American Integration Coalition Trust, Inc. and St. Stephens' Lutheran Church, who have generously given a room to be dedicated to a sewing center. Our sewing instructors and other volunteers have come from Atonement, King of Kings, St. Marks, Good Shepherd, St. Michael's and St. Stephen's Lutheran Churches. College students have not only assisted the women with sewing, but have helped with childcare, and students from the Whitman School of Business, and the Newhouse School of Communications have presented 4 workshops on how to market the goods the women are making to earn a little money for themselves, as well as to provide funds to buy materials for future sewing classes.

We have finally begun to use a new media to bring the Gospel to campus; with our weekly podcast "Sunday Snippets" broadcasting a short segment of our on campus Sunday worship service on "Sound Cloud". A prayer, sermon nugget, hymn or reflective music is uploaded with an invitation to listen and come the following Sunday for more of the same. We hope it will reach many students and encourage a good number of them to join us.

Thank you for your prayers and donations; making our domestic missionary work with youth possible.

## **Lutheran-Episcopal Campus Ministry (THE TABLE)**

at Rochester Institute of Technology  
and the National Technical Institute for the Deaf

We continue to strive towards our goal of providing an opportunity for the entire RIT & NTID campus community to worship, study, enjoy fellowship and serve in the Lord of our Lord & Savior Jesus Christ.

There have been some wonderful changes to our community:

- 1) Through generous grants from the Episcopal Diocese of Rochester and the Episcopal Church USA's Deaf Ministry, Rev. Laurence Wainwright-Maks has joined our ministry, Father Laurence is an Episcopal Priest, fluent in American Sign Language. He has been a regular part of our Sunday night worship services and dinners. (We continue to use the services of an ASL interpreter provided by RIT & NTID.) Father Laurence has been holding Bible studies and worship opportunities on the NTID campus.
- 2) We have been included as an official "Partner Ministry" within the RIT community. This new relationship allows us to receive funds from RIT to support our mission and ministry. It also allows us more access to various RIT programs and other benefits provided by RIT.
- 3) Our office space on campus is going to be renovated. All work will be paid for by the Center for Spirituality and Religious Life at RIT.

Father Laurence and I have been participants in many programs sponsored by the CSRL at RIT. The Center is seeking to develop a closer working relationship with all the ministries on campus and we have been pleased to assist in whatever way we can. We took part in a large group session of remembering those who have died recently. We also were called on to help deal with a suicide on campus. Father Laurence counselled students effected by this tragedy and I was called on to counsel the roommate of the suicide victim.

We continue our normal schedule of worship on Sunday nights, followed by a wonderful meal provided by local congregations. We now have several local Episcopal congregations in the rotation, thanks to Father Laurence. We often see new faces and we are thankful that our students are inviting their friends to join us.

We also continue serving at the Mustard Seed Community Dinners, held on the last Saturday of every month at Incarnate Word Lutheran Church in Rochester. We have many students who make these dinners a priority in their schedules.

We give thanks and praise to God for all the support we receive. We thank the congregations of the GFLC & the UNYS for all the assistance you have given to our shared mission at RIT. May God continue to bless our ministry to these students.

Respectfully Submitted  
Pastor Craig Swanson, Chaplain  
Lutheran-Episcopal Campus Ministry @ RIT & NTID



## **CANDIDACY COMMITTEE REPORT**

The Candidacy Committee and Area Interview Teams provide discernment, accompaniment and decision-making to form faithful, competent and healthy rostered ministers to lead Christ's church and its mission. As of March 2019, there are eighteen candidates at various stages of preparation for rostered ministry, seven active applicants for entrance to candidacy, and many others in various stages of discernment. We have both full-time and part-time students, and some engaged in TEEM, Accelerated Co-op and/or Distributed Learning pathways. More than half of our candidates are completing their formation while serving in congregations of our synod.

There are three necessary decisions during the course of candidacy: Entrance, admitting an applicant to the formation process of candidacy; Endorsement, affirming a candidate's competence and call midway through; and Approval, which is required to be eligible for a first call and ordination, near the end of the candidacy and formation processes. In 2018, six candidates were approved for ordination: Adam Arends, Roger Behrens, Eric Madsen, Ashlin Marchese, Jim Vitale and Samantha White. Pr. Dan Buringrud was approved for rostering as an ordained minister in the ECLA. Sohail Akhtar, Miranda Hammer, Jackie Jefferson, Rick Mollenkopf-Grill, Dan Tate and Laura Wade received positive Endorsement decisions, and Marisa Moon was approved for Entrance for candidacy. The Candidacy Committee also met with several persons for discernment and follow up between decisions.

In addition to the meetings with applicants and candidates, in the fall the Candidacy Committee and Area Teams met for training with the ELCA Manager for Candidacy and Leadership, Pr. Paul Baglyos. Several members participated in formation and assessment panels with candidates during the year, and each candidate has a committee member who relates to them as a contact person throughout their time of formation.

The candidacy work of discernment and decision-making is shared by many people in our synod. Pr. Jonathan Deibler does some initial interviewing, Two Area Interview Teams do the important ministry of discernment with applicants prior to Entrance. Members of the Eastern NY Team are: Pr. Joyce Fiore, Convener; Tom Collins, Pr. John Medwid, Pr. Jo Page, Marge Reyhneer and Christine Preisinger. Members of the Western NY Team are Pr. Rebecca Mentzer, Convener; Michelle Biegner, Chris George, Peter Koehneke, Pr. Lee Miller and Ann Myers. Along with the bishop, Pr. Paul Baglyos representing the ELCA, and Rev. Dr. Maria Erling of ULS, current members of the Candidacy Committee are: Pr. John Scarafia, Chair; David Ekimoff, Pr. John Ferrie, Julie Grindle, Steve Harris, Pr. Pamela Hoh, Pr. Neil Kattermann, Ann Maher, Carina Meyer, Pr. Imani Olear, Ann Siegle Drege and Pr. Richard Stewart. Sandra Tars completed ten years of service on the committee. Prs. Joanne Stewart and Johanna Rehbaum served as chaplains this past year. Thank you to all for your diligent and faithful service.

In April, when I retire, Julie Grindle will fill this synod staff position. I am thankful for the privilege it has been to serve Christ and the Church in this synod and in this ministry.

In Christ's service,

Rev. Mary L. Johnson

Assistant to the Bishop for Candidacy and Mobility



**Cherish All Children**

Pray + Educate + Connect + Act

## CHERISH ALL CHILDREN

### Upstate New York Synod Assembly Report for 2018

Cherish All Children has joined with Luther Social Services of MN and their efforts to help stop the sexual exploitation and abuse of children is exciting!

Initiatives in 2018 were “Call To Action” which supported efforts around the Super Bowl and beyond and education focused on a 365 days a year engaging in the long-term efforts to protect children.

My Neighbor is Not for Sale was launched in February 2018. This is a guide for congregations; a starting point to make a difference in protecting children. Download from of the website [www.cherishallchildren.org](http://www.cherishallchildren.org).

Also highlighted on the updated website is: End the Demand – Raising Healthy Boys: how we raise our boys and young men can play a significant role in ending the demand for commercial sexual exploitation. Men as Peacemakers Organizations working to create a healthy culture of masculinity through programs that address and undermine the root causes of violence against women and children including sexism, male dominance, racism, homophobia, and transphobia. MAP is at the forefront of a movement to promote equality and end violence against women and children. A Call to Men-the next generation of manhood is a violence prevention organization and respected leader on issues of manhood, male socialization and its intersection with violence, and preventing violence against all women and girls.

Respectfully submitted,

Dianne Klafehn, Cherish All Children Synod Leader

## CONGREGATION ANNIVERSARIES

Synod Assembly 2019

<u>Congregation</u>	<u>Conference</u>	<u>Year</u>
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Two congregations of our synod are observing the one hundred seventy-fifth (175<sup>th</sup>) anniversary of their founding:

<b>Bethany Central Bridge</b>	<b>FH</b>	<b>1844</b>
<b>St. John's, Lancaster</b>	<b>NF</b>	<b>1844</b>

Two congregations of our synod are observing the one hundred fiftieth (150<sup>th</sup>) anniversary of their founding:

<b>Zion, Cohocton</b>	<b>GFL</b>	<b>1869</b>
<b>St. Paul, Williamsville</b>	<b>NF</b>	<b>1869</b>

One congregation of our synod is observing the one hundredth (100<sup>th</sup>) anniversary of their founding:

<b>Emanuel, Valatie</b>	<b>HM</b>	<b>1919</b>
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One congregation of our synod is observing the seventy-fifth (75<sup>th</sup>) anniversary of their founding:

<b>Our Savior, Rochester</b>	<b>GFL</b>	<b>1944</b>
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## ORDINATION/COMMISSIONING ANNIVERSARIES

*We wish to honor and recognize these rostered people who have reached significant anniversaries in their ministry in the name of Christ*

<u>Rostered Leader</u>	<u>Conference</u>	<u>Date</u>
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One rostered leaders is observing the twenty-fifth (25<sup>th</sup>) anniversary of their ordination/commissioning (1994):

<b>The Rev. Douglas L. Stewart</b>	<b>GFL</b>	<b>June 10</b>
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Two rostered leaders are observing the thirtieth (30<sup>th</sup>) anniversary of their Ordination/commissioning (1989)

<b>The Rev. James H. Walck</b>	<b>ST</b>	<b>September 10</b>
<b>The Rev. Gail Swanson</b>	<b>GFL</b>	<b>June 18</b>

Six rostered leaders are observing the thirty-fifth (35<sup>th</sup>) anniversary of their ordination/commissioning (1984):

<b>The Rev. Timothy J. Hoyer</b>	<b>SW</b>	<b>June 8</b>
<b>The Rev. Paula G. Turner</b>	<b>HM</b>	<b>June 16</b>
<b>The Rev. Diane E. Wheatley</b>	<b>CC</b>	<b>June 17</b>
<b>The Rev. Timothy G. Madsen</b>	<b>NF</b>	<b>June 17</b>
<b>The Rev. Wendy A. Buckley</b>	<b>NF</b>	<b>June 17</b>
<b>The Rev. Gregory M. Zajac</b>	<b>HM</b>	<b>July 1</b>

Three rostered leaders are observing the fortieth (40<sup>th</sup>) anniversary of their ordination/commissioning (1979):

<b>The Rev. Ernest L. Varga, Jr.</b>	<b>SW</b>	<b>January 1</b>
<b>The Rev. L. David Almleaf</b>	<b>FH</b>	<b>June 10</b>
<b>The Rev. Craig J. Herrick</b>	<b>CC</b>	<b>June 24</b>

## COMMITTEE ON RECOGNITIONS (continued)

One rostered leader is observing the forty-fifth (45<sup>th</sup>) anniversary of their ordination/commissioning (1974):

**The Rev. Dwight E. Wascom**                      **GFL**                      **August 11**

Three of our rostered leaders have been serving in the Christian ministry for fifty (50) years. It is with great respect that we present: (1969)

**The Rev. Richard G. Krogmann**                      **NF**                      **June 2**  
**The Rev. Carl L. Knitter III**                      **GFL**                      **June 8**  
**The Rev. Ronald A. Haefer**                      **NF**                      **June 22**

One of our rostered leaders have been serving in the Christian ministry for fifty-five (55) years. It is with great respect that we present: (1964)

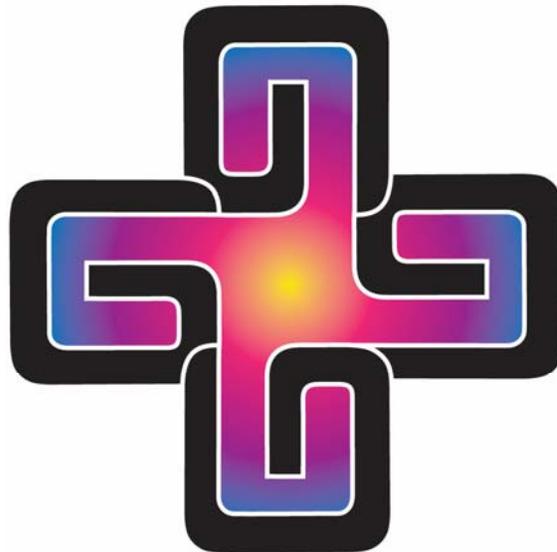
**The Rev. Charles G. Biegner, Jr.**                      **NF**                      **June 3**

Five of our rostered leaders have been serving in the Christian ministry for sixty (60) years. It is with great respect that we present: (1959)

**The Rev. Stephen Hluchy**                      **GFL**                      **May 26**  
**The Rev. Gustave H. Wedemeyer, Jr.**                      **CC**                      **May 27**  
**The Rev. John A. Buerk**                      **NF**                      **May 27**  
**The Rev. Clarence W. Elliott**                      **NF**                      **June 28**  
**The Rev. Paul R. Mertzluft**                      **NF**                      **September 11**

Two of our rostered leaders have been serving in the Christian ministry for sixty-five (65) years. It is with great respect that we present: (1954)

**The Rev. Charles H. Gustafson**                      **SW**                      **June 20**  
**The Rev. Kenneth C. Heuermann**                      **CC**                      **July 25**



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

## **CONFERENCE DEAN'S REPORTS**

### **CENTRAL CROSSROADS CONFERENCE SYNOD ASSEMBLY REPORT 2018**

**2018 was a year of many transitions in Central Crossroads.** Three CCC congregations continued in a period of pastoral transition: Trinity, Herkimer; St. Michaels, Camillus; and St. Pauls, Liverpool. The retirement of Pr. Paul Herpich and Pr. Gail Wolling added King of Kings, Liverpool and Luther Memorial, N Syracuse to the list of congregations in discernment.

**We welcomed the Rev. Dr. Julius Carroll**, his wife Geneva and their dog Luther as Intentional Interim Pastor at King of Kings. Dr. Carroll, who is rostered in North Carolina, was willing to risk our upstate winters to come and do ministry among us. He brought a wealth of church experience and history which he has shared throughout the conference including leading conversation around Race Relations and the 8<sup>th</sup> Commandment for our Fall Assembly.

**An Adult Mission Trip**, sponsored by CCC, was organized and led by Bonny McCabe and Tom Henry. They traveled to western Maryland and Washington, DC for service work topped off by a Gettysburg Battlefield tour narrated by Tom Henry.

**Conference Youth Events:** The annual Volleyball Marathon held at Syracuse University continued to garner enthusiasm as well as support for the organizations of Lutheran Charities. November was the annual Box Out event where the youth build cardboard 'homes' for shelter in an outdoor overnight. Issues around hunger and homelessness are the focus of this event. Our Youth were well represented in the area CROP walks (different locales around the conference.) Thanks to the Conference Youth Committee for its hard work.

Several congregations braved July heat in Houston, TX to have their young people experience the National Youth Gathering. Once again the value of this experience was affirmed. A Conference Confirmation Camp was also held.

**Learning at the Crossroads**, the educational arm of the conference, shifted its emphasis and approach to learning opportunities including a lively conversation led by Imam Mohammed Elkiki from the CNY Islamic Center. Tom Henry continued to offer his insights to the intersection of faith and history and Pr. Diane Wheatley explored the issue of suffering. A Book Club drawing from multiple congregations was started.

**Healthy Congregations Seminars** were offered by St Pauls, Liverpool for all interested people. This series was created by Peter Steinke and led by Pr. Greg Tennermann. It was a gift from St Pauls who bore most of the cost.

**The Annual Pre Lenten Retreat** for CCC and Genesee Finger Lakes Conference featured Dr. Tom Long, homiletics professor from Emory, who delighted those who attended and provided a time of spiritual and homiletical preparation for Lent.

**Lutheran Campus Ministry @ SU** expanded its programming in partnership with St Stephen, Syracuse providing instruction in English and homework help for a portion of the Syracuse area refugee community. A conference wide committee was formed to coordinate these efforts with our neighbors.

**Lutheran Disaster Response.** Paul Herpich agreed to coordinate this for CCC.

## **CONFERENCE DEANS REPORTS—continued**

### **FOOTHILLS CONFERENCE ANNUAL REPORT 2019**

The Foothills Conference saw some transitions this year; and yet, our congregations have maintained ministry in their communities.

We face the challenges of aging membership, older buildings needing maintenance, and limited finances and staff. Addressing these aforementioned conditions, congregations which span the gamut from rural to small cities, have tried to do outreach to disparate populations, address needs in the community, and empower their members to do ministry differently on the changing ministerial landscape.

As interim acting and then elected dean, I am learning the responsibilities of the position. Through the year, I have traveled to almost all the congregations at least once and have met with congregation councils and call committees. My colleagues have been most gracious and patient and for that I am grateful. Our conference has bid adieu to Rev. Stef Zehrhuhs of Bethany, Central Bridge as he retired, after having completed 42 years of service in his one and only congregation.

Some highlights of the year included:

1. Trinity, Amsterdam celebrated their 150<sup>th</sup> year of ministry.
2. St. Luke's, Amsterdam held an Active Shooter preparation and drill, developed an active member retention program, and share their building with a Spanish-speaking congregation.
3. Zion, Cobleskill celebrated their 225<sup>th</sup> year of ministry and rededicated their church tower that had been rebuilt after a lightning strike.
4. St. John's, Freysbush and St. Paul's, St. Johnsville have seen an increase in membership over the year.
5. Grace, Johnstown has instituted a once-a-month intergenerational Sunday School with accompanying hands-on projects.
6. The Hartwick Seminary Institute of Theology continues in its over 28-year span to train lay leaders in the tasks of ministry.
7. Otsego County Lutheran Parish has undertaken a year-long study of its current composition, finances, staffing, and the like and has held a meeting with the bishop to consider answers to their concerns.
8. St. Paul's, Richmondville refined and developed its food pantry program, coordinating with the Schoharie County Food Bank to help feed needy families.

Respectfully submitted,

Rev. Dr. Kenneth G. Simurro, Jr.  
Dean, Foothills Conference

## **CONFERENCE DEAN'S REPORTS—continued**

### **GENESEE FINGER LAKES CONFERENCE**

The Genesee/Finger Lakes Conference is comprised of 25 congregations, the South Wedge Mission in Rochester, and the joint Lutheran-Episcopal campus ministry at the Rochester Institute of Technology. The conference is loosely centered in Rochester, but stretches from Kendall in the West, to Lyons in the East, and south to Wellsville near the Pennsylvania border.

The conference ministerium met monthly for continuing education, spiritual growth, and fun. In January the ministerium held its annual Pre-Lent Retreat. The Rev. Dr. Marvin McMickle, President of Colgate Rochester Crozier Divinity School led the event and shared a new exegetical method for interpreting Luke's gospel.

A bi-weekly text study met at Atonement in Brighton where clergy gather to look at upcoming lectionary texts. Some congregations in the conference followed the Revised Common Lectionary, while others followed the Narrative Lectionary developed by Luther Seminary.

The conference Lutheran Youth Organization (LYO) was overseen by one paid staff person, Kristin Romell. That responsibility is now shared by three youth leaders in the conference. The LYO coordinated the youth ministries of several congregations and organized three major events: Fall Corn Maze, Conference Game Night, and Winter Weekend. Several congregations participated in the Confirmation Camp operated by Lake Chautauqua Lutheran Center.

#### *Congregational Mergers*

Christ the Good Shepherd, Rochester merged with Resurrection, Rochester.  
Concord, Greece merged with Messiah, Greece.

#### *Ordinations, Retirements, Call Changes*

- Rev. Steven Meyers ended his call at Concordia, Kendall on June 3, 2018 and began serving a one-year term call at Reformation, Rochester.
- Rev. Lori Nickoloff was ordained at Bethlehem, Fairport on December 2, 2018. She was installed as the pastor of St. Paul's, Penn Yan on January 12, 2019.
- Rev. Johanna Rehbaum ended her call at Bethlehem, Penfield & St. Martin, Webster on November 25, 2018. She was installed as the pastor of St. Paul's, Pittsford on January 20, 2019.

#### *Congregations Currently in Transition*

- Trinity Emmanuel, Gates; Rev. Doug Stewart transitional pastor
- St. Paul's, Dansville/Zion, Cohocton; Rev. Debbie Johnson and Rev. Jonathan Deibler sharing transitional pastor role
- Concordia, Kendall; Rev. Aileen Robbins transitional pastor, "Senior Seminarian" Eric Madsen is serving as stated supply and helping with visitations.
- Bethlehem, Penfield/St. Martin Webster; Rev. Amy Walter-Peterson transitional pastor

#### *Dean Change*

The Rev. Frank Hanrahan served as the conference dean from the beginning of 2018 through April. In May Rev. Jonathan Deibler began serving as dean.

Respectfully submitted,  
Rev. Jonathan Deibler

## **CONFERENCE DEAN'S REPORTS—continued**

### **Hudson Mohawk Conference report June 2018-March 2019**

The Hudson-Mohawk Conference comprises Albany, Columbia, Greene, Rensselaer, Saratoga and Schenectady counties, bisected by the Hudson River. With approximately thirty-one congregations and thirty-three rostered leaders, ministry sites vary from rural and semi-rural to urban and suburban. We have an active monthly ministerium, providing collegiality and support for rostered leaders, an active Conference Deacon program and offer both teens and young adults opportunities to grow in faith and community through Confirmation and High School Camps. The Conference funding arm, FESMOS (First English, St. Mark's and Our Saviour's) was created from the closing of the congregations whose initials make up its acronym. FESMOS funds are used to support regional ministries across denominational lines. These include Protestant Campus Ministry at the University of Albany, the Emergency Overflow Shelter at First, Albany, Troy Area United Ministries (TAUM), Schenectady Inner City Ministry (SICM) among other agencies. Along with Foothills Conference, we participate in Team East to promote transformational ministry, foster communication between the conferences and build up the body of Christ; we are alert and alive to ways we may seek new and innovative ways to do this.

A brief sampling of the work of the Conference this past year:

#### **June:**

- Team East Dinner Church to promote unity between HM and Foothills Conference
- Several clergy and laypersons participated in Poor People's Campaign
- Continued exploration of ministry feasibility at Tri-County Lutheran Parish
- Synod Staff Retreat at Notre Dame Center, Canandaigua

#### **July**

- Fundraiser for Prince of Peace, Clifton Park as their choir prepares for Carnegie Hall in November!
- Conference picnic at the Rev. Greg and Mary Tennerman's lakeside house
- Work expands to continue the mission possibilities for St. Peter, Malta
- Deacon Advisory Committee meets

#### **August**

- Meetings and conversations with the Rev. Mary Johnson over staffing options and obstacles in the Conference
- Spring Conference Assembly, Prince of Peace, Clifton Park
- Meet several times with the Rev. Anne Deneen, St. Paul's, Gloucester, MA to compare polity and practices between the NE and UpstateNY Synods
- Meet with HM Conference pastors either seeking call or in transition

#### **September**

- Meet with HM Conference pastors preparing for retirement or transition
- Continued discernment re TCLP and St. Peter, Malta
- Protestant Campus Ministry Patron Dinner, UAlbany
- 25<sup>th</sup> anniversary of ordination (personal) celebrated with congregation
- Synod Ministerium at Notre Dame Retreat House, Canandaigua

#### **October**

- Interfaith blessing as major honor is conferred on Senior Volunteer, Marion Truland
- Various Blessings of the Animals at congregations in our Conference, well attended by fleshly and furry friends alike
- Hudson Mohawk Fall Conference Assembly, St. Paul, Oak Hill
- Meet with interim campus pastor, Union College

## **CONFERENCE DEAN'S REPORTS**

### **Hudson Mohawk Conference—continued**

#### **November**

- Local authors reading and panel, Schenectady County Public Library
- Interfaith Thanksgiving Services in Schenectady and in, Colonie Clergy
- Meetings throughout the fall and winter with Faith, Troy and Evangelical, Poestenkill to explore staffing options

#### **December**

- Food and Faith at UAlbany as St. John's, Albany shares with students
- Earth Charter document discussed at Ministerium
- Funeral of the Rev. Dr. Bill Hempel, LCMS pastor, but long supporter of ELCA congregations and theology

#### **January**

- Epiphany gathering at the Rev. Dave and Chris Preisinger's house
- Funeral of the Rev. Robert Lamar, former General Presbyter and long-time figure for social justice work in the Capital region
- Development and mediation with Hope Lutheran Church, North Greenbush (Jan and Feb)
- Ordination of the Rev. Roger Behrens, Prince of Peace, Clifton Park

#### **February**

- Third annual "Ashes to Go" offered by the Revs. Dustin Wright and Deron Milleville on the Jay Street Mall, Schenectady, with lots of media coverage
- Planning meeting with MIT to discuss developments and challenges at St. Peter, Malta

#### **March**

- Planning underway for the Hudson-Mohawk Deacon/Pastor Retreat at Christ the King Center in Greenwich with Dean Jo Page presenting on biblical resources in liturgy
- Albany Lutheran Cluster churches begin annual Soup Supper and Holden Evening prayer for Lent

Respectfully submitted,  
The Rev. Jo Page  
Dean, Hudson Mohawk Conference

## **CONFERENCE DEAN'S REPORTS**

### **Niagara Frontier Conference**

#### **WE ARE – THE LUTHERAN CHURCH OF WESTERN NEW YORK**

This mantra has been the theme of collaboration throughout the Niagara Frontier Conference in 2019 and looks to be our shared future vision.

What does it mean to be the Lutheran Church of WNY (ELCA)? It means that we are the church together, and we are most fully the body of Christ when we are about God's mission in a collaborative model.

Mission Partnerships are already visible throughout Western New York such as St. Paul's, Williamsville and North Park, Buffalo sharing the dynamic duo of Prs. Tim Madsen and Wendy Buckley. All Saints, Hamburg and First, Blasdell share the ministry of Pr. David Menz, and there are many others.

New partnerships formed this past year include the collaborative Confirmation ministry shared by five conference congregations and facilitated by our conference youth ministry organization, Organic Youth. Pastors and lay leaders teach and lead the joint class sessions broadening the experiences of each student. Students form relationships with other Lutheran youth throughout the conference in addition to strengthening their relationships within their home community.

"Who are you doing ministry with?" is now a regular question in the transition process. As congregations enter into seasons of pastoral transition it is essential to be considering who we can be doing mission with, because we are the church together. Recently a congregational Mission Site Profile (MSP) was written with intentional ministry partnership with a neighboring congregation in mind. Our forms will follow our function! Two new "connection" conversations have begun with two more sets of congregations – the Spirit is on the move!

"God is doing a new thing! Do you not perceive it?" In the Niagara Frontier Conference, we are the Lutheran Church of WNY – and we are seeking the Spirit's leading into new cooperative partnerships.

#### **Conference Council**

The council is essential in the planning and implementation of spring and fall assemblies, and in the coordination and communication of conference-wide ministries. The Conference Council also serves as a sounding board, sharing feedback and insight into what is happening throughout our territory. We give thanks for their sharing of time, talents, and energy!

**2018-2019 Council Members:** Secretary, Laurie Duchene, Vicar Miranda Hammer, Pr. Kris Bjerke-Ulliman, Kathy Macro, Mary Wolf, Bonnie Getner, Sue Swanson Wittek, Alexa Hutchinson, Bonnie Turner, Synod Council Representative and Treasurer, Chris George.

#### **Conference Deacons**

The Conference Deacons of the Niagara Frontier are theologically trained through lay educational opportunities and share their gifts in worship leadership including preaching, pastoral care, Christian education, and transitional ministry support. Thanks to Pr. Dan Hoffman for his leadership in formation and for Mary Wolf who represents the Conference Deacons on the council.

Judy Hoff - St. Paul's, Niagara Falls  
Ron O'Hara – Grace, S. Buffalo  
Ron Peters – All Saints, Hamburg  
Lance Scarafia – Trinity Old Lutheran, Tonawanda  
Kristie Schlewitt – Zion, Clarence Center  
Charles Schmidtke - Trinity Old Lutheran, Tonawanda  
Jerry Schuler – Hope, Arcade  
Mary Wolf – St. Paul's, Eggertsville

## **CONFERENCE DEAN'S REPORTS**

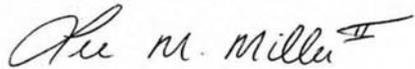
### **Niagara Frontier Conference—continued**

#### **Social Ministries and Partnerships**

Lake Chautauqua Lutheran Center  
Lord of Life Adult Day Health Center & Child Development Center  
LuMin of WNY  
Lutheran Charities of WNY  
Lutheran Foundation  
Lutheran Service Society of New York  
Niagara Lutheran Health Foundation and Niagara Lutheran Health System  
Organic Youth  
Resurrection Health Center  
Samaritan Pastoral Counseling Center  
St. John's Lutheran Home for Children  
Trinity Tower  
WNY Impact Foundation

WE ARE – The Lutheran Church of WNY!  
Grounded in Christ Jesus. Growing in our witness. Giving of our bounty. Graced for the world.

Respectfully Submitted,



The Rev. Lee M. Miller II  
Dean, Niagara Frontier Conference

Vicar Laura Wade is nearing the end of her TEEM Internship at Christ Lutheran in Norwich and will be anticipating ordination sometime this year.

St Luke's in Sidney hosted out fall Ministerium focusing on Healthy Congregations led by Pr. Long (of Emanuel in Corning) and Karen Immerman (of Bethany in Elmira). Yarn flowed and the food as always was fantastic and abundant! St. Luke's is pastored by Pr. Ernie Varga who also serves as out representative on Synod Council, AND is celebrating his 40th anniversary of ordination this spring!

St. Luke Ithaca continues its organ, campus, youth, crop walk, and study hours ministries among others. Ably led by Pastors Carson and Bair, and Organist Kibelsbeck.

The Rev. Laura Daly, Dean of the Southern Tier Conference

## **CONFERENCE DEAN'S REPORTS**

### **SOUTHERN TIER CONFERENCE DEANS REPORT 2018-2019**

What joy to be writing an annual report immediately after installing a new pastor! (Ok, that happened in 2019, but yippee anyway). So what else happened in 2018? After a year of discernment Bethany Lutheran in Elmira called Pastor Roger Behrens in November. He began work immediately, was Ordained on Baptism of Jesus and Installed (after a snowmegeddon date) on February 10th, 2019. Welcome Roger!

Pastor AJ Striffler left us to begin his call as an ELCA Navy Chaplain. Christ the King in Vestal (near Binghamton) is discerning during their transition time under the capable leadership of Dean/IIP Wolling. They continue their campus outreach, feeding ministries, and coordination of God's Work Our Hands service opportunities for the Binghamton cluster. Redeemer in Binghamton continues it's neighborhood afternoon service; hosted a mental health training day for the conference; will be hosting our spring assembly; led by members under the Transitional Pastorate of Pr. Walck. (Pastor Walck is the Full Time pastor of Our Saviour in Endwell which continues it's coffee house ministry and rummage sale, as well as beginning some youth led worship and service efforts; he will be celebrating 30 years of ordained ministry this fall!)

Pr. Janet Able was installed at Holy Nativity in Endicott early in the year after Pr. Ken Wood's retirement. They continue their ministry providing winter coats downstate.

Vicar Laura Wade is nearing the end of her TEEM Internship at Christ Lutheran in Norwich and will be anticipating ordination sometime this year.

St Luke's in Sidney hosted out fall Ministerium focusing on Healthy Congregations led by Pr. Long (of Emanuel in Corning) and Karen Immerman (of Bethany in Elmira). Yarn flowed and the food as always was fantastic and abundant! St. Luke's is pastored by Pr. Ernie Varga who also serves as out representative on Synod Council, AND is celebrating his 40th anniversary of ordination this spring!

St. Luke Ithaca continues its organ, campus, youth, crop walk, and study hours ministries among others. Aply led by Pastors Carson and Bair, and Organist Kibelsbeck.

The Rev. Laura Daly, Dean of the Southern Tier Conference



## **CONFERENCE DEAN'S REPORTS**

### **Southwestern Conference Dean's Report**

The year 2018 unfolded with faithfulness by rostered leaders, conference deacons and congregations to show forth Christ in worship and action. Congregations in Transition and Preaching Point Congregations continue to be faithfully served by teams of clergy and conference deacons.

St Paul's Ellicottville and St John's Allegany each completed the constitutional process to be officially received as congregations of the ELCA, Upstate New York Synod. The Rev. Dan Buringrud, who serves St Paul's, also completed the candidacy process to be received as a Minister of Word and Sacrament in the ELCA. Welcome to two new congregations and a new rostered colleague in our midst!

In January 2019 Tree of Life held a final vote to choose a permanent worship site. The former Holy Trinity site on Forest Avenue was chosen. Transition from two sites to one is now underway.

The SW Conference Women of the ELCA continues to provide spiritual and fellowship opportunities. St Paul's Ellicottville hosted a well-attended Women of the ELCA Day Apart event jointly planned by the SW and Niagara Frontier women.

Congratulations to the Rev. Dr. Derek Cheek, Immanuel Olean, upon the publication of his book "Onward Christian Soldiers?" which chronicles his journey from "fundamentalism to discipleship."

Lutheran, Jamestown and the Lake Chautauqua Lutheran Center both continue as unique resources of ministry in the conference. Their reports are included separately in the Synod Assembly materials.

I am deeply thankful as Dean for our conference deacons and clergy who give tirelessly of themselves in their primary calls and in congregational transitions. It is a privilege to witness firsthand the mission being done in Christ's name throughout southwestern New York.

Respectfully submitted,  
The Rev. Daniel S. Rumfelt

## **DEAN'S REPORT ON THE ROSTER OF MINISTERS**

Upstate New York Synod

The Deans have reviewed the Roster of Ordained Ministers and certified this Roster to the Synod Council. These people are listed annually in the synod Directory, and all calls to non-congregational ministries have been acted on by the Synod Council. They report here those who are "On Leave from Call" and Disability as of April 15, 2019

### **ORDAINED MINISTERS ON LEAVE FROM CALL**

(see ELCA Constitution 7.31.16)

Hahn, Rahel	6 <sup>th</sup> year
Hoh, Pamela	2 <sup>nd</sup> year
Liepe, Lexa (Family)	2 <sup>nd</sup> year
Litzner, Jonathan (Family)	6 <sup>th</sup> year
Nelson, Andrew	3 <sup>rd</sup> year
Parker, Elizabeth	2 <sup>nd</sup> year
Zbicz-Michael, Allison	4 <sup>th</sup> year

### **ORDAINED MINISTERS ON LEAVE FROM CALL DUE TO DISABILITY**

Caspersen, Karen  
Chapman, Judith  
Klatt, John  
White, Terry

## **Report of the Generosity and Mission Support Team 2018-2019**

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

At the heart of the Generosity and Mission Support Team's work is our understanding that God has given everyone gifts and stewardship is using all of those gifts while keeping Jesus at the center. This holistic approach honors everyone's participation in the reign of God and acknowledges that being a disciple, or steward as the case may be, is not easy. To quote Bishop Michael Rinehardt of the Texas-Louisiana-Gulf Coast Synod, "where in Scripture has God ever asked someone to do an easy thing?" While the answer may not be easy to figure out we can ask, where is Jesus in this? What does Jesus call me to do here?

These are the questions that the Generosity Team raises when they engage congregations in *Generations of Generosity*. This ½ day, interactive experience meant to take place in the context of a congregation on a Saturday morning or Sunday afternoon as a whole congregation event. Its purpose is to gather the generations in a congregation together to learn and grow in being generous children of God by reading Bible stories, playing games, and talking to one another about what being a baptized child of God is all about. One of my favorite small group conversation questions is, "what's the best part about being your age? What's the hardest part?" and older adults get to tell their story right along side the youngest disciples. We've also adapted this event to train adults on how to integrate cross+generational generosity learning in their congregation and equip parents and grandparents to talk to their children/grandchildren about money. It is a lot of fun to see adults running around a room trying give M&Ms away (I'll leave the rest of the details of this game a mystery so you have something to look forward to).

In past years your mission support made free digital copies of the Ecumenical Stewardship Center's (ESC) Giving Magazine. After more than a year in development, ESC released Generosity 365 for 2019. Developed by a team of practitioners and writers from several denominations, this annual collection of resources provides congregations and synods with a year-round approach, theme materials for a financial response and access to a digital library of past stewardship publications and resources. Generosity 365 includes: a quarterly (not annual) electronic magazine entitled Giving; theme material for an annual financial giving focused (the 2019 theme is entitled Devoted to Generosity) and a digital stewardship library provides access to ESC resources curated over the last twenty years. These resources are available from the Ecumenical Stewardship Center at <http://www.stewardshipresources.org>. A limited number of each resource above is available from the ELCA to individual congregations and synods at no cost. Simply send a request by filling out this Google Form: <https://goo.gl/forms/rFYsyORRrYhgtRF83>. As a way to track the effectiveness of these resources, our Churchwide partners ask all those who receive free materials to provide contact information so they can collect data and stories about how Generosity 365 grows joyful stewards in your setting.

## **Report of the Generosity and Mission Support Team continued**

### **2018-2019**

Alongside the work of the above generosity work a Mission Support Think Tank began meeting late last year to strategize ways to be more intentional in our gratitude for the mission support shared with the synod and the whole ELCA as well as invite greater generosity. You'll note that during our celebration and recognition dinner on Friday night at Synod Assembly some congregations will be recognized for their mission support. The Think Tank will also be visiting with some of the congregations in our synod over the next several months to learn about generosity practices from you, as well as find out ways we can continue to support congregations in their generosity work.

Finally, we have several trained coaches in our synod that are willing to work with leaders and teams around their stewardship and mission support work. Among these coaches is the Rev. Jeff Silvernail, who has received additional training in supporting congregations in stewardship and generosity goals.

Submitted with prayer and hope,

Rev. Norma Malfatti, Director for Evangelical Mission

## **The Upstate NY Global Ministry Team**

Chairperson: Beth Walker rbowsend@rochester.rr.com or (315) 945-5539

The Upstate NY Global Ministry Team (GM) meets three times a year in winter, spring and fall and provides resources for congregational engagement with ministries around the globe. New committee members are welcome.

Become a GM contact person for your congregation by contacting the chairperson listed above!

### **Mission Statement**

*Make accompaniment in Global Ministry concrete for the congregations of the Upstate New York Synod.*

### **2018-2019 Global Ministries Report**

#### 2018-2019 highlights

1. Regular dialogue between the office of the bishop and the GM team
2. Designation by Bishop Macholz of Pentecost Sunday as Companion Synod Sunday in the UNYS
3. Communication of GM news through the Upstate Update and the UNYS GM Facebook page (<https://www.facebook.com/Upstatemissionandhunger>)
4. Promotion of Young Adults In Global Mission (YAGM)
5. Information about global mission support and global mission engagement to congregations and individuals
6. Celebrations of new missionaries Pastor Deborah and Joe Troester in Zambia.
7. Dialogue and pastoral exchanges between the UNYS and our companion church bodies: Evangelical Lutheran Church in Zimbabwe (ELCZ) and the Evangelical Lutheran Church in Zambia (ELCZa)
8. Inclusion of two pastors, Rev. Deron Milleville and Rev. Jeniffer Tillman and one lay person, Beth Walker, in the Southern Africa Network Gathering in Chicago in March 2019.

The GM team continues to promote and establish relationships with the ELCZ through congregation to congregation (twinning) partnerships.

## **2018 Report to the Upstate New York Synod Assembly**

Lake Chautauqua Lutheran Center, Inc.  
5013 Route 430, Bemus Point, NY 14712

Thanks be to God for another healthy year of ministry at LCLC. Highlights from 2018 include the following:

- Remained debt free.
- Cabin #1 remodeled to include self-contained toilet and shower facilities. Funding for this project was provided by Zion, Clarence Center, Nativity, East Aurora, St. John, Williamsville, St. Paul's, Eggertsville, Donald and Alice Heckerman, and the Gebbie Foundation of Jamestown.
- Summer campers donated \$1,012 to buy 111 weekend food backpacks for children through the ELCA Good Gifts program.
- Paving the road to the Retreat Center and to St. John's hall was finished.
- The Retreat Center remains booked on weekends throughout most of the year.
- The Legacy League was established. This is a planned giving program which encourages financial support of LCLC through estate giving.

We continue to strive to provide programs for people of all ages, all year long. In addition to our summer youth camping opportunities we also offer the following:

- Senior High Winter Retreat
- 4<sup>th</sup>-8<sup>th</sup> Grade Winter Retreat
- Senior Adult Fall Retreat
- Introduction to Blacksmithing
- Youth Leaders Training Event
- 4<sup>th</sup>-8<sup>th</sup> Grade Advent Retreat
- LCLC On the Go: A mobile program that takes LCLC to the Genesee-Finger Lakes and Niagara Frontier Conferences.

As always, we like to express our thanks to the benevolence of Lutheran Charities of Western NY, St. John's Lutheran Home for Children, the Upstate New York Synod, and the many congregations and individuals who financially support the ministry of LCLC so strongly. Such generous support is a true blessing.

On behalf of all of those involved in the ministry at LCLC, thank you for the opportunity to serve the needs of the congregations of the Upstate New York Synod.

Respectfully submitted,  
Lee M. Lindeman  
Executive Director

### 2018 Lake Chautauqua Lutheran Board of Directors

Tim Menasco (At-large)  
Christopher Carpenter (At-large)  
Jim Gustafson (At-large)  
Kristin Romell (At-large)  
Holly Freed (Niagara Frontier)  
Olivia Retallack (Niagara Frontier)  
Bob Zielinski (Niagara Frontier)

Rev. Jeff Hedin (Genesee-Finger Lakes)  
David Ekimof, Chair (Genesee-Finger Lakes)  
Rev. Gail Swanson (Genesee-Finger Lakes)  
Katie Finch (Southwestern)  
Pam Perdue (Southwestern)  
Rev. John Macholz (Upstate NY Synod  
Bishop)  
Lee Lindeman (Executive Director)

**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 for Evangelical Mission
M. DIV	Master of Divinity
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
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
MALSM	Mid-Atlantic Lutheran Student Movement
MIF	Mission Investment Fund
MIT	Mission in Transition
MPD	Ministry for Persons with Disability Team
MSP	Ministry Site Profile

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

NALC	North American Lutheran Church
NALIP	National Association of Lutheran Interim Pastors
NCD	Natural Church Development
NEFOSA	The Northeast Forum on Spirituality and Aging (Formerly CAST)
NF	Niagara Frontier Conference
NLHS	Niagara Lutheran Health System, Inc.
NYSCC	New York State Council of Churches
PL	Pastoral Leader
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
S.T.M.	Master of Sacred Theology
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
VK	Vanderkamp
WELCA	Women of the Evangelical Lutheran Church in America
YAGM	Young Adults in Global Mission

### **ECUMENICAL PARTNER ACRONYMS**

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



TO: Lutheran Pastors  
FROM: Tom Holt, President/CEO  
DATE: February 8, 2019  
RE: UPDATE ON LUTHERAN

### **Community Wellness Building Project**

The construction of the community wellness building continues on schedule, with an anticipated opening in mid-June. We have requested donations from the Hultquist, Sheldon, and Lenna Foundations. We are offering “naming rights” to certain rooms, i.e. Hultquist exercise facility, Sheldon theater, and the Lenna activity room. The Rosch trustees have asked only for recognition in the building itself, since the Rosch Activity Center already bears Juliet’s name.

### **NYSDOH RFA**

We were notified yesterday that we were successful in our grant request of \$5.9M in funding from NYSDOH to update existing spaces in the nursing home to better meet resident and patient care needs. Included in the grant is the formalization of our internal dementia day program, known as Bridges. We will now have space specifically designed to meet the special needs of living with dementia. We will be creating even more private rooms than we now have. We will be adding rooms that will be better able to meet the needs and expectations of patients on Hospice and palliative care, and we will be creating a unit that will better help us meet the needs of residents who have higher clinical needs than traditional SNF residents. We are not adding any new beds, only enhancing our service capabilities.

### **Medical Director/Attending Physician**

We are contracting with Team Health to provide the services of a new medical director. Dr. Steven Buslovich began as medical director on January 21, providing 12 hours per month; which is very sufficient. It is anticipated that a local doctor will be recruited as the attending physician, providing eight hours per week. The DOH has been informed of these changes.

### **2019 Budgets**

The Finance Committee met on January 18, 2019, to review in detail the proposed 2019 budgets for the Lutheran Home and Rehabilitation Center, Hultquist Place, Senior Housing, Group, Grace Community Services, and the Lutheran Foundation. All were found to be satisfactory, and the committee recommended their acceptance. The Lutheran Group Board approved them at their meeting on January 22, 2019.

### **2018 Audit**

Preliminary work was completed in December by our auditors, Bonadio. They will be onsite for two weeks in February. The Audit Committee will review the audit on March 25.

### **Strategic Planning for Senior Care**

Leadership staff on the senior care side of the organization have begun the work of updating our strategic plan. A meeting was held on January 25 for the Policy Development and Monitoring Committee of the Board to meet with Jessica Schimert of Performance Management Partners. Key stakeholders will receive a questionnaire, with planning meetings beginning in March.

### **Marketing**

The Best of Times programming concluded for the holidays, but will resume in late winter with Medicare programming from Senior Life Matters.

## **LUTHERAN** — continued

Over 100 children in our foster care and adoption program were impacted by our employees donations to the Angel Tree program this past holiday season. The Angel Tree event itself had Santa deliver the gifts to the kids himself. Many members of the community attended and gave many compliments to our foster care staff, facility, and dietary/food service workers for their hard work.

An insert promoting the benefits of living at Hultquist Place was put into the Post Journal in mid-December with a circulation around 13,000.

We've held several new and entertaining events at Lutheran over the last several months, including special food sales, a wreath decorating contest, and a Halloween pumpkin decorating contest.

In December 2018, we honored Nicole Green (GA) and Evan Abplanalp (Lutheran) as the Employees of the Year. They were presented gifts in the presence of all the 2018 employees of the months and their managers.

We continue to place advertisements or news coverage in the Gazette, Post Journal, Dunkirk Observer, 106.9 Kiss FM, Media One stations, WRFA, and Edible WNY. We had a lot of great photos and articles published for our foster care program and assisted living program over the last three months.

The G.A. Foster Care staff are working on a kids carnival slated for May in partnership with Raymour and Flanigan Furniture in Jamestown. The event will be open to the public and help promote the foster care and adoption program.

We've also sponsored one of the newest attractions in downtown Jamestown, ice bumper cars at the Northwest Arena. Jamestown is one of only 13 cities in the country to have this attraction and it has been getting a lot of young families through the doors and seeing our name and message of needing foster homes.

Reg Lenna will be hosting a showing of Instant Family, a popular movie about a family adopting children. They invited our G.A. staff to distribute information in the main lobby ahead of time and also donated tickets to raffle off to staff. They've also agreed to give a discount to our Foster Care staff to purchase tickets for our foster families.

New York State has kept SSI reimbursement rates frozen for 11 years despite rising costs of doing business for adult care facilities including our own Hultquist Place Assisted Living Program. After hearing a program on the matter from LeadingAge NY staff, two residents at HP took it upon themselves to do a bit more lobbying on the matter, started a petition, and encouraged other area facilities to do the same. Their actions sparked LeadingAge NY staff to ask if we could film an interview with them to be put on Facebook. After editing, the video is just over two minutes long and can be seen on Facebook. The video currently has over 700 views.

### **Lutheran Home and Rehabilitation Center**

Pam Nordin has taken and passed her licensing exams. Her license application was approved and became effective on 11/27/18. She is now officially the Administrator of LHRC and WP.

Our average daily census January through November was 140.26 versus budget of 142.08. Occupancy for the same timeframe was 94.77% vs. budget 96.00%. November's occupancy was 95%.

Payer percentages through November were favorable:

Skilled Payors (Medicare, HMO, Ins.)	15.8% vs. budget 13.5%
Private Pay	13.7% vs. budget 12.7%
Medicaid	70.5% vs. budget 73.8%

As of 1/14/19, the census is 138 with 10 empty beds. We are able to take all appropriate admissions in accordance with our facility assessment. Census fluctuates consistently from week to week due to the number of admissions and discharges that flow through our sub-acute/rehab unit.

Occupancy at Warner Place from January through June was 78.80%, versus budget of 90.00%. Average daily census for the same timeframe was 15.76 vs. budget of 18.00. November's occupancy was 77.60%. Census is below budget consistently since January. Consistent attendance by registrants is one of the reasons, along with lack of enough new registrants to fill the program to its capacity of 22.

## LUTHERAN—Continued

30-day post discharge surveys continue to be done internally to review the effectiveness of our discharge plan and process. From September to present, 22 residents chose to complete the survey. 21 of discharged residents kept their scheduled physician visits post discharge, and 1 resident went to the emergency room and was subsequently admitted to the hospital.

Chautauqua Region Associated Medical Partners (AMP) will continue through 2019. Lutheran is the only SNF that remains in the program. We continue to meet and exceed our metrics for the quality pool.

Currently, we are almost 16 months from our prior DOH survey that was held on 9/25/18. LeadingAge shared that the DOH is taking full advantage of the grace period given to them from CMS due to the new survey process. This is putting most facilities at an 18-month window before survey is completed.

We have contracted with Zimmet Healthcare Services Group to review and advise us on our rehab program. Our rehab program is showing steady improvement in productivity and performance.

We remain a 5-star rating, with quality measures a 5 star as well.

Our new Director of Nursing, Alicia Sipko RN, started on December 17. In her last position, she functioned as Director of Nursing and Acting Administrator. Our new Director of Warner Place, Laura McCullough RN, started on January 14. Laura worked for us previously as Assistant Director of Nursing and later as Director of Education.

Hospice Chautauqua is moving forward with their plan to develop a small Hospice inpatient facility near their offices in Lakewood. We assisted them in identifying a consultant to assist them with their CON.

### **Hultquist Place**

Census continues to be our focus. We have not met our budgeted census for the quarter. On November 30, 2018, we were 1.24% behind in occupancy. We had nine admissions and eleven discharges the last quarter of 2018. Eight of the discharges went to the nursing home, two to memory care units and one to the hospital. We are developing new brochures to place and distribute in the community. A “move-in special” was advertised in December.

Our Adult Home Survey was conducted in November and completed on November 27. We had a single deficiency that involved personal allowance accounts.

The Director of Clinical Services retired, and Sandra Gilbert, BSN, RN accepted the position. She had been our director of Warner Place.

We received \$38,838 in funds from the EQUAL grant. Chairs for the first floor common areas have been ordered. We have allocated \$2,000 to subsidize holiday meals for the residents; and \$8,000 to enhance the activity program. Remaining funds will be used to begin replacing flooring and wallpaper in the activity rooms.

The Governor vetoed the bill that would allow our Medicaid population to receive Hospice services in the ALP. LeadingAge continues to advocate for this. Approximately fifty residents signed a petition supporting a lawsuit against NYS regarding SSI reimbursement deficits. Two residents did a video that is on the LeadingAge website, seeking support for an increase in benefits to assure the continuation of services to them.

### **Lutheran Senior Housing**

Lives touched through November 2018 – 2,127.

The Carlson Tower corridor renovation project is well underway, with completion expected by late January/early February 2019. The Lindgren gas line and meter replacement project is nearly complete, with Chautauqua Mechanical currently completing final hook-ups for each building.

## **LUTHERAN** — Continued

Edgewood Communities Occupancy Recap as of 01/01/2019:

Carlson Tower:	Total Units = 38	Total Vacant Units = 16 Occupancy = 84%
Lindgren Apartments:	Total Units = 58	Total Vacant Units = 15 Occupancy = 91%
Smartments:	Total Units = 14	Total Vacant Units = 11 Occupancy = 93%
Brostrom Hall:	Total Units = 10	Total Vacant Units = 10 Occupancy = 100%
Lower Duplexes:	Total Units = 10	Total Vacant Units = 11 Occupancy = 90%
Upper Duplexes:	Total Units = 08	Total Vacant Units = 11 Occupancy = 88%
Total Units = 138	Total Vacant Units = 14	Occupancy = 90%

Senior Life Matters (SLM) Open Enrollment counselling concluded in December 2018. 615 clients were served during the 4th quarter's open enrollment period. Of these 615 clients served, 102 were brand new to the SLM program. Overall, in 2018, 873 clients received SLM counselling services. Of those, 321 were brand new to the SLM program.

### **G.A. Family Services**

Census in the residential program has been our focus at this time. We have seen several unexpected discharges over the past months. We are experiencing many county judges discharging youth home more frequently and without proper planning. Referrals for placement have been slow over the holiday period. We have begun to see an increase in referrals and are working hard to interview and make placements. We have entered into a contract to accept youth from Genesee County. While our census is low, we are limiting expenses; including only filling needed staff positions to operate the program. We are still struggling with finding clinical staff with the appropriate licensing credentials. This has hindered us from implementing the needed clinical models as we prepare for managed care.

#### **Census:**

Residential – 25 youth, licensed capacity 40.

Learning Center – 36 students, licensed capacity 50.

Foster Care – 84 youth and 77 foster families.

Post Adoption serving 94 youth and 33 Families

Pathways serving 75 children in 42 family cases

Dr. Kristin Garaas-Johnson is getting oriented as the new Director of Education at the G.A. Learning Center. She has been busy meeting staff, students and understanding policies and procedures. Staff and students have been quite welcoming to her style and professionalism. She has been contacting school districts introducing herself to improve student referrals. We have begun brainstorming ideas on how to restructure the summer program to increase census.

There have been several changes in the management in the foster care program. We promoted Erica Garcia-Allison to the position of director of community-based services. Amanda Honan was hired as the assistant director, and she started on January 14. Her previous managerial experience and knowledge of quality improvement will be a benefit towards the continual growth of the program. This year we had 22 children and youth adopted by our foster parents, which is our biggest year; however it reduces the number of available foster homes until more are certified.

### **Grace Community Services**

Grace completed its first year of Employee of the Months, which was well received. This will change to Employee of the Quarter.

HR has done a great job of filling vacancies. Grace's recruitment and retention committee will be working more closely on how to retain staff.

Grace's budget has been impacted by the transformation to managed care, as well as system realignments in how some services are provided.

## **LUTHERAN — Continued**

A new “drop-in” program started today for the community habilitation and residential community habilitation folks. This “Gab and Graze” type of event will allow individuals to come in with Grace staff and bring lunch or buy lunch from the cafeteria. Individuals and staff will meet and talk to other folks and work on crafts, crochet, or other small activities over the lunch hour. Hopefully this will catch on; and people will have fun, make friends, and work on social skills.

### **Lutheran Foundation**

The Foundation Board met on February 7 to review the fourth quarter and year-end performance. A discussion was held on whether to invest in private equity; but given the risk and illiquidity involved, it was unanimously decided to not invest in private equity.

The list of donors for 2018 appeared in the Post Journal on January 27.

### **Major Gifts**

Since the last meeting, for the nursing home; \$5,321 was received from the Carl Hultquist Trust, and \$8,000 from the Marguerite Hultquist Trust.

The annual pass-through gifts from the Community Foundation were also received: \$5,644 from the Karl Peterson Fund for LHRC; \$1,179 from the Clarence and Marguerite Fund for G.A.;

\$12,667 from the Rose Fund for Edgewood; and \$14,746 from the Rose Fund/Union Gospel Mission also benefiting Edgewood.

Other major gifts included: three for \$1,000; one for \$900; one for \$800; one for \$700; one for \$625; and nine for \$500.

### **Mailings**

The year-end appeal letter, lapsed appeal letter, and donor acquisition letters are currently at \$14,217. The renewal letter was mailed on January 18 to those donors who gave in 2017, but did not give in 2018.

The Employee Appeal resulted in over \$8,300 in 2018. For 2019, three employees have increased their contribution, and three new employees are participating in 2019.

As it was not producing results, the annual church bulletin appeal has been discontinued.

### **Planned Gifts**

We received over \$35,000 from the charitable remainder annuity trust established by Franklin and Miriam Laundry.

# LADD Report for 2018

## Lutheran Association for Developmentally Disabled in WNY

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This year, in many ways, looked like other years for LADD and in some ways it was quite different. We continue to have our Thrift Shop filled with low cost items for the people of South Buffalo. We continue to have many volunteers to serve in the store, sorting and displaying items and selling them. The Thrift Shop donates its revenue to nonprofit organizations that assist people with disabilities, including Pioneer Camp & Retreat Center and the Lutheran Service Society of WNY.

The changing part of our year is that the BOD has looked into cooperative approaches for LADD. We have decided to become a part of the Lutheran Service Society of WNY some time in 2019. LADD will continue to function as a part of LSS and will be a part of the ownership of LSS.

We believe this approach will be best for the organization and the people with developmental disabilities in our community. May God continue to bless our ministry.

**LADD BOD member, Jim Brese**

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2018 Annual Report to  
The Metropolitan New York Synod and the Upstate New York Synod

**Join us July 13-19, 2019  
for the 87<sup>th</sup> Lutheran Summer Gathering  
at Silver Bay on Lake George.**

The yearly Gathering is a fun and relaxing weeklong vacation for spiritual and physical renewal on beautiful Lake George. It is sponsored by the Metropolitan New York and Upstate New York Synods. Our theme for 2019 is ***We Love to Share the Story.***

Photos and videos from 2018 are available at [www.facebook.com/LutheranSummerGathering/](http://www.facebook.com/LutheranSummerGathering/). We also have a new facebook page called Silver Bay Lutheran Summer Gathering Community to keep you up to date on our community and plans for next year. Our website is [www.lutherans-silverbay.org](http://www.lutherans-silverbay.org). On Twitter and Instagram we are SBLutherans.

## **LUTHERAN SUMMER GATHERING AT SILVER BAY**



*Walking with Jesus* was the theme for the 2018 Lutheran Summer Gathering. Almost 300 Lutherans came from across the country and beyond to worship morning and evening, to swim and sail, to play tennis, bocce and shuffleboard, to rock on the Inn porch, to read, weave, paint, or make jewelry, to pray and to study God's Holy Word.

Our Chaplain, Pastor Lee Miller II, Holy Trinity, Buffalo, NY not only led us in dynamic worship, but also taught a class addressing systemic racism called Proclamation Through Privilege. This is a result of the Gathering's intention to assist in the anti-racism work being done in both our supporting synods and across the ELCA. Pastor Arden Strasser, St. Luke's, NYC, led a Bible Study that had to be moved to a larger classroom due to the number of participants (a great problem!) Pastor Gladys Moore, St. John's, Summit, NJ, helped folks in her class to connect with Jesus in daily life. Chris Schaefer, awaiting call in the Delaware Maryland Synod, again served as our Teen Leader, Joe Krupa was our fabulous musician and Will Platnick faithfully edited the *Punkee* (our daily news and e-letter).

Upstate New York Synod Bishop John Macholz joined us for a few days and shared his perspective on the mission and challenges of the ELCA. Kelly Harris, a former Young Adult in Global Mission (YAGM) in Rwanda and Arden Strasser, former missionary in Zambia, shared their experiences of the Lutheran church in Africa. Silver Bay YMCA CEO, Steve Tamm, updated us on Silver Bay plans and challenges for the future.

The gathering raised \$2500 for ELCA World Hunger. We rejoiced in the new air conditioned Boyd Center even as we listened to the sound of construction as they worked to complete the new building and we helped the Silver Bay staff adjust to serving a large conference for the first time in the new dining hall. As always, people engaged in a variety of fun activities: a campfire with s'mores and camp songs, a carnival complete with a dunk tank, chair volleyball, a talent show, and the Lutherans were decisively victorious over the Silver Bay EMPs (employees) in the annual softball game.

We were delighted to welcome 42 new people to the gathering in 2018. With 272 participants we were close to our goal of 300. I am happy to report that the *Lutheran Summer Gathering* is operating in the black financially. In addition to registration fees and regular offerings we began a Fund for the Future to support long-term efforts to recruit faculty, invite wider participation, and to spread the word about this unique and special community.

We give thanks for the Planning Team who works all year to make the program great! The Team consists of people from each of the supporting synods and more. We are especially excited to welcome Lynn Betencourt as our social media specialist and appreciate all she has already done to help us connect to one another in between gatherings as well as publicize and invite newcomers. We give thanks for the service of Will Platnick. The rest of the Planning Team includes Patti Garrison, Beth Smayda, Sue Hollar, Chad Volkert, Katie Bang, Karen (Mouse) Hoffman and Pastors Jim Bresnahan and Marie Jerge.

Submitted by,  
Marie C. Jerge, Dean/ Director of Ministry  
716-864-8798  
mariejerge@gmail.com





# Lutheran Disaster Response

## Evangelical Lutheran Church in America

God's work. Our hands.

### LUTHERAN DISASTER REPORT

Lutheran Disaster Response (LDR) is a ministry of the Evangelical Lutheran Church in America (ELCA). The program is designed to bring hope and healing to those affected by disasters, locally in Upstate New York, across the United States and around the world.

One of the many responsibilities of a LDR Team is to assist congregations prepare for events that might have a direct impact on their operations. We can help in the preparation of a disaster plan that fits the need of the congregation and provide the training that might be needed to make the disaster plan work. If there is an interest in establishing a congregational response team, we can provide information about how to form that team. Disasters take on many different shapes and forms. No disaster is the same.

In October of 2018, Gary Roller, Team Chairperson for the Upstate NY Synod's LDR Team and the Rev. Paul Herpich (retired) from the Central Cross Roads Conference, had an opportunity to attend the ELCA, Lutheran Disaster Response, National Consolation that was held at the ELCA offices in Chicago. We gathered with the LDR Coordinators from across the United States, the Virgin Islands and Puerto Rico to share stories about the disaster response work that is taking place across our country and around the world. We had video conferences with people from the California wild fire areas. There were Coordinators in attendance that were from the Southeast United States that were directly impacted by Hurricane Michael. During our discussions it became really obvious that one of the things that we need to have in our LDR "tool box" is an emotional and spiritual care package. Fortunately, the plan is already in place and is being used extensively, when needed.

We had many discussions surrounding why the disasters we are experiencing have become more violent. Our focus was what we as a population are doing to contribute to the "unpleasant" climate changes, and what we as a population could do to change our living habits. Not an easy task to accomplish, but progress is being made.

There have been several unfortunate events that have taken place, where an individual or individuals have caused harm to persons in schools, businesses or worship facilities. Many local Police Departments are hosting presentations dealing with how to be prepared prior to an incident happening and what to do if something does happen. I encourage you to attend one of these sessions so that your congregation is ready. You Synod's LDR Team can also assist in the preparedness aspect for your congregation. Do not take the attitude that "It cannot happen here." Remember the phrase "NIMBY." It stands for Not in my backyard. A disaster CAN happen in your backyard, and it does not usually meet your schedule. Are you ready?

Respectfully submitted

Gary Roller, Volunteer Coordinator, Team Chairperson

Lutheran Disaster Response ([ldrnyteam@gmail.com](mailto:ldrnyteam@gmail.com))

**LutheranCare in Clinton, New York**  
**2018 Annual Report to the Synod Assembly**  
**From: Michael K. Sweeney, President & C.E.O.**

On a special note: The start of the New Year marks the 100<sup>th</sup> Anniversary of the founding of LutheranCare, brought about by the efforts of one local Lutheran woman who campaigned to establish a residence for the elderly in her community. On February 19, 1919, the Lutheran Home for the Aged and Infirm was organized at a meeting of four Lutheran Churches in Utica. And the rest, as they say, is history;

2019 also commemorates the beginning of the third year of the affiliation between LutheranCare and Presbyterian Homes & Services - Community Wellness Partners (CWP). On the LutheranCare campus of CWP, several projects and notable happenings took shape last year:

Special Needs Assisted Living Residence – Known as the Lutheran Homes Cottages, the 13 suite/14 occupant residence was designed to meet a real need in the area for specialized care of persons living with Alzheimer’s and other dementias. Over two years in the making, the Cottages are now 99.9% complete, awaiting the final paperwork to officially open in the first quarter of 2019;

In August of 2018, LutheranCare received word that our grant request to the Department of Transportation for the purchase of much-needed new vehicles had been reviewed and approved for 2 buses, one a replacement and one an expansion vehicle, in the amount of \$220,562. The necessary documents to be completed and submitted to the DOT were received in January of this year and Development is currently working with other appropriate Departments at LutheranCare to finalize the contracts;

The Lutheran adult home suffered extensive damage to its Nolte Auditorium caused by flooding in July 2017 and resulting in the necessity for mold remediation, asbestos abatement as well as other essential repairs. After more than a year of significant clean-up efforts, the auditorium reopened in January of 2019;

Upon the resignation of Katherine Luther Administrator, Tracy Margott in the summer of 2018, a search was begun for her replacement. In the interim, the Vice President of Health Services, Michelle Synakowski stepped in to assume the role of Acting Administrator. In December, Donna Kelley joined the staff as Skilled Nursing Administrator where she is, and will continue to be, visible and available;

Throughout the past year, LutheranCare played host to several community events which included the Clinton Chamber Annual Meeting, Kiwanis Club of Clinton Prayer Breakfast and a number of Kraft Hockeyville activities like the Stop Hunger Pancake Breakfast to benefit the Country Pantry, a food pantry based in Clark Mills;

With a combined 150 years of service, the affiliation that is Community Wellness Partners offers the most complete continuity of health and wellness services for older adults in Oneida County. The organization employs nearly 1,000 individuals and serves 1,300 adults each day through programs and services which include Home Care, Independent Living, Skilled Nursing, Short-term and Outpatient Rehabilitation, Assisted Living and more.

**LutheranCare**<sup>®</sup>  
*An Affiliate of Community Wellness Partners*

## Ten Things You Might Not Know about 1517 Media Spring 2019

1. This year we'll release several new *Come to the Water* resources to support Daniel Erlander's two baptism manuals: *Let the Children Come* and *Water Washed and Spirit Born*. Check out the other sacramental resources already published to support Erlander's *A Place for You*. [augsburgfortress.org/cometothewater](http://augsburgfortress.org/cometothewater)
2. Over a dozen distinguished African-descent scholars offer thoughtful viewpoints on Luther's Small Catechism. While affirming the gift of the Small Catechism, these theologians provide framework for broadening these explanations to address the experiences of Lutherans of African descent. [augsburgfortress.org/african-descent](http://augsburgfortress.org/african-descent)
3. Recent additions to *Worship Matters* series include handbooks on Preaching, Funerals, and Marriage. These volumes join several existing books that help leaders and laity develop a richer understanding of worship. [augsburgfortress.org/worshipmatters](http://augsburgfortress.org/worshipmatters)
4. Fortress Press, Luther Seminary, and Word & World's board have partnered to launch a new series of books for leaders in the church. Recent releases in this series include *Liberating Youth from Adolescence* by Jeremy Paul Myers and *Elders Rising: The Promise and Peril of Aging* by Roland D. Martinson. [augsburgfortress.org/word-and-world](http://augsburgfortress.org/word-and-world)
5. *Good Grief*, the bestselling book that has helped millions of readers find comfort and rediscover hope after loss has now expanded into a family of resources to help process, understand, and grow through moments of grief. [augsburgfortress.org/good-grief](http://augsburgfortress.org/good-grief)
6. Part manifesto, part confession, and all love letter, *Dear Church: A Love Letter from a Black Preacher to the Whitest Denomination in the US* by Rev. Lenny Duncan offers a bold new vision for the future of the ELCA and the broader mainline Christian community of faith. Duncan rejects the narrative of church decline and calls leaders and laity alike to renew the church through racial equality and justice. [augsburgfortress.org/dear-church](http://augsburgfortress.org/dear-church)
7. Equip high school students to discover what they believe and why they believe it with *T.B.D. Think. Believe. Do*. Four-week sessions for small groups on themes of prayer, sin, mission, and salvation are now available at [augsburgfortress.org/tbd](http://augsburgfortress.org/tbd)
8. This video-based series is designed to help leaders create engaging experiences around challenging topics for small groups. Current titles are *Dialogues On The Refugee Crisis* and *Dialogues On Sexuality*, with more releases to come. [augsburgfortress.org/dialogues-on](http://augsburgfortress.org/dialogues-on)
9. Inspired by the success of *Grit and Grace*, Beaming Books just released a picture book for kids titled *Gritty and Graceful: 15 Inspiring Women of the Bible*. This engaging book will inspire the gritty and graceful girls in your congregation to imagine their place in God's story and how they can make a difference in the world. [augsburgfortress.org/grittyandgraceful](http://augsburgfortress.org/grittyandgraceful)
10. *There's No Wrong Way to Pray*. This picture book written by ELCA pastor Rebecca Ninke and her 10-year-old daughter Kate offers a kid-friendly reflection on talking to God in the everyday moments of life. This book will inspire kids of all ages and faith experiences as it reassures them that there's no wrong way to talk to God. [augsburgfortress.org/no-wrong-way](http://augsburgfortress.org/no-wrong-way)

Want to learn more? Follow us on social media. Sign up for our free eNewsletters at [augsburgfortress.org](http://augsburgfortress.org) | [wearesparkhouse.org](http://wearesparkhouse.org) | [fortresspress.com](http://fortresspress.com) | [beamingbooks.com](http://beamingbooks.com)



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



The Mission Investment Fund (MIF) is the lending ministry of the ELCA. MIF makes low-interest loans to ELCA congregations and ELCA-related ministries for building and renovation projects. With MIF loans, congregations and ministries can purchase property, construct new buildings, and expand or renovate existing facilities.

MIF loans expand the capacity for ministry. MIF loans help create expanded worship spaces, updated space for education and youth ministry, new kitchens for community meals and soup kitchens, affordable housing units for the community and much more.

At year-end 2018, MIF had 917 loans outstanding, totaling \$556.6 million.

To fund these loans, MIF offers a portfolio of investments for congregations, their members, synods and ELCA-related ministries to purchase. At year-end 2018, MIF investments totaled \$499.1 million.

MIF is a financially strong and stable organization, with a record of steady, controlled growth. With total assets of \$705.4 million and net assets of \$200.8 million at year-end 2018, MIF maintains a capital ratio of 28.5 percent—positioning MIF in the top tier of well-capitalized church extension funds. For more information, visit [mif.elca.org](http://mif.elca.org).

**MIF loans and investments in the Upstate New York Synod (as of December 31, 2018):**

- 10 Mission Investment Fund loans, with a balance of \$1,974,352
- \$4,388,499 in Mission Investment Fund investments

**MIF representative:**

Gerry Lauro, Regional Manager, Tel: (312) 805-6502; email: [gerry.lauro@elca.org](mailto:gerry.lauro@elca.org)

Mission Investment Fund | 8765 West Higgins Road | Chicago, Illinois 60631 | Tel: 877-886-3522 | Web: [mif.elca.org](http://mif.elca.org)



1580 Central Avenue, Albany, New York 12205  
518-436-9319 Fax 518-427-6705

[www.nyscoc.org](http://www.nyscoc.org)  
E-mail: [nyscoc@aol.com](mailto:nyscoc@aol.com)

The New York State Council of Churches, founded in the late 19<sup>th</sup> century, represents 7,000 congregations across the State of New York. We are comprised of eight partner denominations including American Baptist Churches, Episcopal Church, Evangelical Lutheran Church of America, Presbyterian Church USA, Reformed Church of America, Society of Friends (Quaker), United Church of Christ, and United Methodist Church,

The New York State Council of Churches:

1. Certifies and supports chaplains in Department of Corrections and Community Supervision, Office of Mental Health and Office for Children and Family Services, as they seek to offer love and hope to so many who feel hopeless and have had little experience of being loved unconditionally. We continue to seek qualified applicants since we are experiencing a chaplain shortage.
2. Advocate for laws and policies which aid people who are poor and the disenfranchised.  
Examples:
  - a. With Fiscal Policy Institute, Strong Economy for All, Metro New York Health, Labor-Religion Coalition and over 30 other organizations, the Council developed the New Hope, New York Budget Principles to offer guidance and encouragement to the Governor and state legislators as they prepare the state budget in the 2019 legislative session. You can read and endorse the principles at [www.nyscoc.org](http://www.nyscoc.org).
  - b. Advocacy to stop far too many New Yorkers from being needlessly incarcerated pre-trial. This includes reform of the cash bail system, improvement of discovery laws to ensure the accused have access to the prosecutor's evidence in advance of a trial, speedy trial reform and parole reform.
  - c. Sponsorship of our Annual Statewide Ecumenical Advocacy Day and statewide budget justice tour in collaboration with Fiscal Policy Institute.
3. Building on the work of two conferences on Bridging the Rural-Urban Divide, we are now planning seminars in 2019 and 2020 in rural, suburban and urban regions to help churches bring disparate groups of people together across the political and economic spectrum to make their towns more hospitable and welcoming to all people regardless of income, race, and immigration status. The seminars will also help churches think creatively about how they can further their mission and revitalize by using their property to serve their communities including the building of supportive and affordable housing. The seminars will also discuss how churches can use the services of the Interfaith Affordable Housing Collaborative, which the Council helped to create, to build housing.
4. After a successful trip to New York in 2018 involving over 60 youth, we plan to sponsor a high school trip to Washington DC from February 18 to 21 of 2020. In 2019, we will be profiling the many opportunities for young people at the state and national level to grow in faith and discipleship.

For more information go to [www.Nyscoc.org](http://www.Nyscoc.org), 1580 Central Avenue, Albany, New York, 12205 518-436-9319. The Reverend Peter Cook is Executive Director, The Reverend Heather Kirk-Davidoff serves as Director of Community Development Initiatives and Karen Lapierre, Office Manager.

Assemblies of God, Episcopal, Seventh Day Adventist, United Church of Christ, United Methodist Church denominations. As of March, 2018, 28 chaplains have been visited and Reverend Cook has preached in a variety of prisons. The Council also held its annual chaplain's conference comprised of chaplains from many different settings. 64 were in attendance this year. The Department of Corrections is experiencing a chaplain shortage. We welcome applications of highly qualified and fully ordained clergy, with ecclesiastical standing, parish ministry experience, a Bachelors degree and at least 96 hours of graduate theological work to apply for certification.

**We help local churches and judicatories work ecumenically on a grassroots level to collaborate with other religious and secular partners to do justice**

1. Working with the Collegiate churches, Enterprise Partners, Presbytery of New York City, Interfaith Assembly on Housing and Homelessness, Banana Kelly Community Improvement Association, Bronx Clergy Task Force, Kingdom Builders and many other partners, the Council formed the Interfaith Affordable Housing Collaborative which provides congregations in New York technical assistance to position them to use their property to build supportive and affordable housing. 50% of funds is allocated for projects in New York City and 50% in upstate.
2. We advocated for passage of the Home Stability Support Act to keep people in their homes who find they cannot keep up with rising rents. We also supported the Bring it Home Campaign to increase funding for woefully underfunded supportive housing communities which serve the psychiatrically disabled.
3. We are one of a variety of co-sponsors with the Labor-Religion Coalition which is coordinating the New Poor People's Campaign in New York. The Campaign is a national movement, led by The Reverend Dr. William Barber, which is now working in over 35 states.
4. We led 8 seminars on Doing Social justice in Politically Diverse Communities. The seminars, designed to help us work on justice issues with people in our congregations with different political perspectives, were held in Potsdam, Stony Brook, Brooklyn, Manhattan, Auburn, Little Falls, and Buffalo. More seminars will be scheduled in 2018 through out the state.
5. Moving towards a clean energy economy we have supported the Governor in efforts to divest of Fossil fuel stocks from state pension funds. We also support the Climate and Community Restoration Act and accompanying Polluter's Tax to pay for clean energy infrastructure, restoration of social justice communities which are disproportionately affected by environmental hazards and to provide a path for workers moving from fossil fuel based jobs to clean energy jobs.
6. We worked with many partners to prevent the repeal and replacement of the Affordable Care Act and to stop passage of the Federal Tax law which we believe will have a very adverse economic affect on the poor and middle class, property and small business owners across New York. The new law, in our view, will place an unacceptable strain of the state and Federal budgets and also cause significant increases in health insurance premiums. We are seeking now to support efforts to recapture some of the tax benefit which flowed to the extremely rich to restore cuts to the social safety net.
7. We support efforts of our denominational partners to address discrimination against immigrants, people of color, and those of other faiths.

The Council wishes to thank our denominational partners for their financial assistance, along with churches, individuals, labor unions and other organizations who have offered grants and contributions. We continue to need financial support to sustain our ministries.

In faith,

Peter Cook

# **NIAGARA LUTHERAN HEALTH SYSTEMS REPORT**

5959 Broadway, Lancaster, NY 14086

## **Highlights from 2018:**

- Niagara Lutheran Health System (NLHS) continued its free physical therapy clinic in the Jericho Road Community Health Center at Resurrection Church, where the physical therapists from GreenField Health & Rehabilitation Center (GHRC) supervised PT students from UB. Thanks to a grant received from the Lutheran Church Extension Society, NLHS was able to purchase new exercise equipment for the clinic, as well as laptops and printers for the staff to use to provide patients with exercise routines to take home with them.
- Our “Expanding Excellence” fundraising campaign to support the construction of the 24 bed addition at GHRC was a success, and provided the health system with the funds needed to construct the additional rooms. These new rooms, along with the conversion of 24 semi-private rooms to private rooms, will provide patients with the privacy they need to heal, and staff with the space they need to care for each patient.
- Plans to construct a childcare and wellness center on campus began in 2018. The wellness center will be open to both the staff and the residents. The childcare center will be available to staff, and this will help with both employee retention and recruitment. The childcare center will also allow for intergenerational interaction, as the children will have the opportunity to visit the residents and engage with them through a variety of activities such as holiday celebrations, story time, and sing-a-longs.
- Weekly worship continued through the year with both Lutheran service and Catholic mass. Attendance remains consistent and several new pastors joined us as regular worship leaders.
- Chaplin David Belasic continued to spend a great deal of time with the residents of The GreenFields Continuing Care Community. Many of his hours during the week were spent visiting residents and getting to know them. Pastor Dave also spent his time leading Bible Study twice a week, with two regular groups of residents who thoroughly enjoy the discussion.

## **Goals and Initiatives for 2019:**

- We will continue the search for land near The GreenFields Continuing Care Community campus in Lancaster to expand infrastructure for current residents and create new housing opportunities for the community.
- Along with ECMC, we will continue to look for land to build the Comfort House on.
- The childcare and wellness center will be constructed, with the goal of completing the building in time for the start of the 2019-2020 school year.
- We will continue to enhance campus culture to increase our staff satisfaction, employee engagement, and staff retention rates.
- Construction on the 24 bed addition at GHRC will begin.

## **PASTORAL CHANGES REPORT**

**4/1/2017 to 4/15/2018**

The Rev. Janet Abel (UCC) accepted an **ECUMENICAL CONTRACT** as Pastor to Holy Nativity, Endicott effective 1/14/18.

The Rev. Laretta Dietrich **TRANSFERRED** to the Metropolitan Synod effective

The Rev. Becca Ehrlich received and accepted a **SPECIAL CALL** as Assistant Admissions Director for United Lutheran Seminary effective 8/1/17.

The Rev. Janet Fechner **RETIRED** effective 4/1/18.

The Rev. David Gerhardt **RETIRED** effective 10/1/17.

Deacon Patsy Glista **RETIRED** effective 2/1/18.

The Rev. Roger Griffiths received and accepted a **CALL** as Pastor to St. John's, West Seneca effective 9/11/17.

The Rev. Dana Heiserer-Smith received and accept a **CALL** as Pastor to Atonement, Syracuse effective 4/30/18.

The Rev. Paul Herpich **RETIRED** effective 2/1/18.

The Rev. Jeffrey Kane received and accepted a **NON-STIPENDIARY CALL** as Associate Chaplain, Officer for Development to Lutheran Campus Ministry of Syracuse effective 9/16/17.

The Rev. Peter Klotz **RETIRED** effective 2/1/18.

The Rev. Lori Kochanski received and accepted a **SPECIAL CALL** as Assistant to the Bishop for Faith Formation effective 11/29/17.

The Rev. Brian Konkol received and accept a **SPECIAL CALL** as Dean of Hendricks Chapel effective 7/15/17.

The Rev. Zachary Labagh **TRANSFERRED** to the Northeast Pennsylvania Synod effective 12/31/17.

The Rev. Edwina Landry received and accepted a **CALL** as Pastor to Good Shepherd, Loudonville effective 11/27/17.

The Rev. Brenda Maynor received and accepted a **CALL** as Pastor to Holy Trinity, Buffalo effective 8/2/17.

The Rev. Brian McCaffrey **TRANSFERRED** to the Minneapolis Area Synod effective 6/13/18.

The Rev. Joshua McGuffie **TRANSFERRED** to the Southwest California Synod effective 1/8/18.

The Rev. Marie Meeks **TRANSFERRED** to the Metropolitan Synod effective 11/1/17.

The Rev. Krista Mendoza **TRANSFERRED** to the Northwest Washington Synod effective 12/1/17.

The Rev. Dennis Meyer **TRANSFERRED** to the Florida Bahamas Synod effective 1/1/18.

## **PASTORAL CHANGES REPORT—Continued**

The Rev. Jordan Miller-Stubbendick received and accepted a **CALL** as Pastor to St. Paul, Niagara Falls effective 11/19/17.

The Rev. Nancy Milleville **RETIRED** effective 1/1/18.

The Rev. Mark Oldenburg transferred from the Southwestern Pennsylvania Synod effective 7/1/17.

The Rev. Nathaniel Preisinger received and accepted a **SPECIAL CALL** as Admissions Director to United Lutheran Seminary effective 7/1/17.

The Rev. Nathaniel Preisinger **TRANSFERRED** to the Southeast Pennsylvania Synod effective 1/22/18.

The Rev. Kenneth Simurro received and accepted a **TERM CALL** as Pastor to St. Paul's, Richmondville effective 7/1/17.

The Rev. James Slater **RETIRED** effective 7/1/17.

The Rev. Mack Smith received and accepted a **CALL** as Pastor to St. John's, Lyons effective 10/1/17.

The Rev. Jeniffer Tillman received and accepted a **CALL** as Mission Developer to the West Central Rensselaer County Lutheran Parish effective 9/1/17.

The Rev. Vernon Victorson **TRANSFERRED** to the Grand Canyon Synod effective 2/7/18.

The Rev. Donald Wilcox **TRANSFERRED** to the Lower Susquehanna Synod effective 7/13/17.

The Rev. Gail Wolling **RETIRED** effective 2/1/18.

The Rev. Ann Zimmerman **RETIRED** effective 11/1/17.

The Rev. Ann Zimmerman **TRANSFERRED** to the Upper Susquehanna Synod effective 12/19/17.



# **SECRETARY OF THE SYNOD COUNCIL REPORT**

**June 2018 to March 2019**

(Exhibits mentioned can be obtained from the Synod Office)

## **JUNE 23, 2018**

- SC18.06.01 To adopt the Agenda, reserving the chair's right to make adjustments.
- SC18.06.02 To adopt the Consent Agenda.
- SC18.06.03 To approve a six-month renewable contract to Julius Carroll as Intentional Interim Pastor to King of Kings, Liverpool from 5/01/2018 to 10/31/18.
- SC18.06.04 To approve the extension of ecumenical contract to Rev. David Cleaver-Bartholomew (UCC) as Pastor to Zion, New Hartford from 5/30/18 to 5/29/19.
- SC18.06.05 To approve one-year term call renewable annually for Rev. Steve Meyer as Pastor to Reformation, Rochester from 7/22/18 to 7/21/19.
- SC18.06.06 To approve second year of a three-year term call (30%), renewable annually, for Rev. Ken Simurro as Pastor for St. Paul's, Richmondville from 7/1/18 to 6/30/19.
- SC18.06.07 To approve the second year of On Leave from Call status for Rev. Elizabeth Parker from 9/20/18 to 9/19/19.
- SC18.06.08 To approve the fourth year of On Leave From Call (Education) for Rev. Alison Zbicz-Michael from 8/1/18 to 7/31/19.
- SC18.06.09 To approve the retirement of Rev. Raymond Fitch effective 5/1/18.
- SC18.06.10 To approve the retirement of Rev. Dawn Rodgers effective 7/1/18.
- SC18.06.11 To approve the retirement of Rev. Steffen Zehrhuhs effective 6/1/18.
- SC18.06.12 To approve the retirement of Rev. Mark Oldenburg effective 7/1/18.
- SC18.06.13 To approve the LuMin By-Laws as reviewed by 2018 Synod Attorney.
- SC18.06.14 To approve the Sale of Trinity, West Sand Lake for \$235,000.
- SC18.06.15 To approve the formation of the VERNA T. WENZ EDUCATIONAL ENDOWMENT as follows:

### **VERNA T. WENZ EDUCATIONAL ENDOWMENT FUND**

WHEREAS, the Verna T. Wenz Educational Endowment Fund (the "Wenz Educational Fund") was initially established by a bequest from Verna T. Wenz to the First English Lutheran Church, Syracuse, New York ("First English"), a congregation which was part of the Upstate New York Synod of the Evangelical Lutheran Church in America (the "Synod"); and WHEREAS, First English is in the process of dissolving and, under its Constitution and the New York Religious Corporations Law, its undisposed assets are to be distributed to the Synod; and WHEREAS, the Synod has agreed to accept the remaining principal balance of the Wenz Educational Fund to be held, invested, reinvested, distributed and administered in accordance with the provisions set forth below.

1. The Wenz Educational Fund will be held, invested, reinvested, distributed and/or used for providing instruction or training of individuals who are members of congregations of the Synod for the purpose of improving or developing his or her capabilities, including religious training and instruction programs. The Wenz Educational Fund may also be used to provide grants to organizations which provide such instruction or training.

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

2. The Wenz Educational Fund may be invested and reinvested as part of, and comingled with, other investment funds maintained, from time to time, by the Synod.
3. Distributions or grants from the Wenz Educational Fund shall be determined by a grant committee consisting of at least three (3) persons appointed by the Synod Council of the Synod. No member of the grant committee or any immediate family member of a committee member, shall be eligible to receive a grant from the Wenz Educational Fund.
4. Grants may be made out of the income or principal of the Wenz Educational Fund. Any income not distributed annually shall be added to principal.
5. The Synod, by action of the Synod Council, reserves the right to amend and modify, from time to time, these provisions for the administration of the Wenz Educational Fund in a manner which it determines, in its reasonable discretion, is consistent with the purposes of the Wenz Educational Fund.
6. The Synod, by action of the Synod Council, may, at any time, pay over and distribute the remaining balance of the Wenz Educational Fund to another tax- exempt entity which agrees to continue to hold the remaining funds of the Wenz Educational Fund for the purpose set forth above.

SC18.06.16 To adjourn the meeting at 10:20 AM.

**SEPTEMBER 15, 2018**

SC18.09.01 To adopt the Consent Agenda.

SC18.09.02 To approve the Finance Committee recommendation that the Upstate New York Synod acquire and implement the comprehensive ELCA-approved giving software through Tithe.ly.

SC18.09.03 To adopt the Finance Committee recommendation that Chris Hannan of Optimal Technologies, recommended by Dermody, Burke and Brown our Certified Public Accountant, be retained to perform a cybersecurity examination, a policy and procedures analysis and development as needed of the UNYS information technology functions to determine any vulnerabilities and needed remedial action. Funding for this procedure should be obtained from the Synod Mission Fund, requiring approval of the Bishop, with appropriate funds to be included in the annual IT line in the current budget and future IT budgets.

Working Group to monitor, maintain and increase unrestricted congregational giving across the seven conferences. A clear leadership structure, accountability, regular Synod Council reporting, congregational contact and consistent development is recommended to be incorporated in the structure of this committee with an initial report to Synod Council at the November 2018 meeting.

SC18.09.04 To adopt the Finance Committee recommendation that the Bishop review and evaluate the current relationship with Vanderkamp to include the level of commitment by the Presbyterian partners to determine whether the UNYS should continue this affiliation. It is strongly recommended that the most current detailed Income Statement and Balance Sheet, including YTD figures, should be again requested from this organization to determine its continued financial viability, and that the Bishop reports findings to Synod Council at a future Synod Council meeting.

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

- SC18.09.05 To adopt the Finance Committee recommendation that the officers and Synod Council of the UNYS create and implement a Synodical Working Group to monitor, maintain and increase unrestricted congregational giving across the seven conferences. A clear leadership structure, accountability, regular Synod Council reporting, congregational contact and consistent development is recommended to be incorporated in the structure of this committee with an initial report to Synod Council at the November 2018 meeting.
- SC18.09.06 To appoint Marlene Hyden as an active member of the Finance Committee for a three-year term, effective June 30, 2018.
- SC18.09.07 To adopt the Finance Committee recommendation that Synod Council approve that the Upstate New York Synod provide the Gold+ health benefits plan through Portico Benefit Services for 2019, and continue to provide each participating employee with a health reimbursement arrangement of \$2,400 annually. Costs for the health benefits will increase by 4.5% over the 2018 cost plus an additional 2% due to employee aging by 1 year and cost of living salary increase.
- SC18.09.08 To approve extension of the ecumenical contract (Episcopal) to Rev. Peter Williams as part time Pastor to Holy Spirit, Cortland, from 7/1/18 to 6/30/19 (Request on file).
- SC18.09.09 To approve extension of the 15 hour per week non-stipendiary call to Rev. Jeff Kane as Associate Chaplain and Officer for development for Lutheran Campus Ministry of Syracuse, from 9/16/18 to 9/15/19 (Request on file).
- SC18.09.10 To approve extension of renewable part-time (20 hrs/wk) call to Rev. Mack Smith as Pastor to St. John's, Lyons, from 10/1/18 to 9/30/19 (Request on file).
- SC18.09.11 To approve extension of a six-month renewable contract to Rev. Dr. Julius Carroll as Intentional Interim Pastor to King of Kings, Liverpool, from 10/31/18 to 4/30/19 (Request on file).
- SC18.09.12 To approve extension of call to special service under ecumenical contract to Deacon Kathy Laduca as Christian Education Developer, Faith Journey United Methodist Church 11/1/18 to 10/31/19 (awaiting confirmation).
- SC18.09.13 To approve extension of call to special service to Rev. Daina Salnitis as Chaplain to Children's Hospital/Albany Medical Center 11/1/18 to 10/31/19 (Request on file).
- SC18.09.14 To approve the retirement of Rev. William Beckwith effective 6/1/18.
- SC18.09.15 To affirm the Action of Executive Committee to adopt 2019 Compensation Guidelines.

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

- SC18.09.16 To refer to the Church Council, or to a Churchwide unit through the Church Council Executive Committee as appropriate, the following resolutions adopted by the 2018 Upstate New York Synod Assembly,  
including:  
Resolution regarding human sexuality  
Resolution on the 50th anniversary of the ordination of women

**NOVEMBER 3, 2018**

- SC18.11.01 To adopt the Consent Agenda.
- SC18.11.02 To approve Finance Committee Housing Resolution.
- SC18.11.03 To approve the appointment of Anthony Gugino as a member of the Investment Committee for a three year term effective 12/1/18.
- SC18.11.04 To approve appointments as follows:  
Peter Koehneke to the Western New York Area Interview Team (5 year term to expire 12/31/2023)  
Julie Grindle to the Candidacy Committee (5 year term to expire 12/31/2023)  
Steven Harris to the Candidacy Committee (5 year term to expire 12/31/2023)  
Ann Maher to the Candidacy Committee (5 year term to expire 12/31/2023)  
Rev. John Scarafia to the Candidacy Committee (5 year term to expire 12/31/2023)\*  
Rev. Pamela Hoh to the Candidacy Committee (5 year term to expire 12/31/2023)\*
- SC18.11.05 To approve year 2 of On Leave From Call Status for Rev. Pamela Hoh 11/28/18 to 11/27/19.
- SC18.11.06 To approve year 2 of On Leave From Call Status for Rev. Lexa Liepe 11/18/18 to 11/17/19.
- SC18.11.07 To amend Resolution for Care and Concern for Our LGBTQIA+Siblings to state “at least seven individuals”.
- SC18.11.08 To amend resolution (Exhibit W) with last paragraph change “if they have not already are strongly urged to offer education around the issues. Community, are strongly urged to...”.
- SC18.11.09 To approve amended resolution.
- SC18.11.10 To approve the Bishop and Committee of Deans to appoint a committee of 7 regarding Resolution Exhibit W.

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

**JANUARY 12, 2019**

- SC19.01.01 To approve the Consent Agenda, reserving the chair's right to make adjustments.
- SC19.01.02 To approve the Finance Committee 2019-2020 Budget Proposal.
- SC19.01.03 To receive the congregation of St. Paul's, Ellicottville into the Upstate New York Synod of the ELCA.
- SC19.01.04 To receive the congregation of St. John's, Allegany into the Upstate New York Synod of the ELCA.
- SC19.01.05 To distribute scholarships as outlined in exhibit Ad.
- SC19.01.06 To approve extension of one year term call for Rev. Elizabeth Boesen as Pastor to Zion, Geneva and St. John's, Potter (40%) from 4/1/19 to 3/31/20.
- SC19.01.07 To approve an ecumenical (UCC) contract renewable annually for Rev. Janet Abel as part-time pastor (25%) to Holy Nativity, Endicott from 1/14/19 to 1/13/20 (letter on file).
- SC19.01.08 To approve an extension of an ecumenical contract for Jennifer Long (UCC) as part-time (50%) Pastor to Emanuel, Corning 1/14/19 to 1/13/20 (letter on file).
- SC19.01.09 To approve an extension of part-time (1/3) ecumenical contract for Rev. Barbara Blom (UCC) as Pastor at St. Paul's, Spencer 1/16/19 to 1/15/20.
- SC19.01.10 To approve year 6 of On Leave From Call status for Rev. Jonathan Litzner from 2/1/19 to 1/31/20 (request on file).
- SC19.01.11 To approve year 3 of On Leave from Call status for Rev. Andrew Nelson from 2/13/19 to 2/12/20 (request on file).
- SC19.01.12 To approve Trexler grants to the following individuals: Rev. Emily Ebert (\$2,350), Rev. Peter Williams (\$1,190) and Rev. Gary Steeves (\$1,190).
- SC19.01.13 To endorse the action of the Exec Committee to adopt the Synod Anti-Harassment Policy.
- SC19.01.14 To support and encourage this synod to participate in the 400th anniversary of Jamestown and the kidnapping of Africans for enslavement in the United States.
- SC19.01.15 To adjourn the meeting at 1:55 PM.

## MEMORIALS FOR ROSTERED LEADERS

“Whether we live or whether we die, we are the Lord’s!”

Romans 14:8



### **REV. RANDOLPH D. BISHOP**

**December 24, 1956 to July 23, 2018**

Rev. Randolph DeTurck Bishop, 61, of Clay passed away on Monday, July 23rd. He was born in Reading, PA and had lived in Clay since his pastoral appointment at Luther Memorial Lutheran Church, North Syracuse in 2004. He was a Navy veteran serving on the USS George Washington Carver SSBN #656.

Pastor Bishop was ordained in July of 1996 and began his pastoral service at Evangelical, Poestenkill, NY and St. Paul, Dansville, NY serving until 2004.

A member of Memorial Lodge No 648 F&AM, he was Grand Chaplain Emeritus and a member of the Royal Arch, Knights Templar and Scottish Rite Masonic Bodies.

Randy served in the submarine program in the US Navy for 6 years on the USS George Washington Carver nuclear ballistic sub. He then spent 4 years as an instructor in sub navigation systems.

He is survived by his mother, Charlene Brown Bishop and his wife of 40 years, the former Ruthanne Albrecht, and three daughters.

*Rest eternal grant him, O Lord and let light perpetual shine upon him.  
ELW p.284*

## MEMORIALS FOR ROSTERED LEADERS

“Whether we live or whether we die, we are the Lord’s!”  
Romans 14:8



### **REV. PAUL D. JOSLYN**

April 18, 1931 to February 13, 2019

We give thanks for the life of Rev. Paul DeForest Joslyn who died on Wednesday, February 13, 2019 at the age of 87.

Rev. Joslyn was born in Syracuse and graduated from Onondaga Valley Academy, Syracuse; Hartwick College, Oneonta and graduated from the Lutheran Theological Seminary, Gettysburg, PA. He was ordained on June 4, 1958 then serving his "home parish" of Atonement, Syracuse where he served as assistant and associate with his father, The Rev. Dr. John M. Joslyn (deceased).

He served as chairman of Inter-Synodical Leadership School and Silver Bay and was a member of the executive board for the Lutheran Home in Clinton. He also served as fire chaplain at the Syracuse Fire Department and as a member of the East Glenville Volunteer Fire Company while serving as pastor to Good Shepherd, Glenville. While there he initiated Confirmation Camp. He was also the Protestant Chaplain of Schenectady County and served the Inter-Faith Community, Schenectady.

Paul accepted a call to Zion Lutheran Church, New Hartford in 1978 where he served until the end of his active ministry on September 19, 1994. He was a strong advocate for handicapped people of the Mohawk Valley, a liaison for the HIV-AIDS community and served the Mohawk Valley Resource Center for Refugees.

During his retirement he could be found helping with the ministries of Forest Presbyterian Church, Lyons Falls; Headwaters Cluster of Episcopal Churches and Trinity Episcopal Church, Lowville.

*Rest eternal grant him, O Lord and let light perpetual shine upon him.  
ELW p.284*

## MEMORIALS FOR ROSTERED LEADERS

“Whether we live or whether we die, we are the Lord’s!”  
Romans 14:8



### **REV. RICHARD W. SIEMANN**

May 22, 1931 to December 26, 2018

We give thanks for the life of Richard W. Siemann who died at the age of 87. He is survived by his wife (62 years) Louise and his daughter, Catherine.

Richard served as Pastor at St. David’s, Massapequa Park; Christ, Great Kills; St. Peter’s, Verona; Christ, Newburg and Good Shepherd N. Boston where he served until his retirement on June 1, 1996.

*Rest eternal grant him, O Lord and let light perpetual shine upon him.  
ELW p.284*

## MEMORIALS FOR ROSTERED LEADERS

“Whether we live or whether we die, we are the Lord’s!”  
Romans 14:8



### **REV. ROBERT A. WENDELIN**

April 22, 1928 to January 31, 2019

We give thanks for the life of Rev. Robert A. Wendelin Robert who died on Thursday, January 31, 2019 at the age of 90.

Robert was formerly of Amherst, NY, Pastor Emeritus of North Park Evangelical Lutheran Church, Beloved Husband of the late Margaret (Goetz) Wendelin, dear Father of Phillip, Michael (Johanna), Cathy (Robert) Luders and John R. (Joanmarie) Wendelin. He was also a grandfather, a step-grandfather and a step-great-grandfather.

Robert was ordained in 1953 and served at Mt. Calvary, Eagle Grove, Iowa/Cross Lutheran Church, Milwaukee, WI/Redeemer, Highland Park, Illinois and Calvary Lutheran Church, Eggertsville prior to serving North Park, Buffalo from 1979 until his retirement in 1993.

Robert saw his retirement as an opportunity, becoming Volunteer of the Year by Niagara Lutheran Delaware Home and was also recognized by the WNY Association of Homes and Services for the Aging for his work. He led service at Niagara Lutheran Home in Buffalo and at Greenfields Home in Lancaster. His dedication led to his appointment as chair of the Homes' Ethics Committee. He also served as chaplain of Niagara Lutheran Health System, Inc. by its board of directors. He had served on that board for fifteen years and continued to serve the residents of both homes upon retirement. He also worked as a staff chaplain for the Veterans Affairs Medical Center in Buffalo.

*Rest eternal grant him, O Lord and let light perpetual shine upon him.  
ELW p.284*

# Benefits in Action

## Walking Our Promise to Support Those Who Serve

**Yes, things have changed in the church, especially in the last decade. But like Martin Luther's description of faith — "a living, busy, active, mighty thing" — Portico Benefit Services is constantly evolving, finding more efficient ways to help clergy and employees steward their gifts for the sake of the world.**

As the ELCA's benefit ministry, we're called to live out a 200+ year legacy of service to clergy and employees. Our talented staff leverage Portico's long-term experience, industry partnerships, and innovation-embracing culture to deliver benefits that can help people live well throughout their service and into retirement.



**The Rev. Jeff Thiemann**  
President & CEO

Blessings on your ministry. It's a privilege to serve you.

By the Numbers — Helping People Live With More Confidence		
<p><b>640</b> <b>Members Retired</b> in 2018, and we celebrated with every one!</p>	<p><b>8,943</b> <b>Pounds Lost</b> so far by ELCA-Primary members enrolled in our new Omada health improvement program.</p>	<p><b>621</b> <b>Employees Joined</b> when four new Lutheran social ministry organizations decided to offer Portico benefits to their staff last year.</p>
<p><b>23</b> <b>Companies Screened</b> from ELCA social purpose funds for holding reserves of oil shale and tar sands.</p>	<p><b>\$1M</b> <b>Debt Paid Off</b> by plan members working with LSS Financial Counseling, as of year-end 2018.</p>	<p><b>4.5%</b> <b>Baseline Rate Increase</b> for employer health contributions in 2019 — on average, the lowest increase in 5 years.</p>
<p><b>\$94</b> <b>Less Per Month</b> paid in premiums by most ELCA Medicare-Primary retired members in 2019 thanks to our switch to Humana.</p>	<p><b>2,500</b> <b>Worries Released</b> by ELCA Youth Gathering attendees at Portico's unbinding prayer station.</p>	<p><b>6,080</b> <b>Learning Hours</b> invested by members in Portico's financial education seminars, webinars, and videos last year.</p>

60-302 (2/2019)

**Rev. Lori A. Kochanski**  
**Assistant to the Bishop for Faith Formation**  
**2018-2019 Report for the Upstate New York Synod in Assembly**

**Overview:**

I spent the first year full year of this call (November 2017- November 2018) learning about the synod structure and systems in order to discern the best way to enhance faith formation practices in this synod. I did this by making visits to conference assemblies, attending events, speaking with colleagues in groups and individually, actively participating in staff meetings, keynoting the bishop's convocation with a focus on wonder, curating resources in response to requests.

At the start of Advent 2018 and to the present I am working with others to develop a philosophy of how to lead a synod effort of faith formation from the place where you live and serve while still connecting with others from throughout the synod. Social media and the development of the synod website are key in this movement of connecting and learning together.

**Highlights of my work since last synod assembly:**

- In partnership with the "Faith Alive!" strategic plan I coordinated three storytelling events in different locations throughout the synod
- Workshop leadership at the Synod ministerium in September 2018
- I attended the "ELCA Youth Leadership Event" in Nebraska as companion and advisor to two youth from the synod who participated in this event with youth from across the ELCA
- I began work on the "Learning Across the Synod Day". In coordination with a work group I put together a curriculum and worship ideas to be used across the synod on May 5, 2019
- Intentional sharing via the Upstate New York Synod Facebook page
- Work with the Leadership Guild (an intentional time of relationship building and learning with those in their first three years of rostered leadership)
- Education about how to put together an online learning course
- Conversations with people about emerging needs for growth and learning

**In development:**

- Online learning opportunities
  - Courses for lay and rostered folks to enhance faith formation practices
- Zoom hang out sessions for resource conversation and Bible Study
  - reviews of resources and other conversations via Zoom (an online way to connect with others through video meeting)
- more ways to interact with Jesus' command and story of neighbor love
- better use of technology as a way to communicate faith formation practices
- continued relationship building and participation in ongoing ministries of the synod
- exploring the role of faith formation in congregations in transition

## **Report of the Regional Tables 2018-2019**

*“Were not our hearts burning within us while he was talking to us on the road, while he was opening the scriptures to us?” That same hour they got up and returned to Jerusalem... then they told what had happened on the road, and how Jesus had been made known to them in the breaking of the bread.  
(Luke 24:32-33, 35, NRSV)*

This story from the Gospel of Luke epitomizes the hope that the Regional Tables have in supporting congregations across the synod. Two followers of Jesus spend some time dwelling in the Scriptures with a fellow traveler. The more time they spent with Jesus dwelling in the Scripture the more their hearts burned with the flames of the Holy Spirit. As soon as they realized what was happening they couldn't wait to go tell others what had happened – they traveled 7 miles at night on a road that was sometimes dangerous because they were so excited. Isn't this what we all hope we experience? To meet Jesus and be so inspired by the Holy Spirit that we can't help but run to tell everyone we meet and make a difference in people's lives?

So too is the hope of the Regional Tables (Team West: Niagara Frontier and Southwest conferences, Team GFL: Genesee Finger Lakes Conference, Team Central: Central Crossroads and Southern Tier conferences, and Team East: Foothills and Hudson Mohawk conferences) that their work with congregations who help them find ways to meet Jesus in their congregations and communities and burn with the power and urgency of the Holy Spirit.

These are the ways that the Regional Tables have walked with congregations over the past year:

### **Congregational Vitality Assessment**

The Congregational Vitality Assessment remains one of the primary tools that the Regional Tables recommend for congregations who are seeking a starting place in discerning the future. Whether a congregation in pastoral transition seeking a snapshot of the congregation to help write their Ministry Site Profile (MSP) or a congregation ready engage intentional mission planning, the CVA can be a helpful tool in identifying strengths, areas for growth and asking disciples their perceptions of their congregation's health, vitality and sustainability. You can always find out more at [www.congregationalvitalitysurvey.com](http://www.congregationalvitalitysurvey.com).

### **Transformational Ministry**

Transformational Ministry continues to evolve as congregations give feedback and we continue to grow and learn ourselves. The journey always begins with spiritual grounding and from there helps congregations harness the power of the Holy Spirit in their lives to be bold and effective evangelists, grow as leaders, and create, fine tune, and execute mission plans. So, for congregations who aren't sure what comes next or how to use the CVA results to create mission plans and priorities this process can help them do just that. For other congregations it can help guide their pastoral transition time and prepare them for calling their next pastor, being able to articulate more clearly who they are and where they feel God calling them to be.

It is important to remember that Transformational Ministry is not a program nor is it a silver bullet answer to all the questions your congregation has about the future. It is a living, breathing process that seeks to help disciples and congregations grow in relationship with God, each other and the world. As stated earlier, the workshops are constantly changing based on what the Teams have learned, feedback from congregations, and the context of the congregations participating in workshops. Likewise, the tools of this process are shaped and used in each congregation in the ways that make sense for them. After the initial Spiritual Grounding workshops congregations choose from among several other workshops based on their “homework” and learning from the first workshop: Leadership Part 1, Leadership Part 2, Neighborhood Relationship Building & Evangelism, Gifts and Generosity. and Building a Mission Plan.

## **REGIONAL RENEWAL TABLE REPORT—Continued**

For more information about Transformational Ministry and how your congregation may participate check out the Transformational Ministry page on the new synod website or be in contact Rev. Norma Malfatti, Director for Evangelical Mission ([nmalfatti@upstatenysynod.org](mailto:nmalfatti@upstatenysynod.org); 315-299-4955).

### **Hope Partnership for Mission Transformation**

In the Spring of 2019 Upstate New York was granted a \$50,000 grant to pilot in the ELCA working with Hope Partnership for Mission Transformation. Similar to Transformational Ministry, the goal of Hope's process is to help congregations grow in vitality and faithfulness to God. Different from TM, Hope's process begins with a deep dive assessment of the congregation and neighborhood which produces a significant report that helps to direct decision making for the future. After receiving the reports there are house meetings, where members of the congregation lead small group gatherings for Bible study, conversation about the assessment report and thinking about the future. These gatherings help to provide leadership with information to help the whole congregation make decisions about the future. Along the way staff from Hope Partnership and a trained UNYS coach will support the congregation. You can learn more about Hope Partnership at [www.hopepmt.org](http://www.hopepmt.org). If you'd like to participate in this pilot please be in touch with the Rev. Norma Malfatti, Director for Evangelical Mission.

### **Congregational Development and Vitality**

#### *Congregational Development*

Upstate New York Synod currently has two congregations under developer – South Wedge Mission, Rochester and Hope Lutheran Church, N. Greenbush – and one synodically authorized worshipping community –and Appleseed Outreach, Syracuse.

South Wedge Mission is a practice-based neighborhood church dedicated to the cultivation of love, grace and peace for the sake of the life of the world in the Way of Jesus, seeking to provide safe haven for the religiously homeless, lasting companionship for journeying pilgrims, meaningful work for the spiritually underemployed, and an open and abundant table for all. This Jesus community is not just a place for young adults but a place where the breadth and depth of God's beloved are invited to meet Jesus and practice their faith.

Hope Lutheran Parish is a brand new congregation under development born out of two congregations (St. Timothy, N. Greenbush and Trinity, West Sand Lake) who chose to close and birth something brand new. They are community empowered by the Holy Spirit, called to bring God's comfort, to work for God's justice, and to share the hope and love of Jesus with all. Their decision making is guided by their values of faith, acceptance, compassion, gratitude and love.

Appleseed Outreach, Syracuse is now in their third year as a synodically authorized worshipping community. Through Atonement Lutheran Church and South Valley Presbyterian Church's commitment to the community and feeding hungry people, this new worshipping community started to emerge among the African American/Black community and people living in situations of poverty. One of the unique parts of Appleseed Outreach is their ministry among children. On any given week they have a number of children present who are not accompanied by an adult. This is both an opportunity and a challenge as the leadership strives to create safe and supportive space where all can grow in the love of Jesus and as children of God.

## **REGIONAL RENEWAL TABLE REPORT—Continued**

### **Mission in Transition**

The teams help to support and provide training for Mission in Transition teams. There are teams across the synod working with congregations in typical pastoral transition (expecting to call a full-time pastor) and those discerning long-term ministry plans including merger/consolidation/yoking or working with ecumenical partners. The Tables work in close relationship with the Deans to provide training and for the selection of team members for congregations.

Looking forward to 2019 and 2020, we are working with the Rev. Lori Kochanski, Assistant to the Bishop for Faith Formation, in supporting the work of MIT Teams and congregations in transition by providing a series of formation events centered on Worship & Spirituality, Service and Outreach and Faith Formation. These events are meant to support congregations in moving forward in ministry while in transition by providing space to explore new tools that they can take back to their congregations while building stronger and more vital congregations.

Great work is being done by the faithful, determined and hard-working members of the Regional Tables. They meet regularly either by Zoom (video conference calling) or in person and are committed to supporting congregations in their area and the work of Jesus.

Thank you to all of the team members for their work and commitment to God's work across this synod!

Respectfully submitted on behalf of Team West, Team GFL, Team Central and Team East,  
Rev. Norma Malfatti  
Director for Evangelical Mission

## **CALLED TO LEAD**

### **2019 Report to Synod Assemblies**

#### **Paul Baglyos, ELCA Candidacy and Leadership Manager for Regions 7 & 8**

*Called to Lead* is the title of a new discernment guide regarding ministry in the Evangelical Lutheran Church in America. Baptism includes a call from God to share the ministry of Jesus Christ in the world, and some baptized people discern a call from God to the particular ministries of pastors and deacons in the church. *Called to Lead* is intended to help people figure out whether God is calling them to become pastors or deacons.

Trying to figure that out involves paying attention to the suggestions, encouragements and nudges we might receive from the people around us. Has anyone ever suggested that you might become a pastor or a deacon? Has anyone ever encouraged you to consider that possibility? Has anyone ever nudged you to take some steps in that direction? Perhaps the suggestions, encouragements and nudges have occurred as internal stirrings, leading you to wonder about becoming a pastor or deacon or to imagine yourself serving in those particular ministry roles. In any case, *Called to Lead* can help you to decide whether and how to act upon those suggestions, encouragements and nudges.

*Called to Lead* can also help you to give other people the suggestions, encouragements and nudges they might need to figure out whether God is calling them to become pastors or deacons. Do you know anyone you believe would serve well as a pastor or a deacon? Do you know anyone you perceive to be well suited to those particular ministry roles? If so, *Called to Lead* is a resource you can recommend to that person.

*Called to Lead* is available on the ELCA website as a downloadable resource. Click “Resources” on the ELCA homepage, then click “Candidacy” on the menu of photo icons. A Spanish translation of *Called to Lead* will soon be available as well.

I am pleased to recommend *Called to Lead* to your use in discernment, as I am pleased also to work with your synod’s candidacy leaders and candidacy committees in our churchwide work of guiding the people God has called to become pastors and deacons in the ELCA.

## SEAFARERS INTERNATIONAL HOUSE

# 2018 ANNUAL REPORT

Seafarers International House

### MESSAGE FROM OUR EXECUTIVE DIRECTOR: A Year of Building

Dear Friend of Seafarers International House (SIH):

2018 has been a year of "building." First literally, when during the course of a municipal mandated exterior façade inspection of tall buildings in NYC, engineers discovered that the parapet of our guesthouse had to be replaced, at an unbudgeted expense of over \$130,000. We were blessed that the ITF Seafarers' Trust awarded SIH a \$100,000 grant to offset that expense. With several other unexpected repairs becoming necessary as the guesthouse (built in 1964) is aging, we tasked a Facilities Workgroup and hired outside experts to analyse the longterm needs of the building and undertook several projects to address deferred maintenance.

We also did some building of our staff as we hired new talent, Jeni Janis, Administrative Assistant, and Henryk Behnke, Development Director, after their highly respected predecessors Noreen Fleming and Christopher Roehrer retired after almost two decades of service each.

To advance our mission and better

serve immigrants and seafarers, we are building relationships with trusted partners such as American Friends Service Committee (AFSC), International Rescue Committee (IRC), Bronx Defenders, Catholic Charities of the Archdiocese of New York, First Friends of New Jersey and New York, Hebrew Immigrant Aid Society (HIAS), Human Rights First, Immigration Equality, The Marine Society of the City of New York, New Sanctuary Coalition of NYC, North American Maritime Ministry Association (NAMMA), Red Cross, Restore NYC, Sierra Club, and Safe Horizon.

Figuratively, last year's 28 asylees built upon the advice of mentors, who had preceded them on the journey from asylum seeker to new American. The asylees, who we provided with free lodging, food and Metro cards, and assisted in finding a job and their own home, often became contributing members of their new communities within less than three months. We have built capacity to offer 50% more rooms to refugees, who will be granted asylum, in 2019.

In the meantime, our 7 port chaplains

#### MISSION

*Seafarers International House (SIH) is the Lutheran response to the urgent needs of vulnerable seafarers and immigrants.*

*SIH offers hospitality, social assistance, and advocacy to a multi-national and multi-faith community in maritime ports on the Eastern Seaboard and in an 84-room Guesthouse in New York City.*

built upon 145 years of experience assisting seafarers in the ports, serving a total of 25,183. Many of the seafaring men and women suffer from isolation missing their family and friends. Some had traumatic experiences when mates got hurt, or worse, in fires and accidents, pirate attacks, and storms. SIH port chaplains are often the first outside contact with whom seafarers can share their experiences. They help mariners deal with traumas and through Wi-Fi or SIM cards provide needed contact to families back home. The trips to the mall or local sights are highlights for those that spend months on end on sea as they bring us the goods we often take for granted.

I hope you will enjoy reviewing the following pages with further details and accomplishments, as we build upon your loyal support. Thank you. ✚



Crew members enjoy the presence and counsel of Port Chaplain Ruth Selaro, who took this photo.



*Marsh Luther Drege*  
Pastor and Executive Director

# SEAFARERS INTERNATIONAL HOUSE-continued

## 2018 Program Impact

**33,985** immigrants and seafarers directly benefited from SIH services

**1,853** seafarers, regardless of faith, received Christmas-at-Sea satchels filled with warm clothing and holiday greetings prepared by volunteers

**28** new Americans found their first home in the US in our guesthouse, staying a total of 1,182 nights

**66** volunteer visitors brought hope to 26 asylum seekers, who were locked up in detention centers

**57** survivors of domestic violence, human trafficking and local disasters were accommodated

**3** advocacy events hosted to draw attention to the plight of asylum seekers

**25,183** total of seafarers who were either visited or transported from 1,793 ships

**432** youth, church and community gatherings accommodated serving about 6,480 people

**1** successful completion of mandatory building inspection and reconstruction of a parapet with IFT Seafarers' Trust funding

**2** memorial services hosted by Christ Lutheran Church for seafarers, who had no immediate kin

**25** guest rooms renovated and Wi-Fi installed throughout the guesthouse

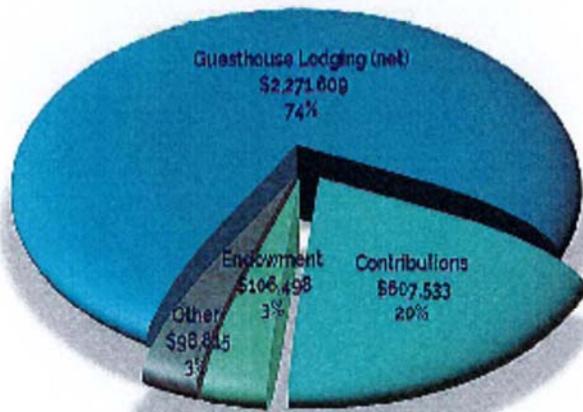
**1** Platinum Seal of Transparency earned: [www.guidestar.org/profile/13-5582413](http://www.guidestar.org/profile/13-5582413)

## 2018 FINANCIAL REPORT

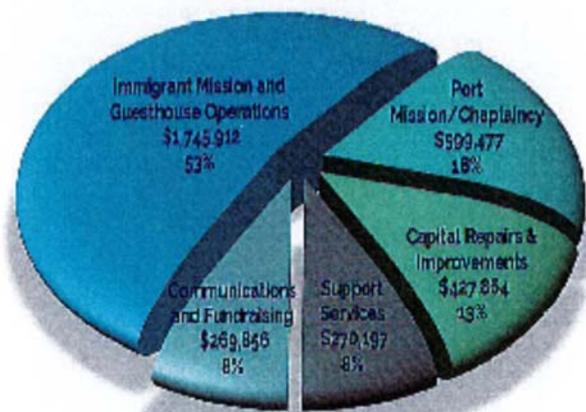
In 2018, SIH allocated \$124,000 to accommodate asylees and provided a room subsidy of \$184,000 to seafarers. The operating expenses exceeded revenues by \$228,951 because of unexpected capital repairs. Program services accounted for 84% percent of expenses with only 16% spent on support services and fundraising. Net Assets were \$5,374,369.

The figures below reflect unaudited revenues and expenses and are subject to change once audited. You may request the audited 2018 financial statements by email ([henryk@sihnyc.org](mailto:henryk@sihnyc.org)), call (212) 677-4800 ext. 1203, or mail your request: [↗](#)

Operating Revenue 2018 (pre-audit)  
\$3,084,465



Operating Expenses 2018 (pre-audit)  
\$3,313,306



## **Annual Report for the Upstate New York Synod Assembly Report For St. John's Lutheran Home for Children - 2019**

2018 in the beginning was promising to be a good of a year for St. John's. Our investment return was up and market predictions promised another good year at the time of our investment decision for 2019 which was in March of 2018. We felt we had an obligation to support our grantees as we have always done and agreed we would hold our grant allocations the same as for 2018. We're still very watchful of our investments on a monthly basis and definitely have some concerns about the markets at this point in time. We have changed some our investment managers and firms to better control expenses and if needed, we will make further adjustments. We intend to provide \$91,600 for direct grants to: the Youth Director for Niagara Frontier Conference of the Organic Youth Organization, RAGtime Bible Camp Program for youth at Resurrection Lutheran Church, Chautauqua Lutheran Center's Summer Camp, St. Peter's Lutheran School in Sanborn, Seneca Street CDC's after school and summer camp youth program and a new one this year GA Family Services, N. Tonawanda. We were also able to provide \$6,750 in special grants, which include LCLC Camperships; Organic Youth backpack program and LCLC's Quilt Auction. Thanks to the overwhelming response from the 2017 Lutheran Awards Dinner, we were able to offer (4) scholarships for 2018, they are Iiya Svec, Crossroads Lutheran Snyder, Brady Pietlock, Grace S. Buffalo, Elizabeth Brown and Nathan Shanley, both from St. Paul's Lutheran Eggertsville. This was the 11<sup>th</sup> year we were able to award college scholarships in the name of Edward G. Kinkel, deceased past president of St. John Lutheran Home for Children Board.

We did manage to keep our program to expense ratio at 9.6%. That is 90.4 cents going to program and 9.6 cents going to operations out of every dollar earned. We're happy that we kept operations as low as they are.

For those of you not familiar with St. John's background: St. Johns was founded in 1864 as an orphanage for civil war children made destitute by the loss of a father or family income source. The home was established by the congregation of St. John's German Evangelical Lutheran Church; then located on Hickory St. in Buffalo. St. John's is now at 6540 Main St. in Williams-ville. In 1868 the congregation purchased 20 acres of land on the west side of Harlem Rd in West Seneca, where the home was erected. An additional 85 acres was purchased later. The home maintained its existence until forced to close in 1960 due the excessive expense of state mandated changes. The building and land were sold and the assets invested. With this, the current mission of St. John's board was born with the purpose to support area youth and youth organizations with charitable grants from the interest generated by prudent investment of the assets.

Being good stewards of our perpetual fund, we only spend 90% of our earnings. Over the years, since 1965, St. John's has provided over \$5 Million in grants to support youth.

For 2019 we will continue our base and challenge grant funding. We're proud of the success stories reported by our Grantees, in which many have seen increased outside support due our challenge grant process.

St. John's current officers for 2019 are: Sharon Patterson, Zion Lutheran Clarence Center, President; Mrs. Gail Dietz – St. Peter's, Sanborn, Vice President; Mr. Ronald Peters – All Saints, Hamburg, Recording Secretary and Executive Secretary; Mr. George Roeser, St. Paul's Williamsville, Treasurer and Mr. William Dannebrock – Christ, Amherst, Financial Secretary.

In addition, St. John's board is represented by the following Lutheran Churches: All Saints, Hamburg; St. John, Williamsville; Amherst Lutheran, Williamsville; the Niagara Frontier Conference; the Upstate New York Synod; St. Mark Kenmore; St. Paul, Eggertsville;; Crossroads, Williams-ville; Zion, Clarence Center; Parkside, Buffalo; Good Shepard, North Boston; Good Shephard – Tonawanda; St. John, West Seneca; Resurrection, Buffalo; Nativity, E. Aurora; Grace, Buffalo; North Park, Buffalo; St. Timothy Grand Island; St. John's , Gardenville; St. Paul's, Wilson; and Lord of Life, Depew.

# Annual Report for the Upstate New York Synod Assembly Report For St. John's Lutheran Home for Children - 2018

continued

Our Mission is to “perpetuate the historical ministry of St. John's Lutheran Home for Children to area children and youth.”

Our Vision is that “We exist to review and evaluate selected children and youth ministries within the 4<sup>th</sup> Judicial Department of the State of New York, providing financial assistance to approved programs from the income generated through the wise and prudent investment of our assets”.

St. John's is proud to partner with Lutheran Charities, the Lutheran Foundation and the Niagara Lutheran Health System for the Lutheran Awards Dinner and Grant Recipients, quarterly, Meetings that will help unify and strengthen the Lutheran Community in Western New York.

If interested in learning more about St. John's or making a donation, we are a 501(c)(3), please call Ron Peters, Executive Secretary at 716-698-8877, e-mail to [stjohnsluthhome@gmail.com](mailto:stjohnsluthhome@gmail.com) or mail to St. Johns Lutheran Home for Children, P.O. Box 312, Athol Springs, NY 14010-0312. Confirmations will be sent for all donations. Please note donations for the Kinkel Scholarship should be marked “scholarship”.

Respectfully Submitted, Ronald A. Peters, Executive Secretary for St. John's Lutheran Home for Children



# United Lutheran Seminary

GETTYSBURG + PHILADELPHIA

*Let us build a house where all are named, their songs and visions heard And loved and treasured, taught and claimed as words within the Word. Built of tears and cries and laughter, prayers of faith and songs of grace. Let this house proclaim from floor to rafter: All are welcome!*

*All are welcome! All are welcome in this place!*

◆ Marty Haugen

In our second year of being United Lutheran Seminary, we are pleased to report that we have 167 students seeking to serve in the ministry of Word and Sacrament and Word and Service, which is a ten percent increase from two years ago.

With your synodical support, a secure foundation exists on which to “build a house” that provides for the faculty, staff and facilities, but most importantly provides full tuition to all our ELCA students seeking rostered positions within the church. This year, *less than one in four students applied for loans* due in large part to your synod’s faithful giving. Our students will be graduating with less debt, which means your congregations in need of a servant leader will have more options for a call. We could not be here without your synod’s amazing grace.



***Our goal is to provide full tuition to ELCA students for the sake of your synodical ministries.***

In our second year as United, we lay claim to the lyrics of Marty Haugen—building a house (on two campuses!) where all are named, their songs and visions heard. We seek to love and treasure our students, to teach them and claim them as words within the Word. Through *Unifying, Learning, and Serving*, we model for our students a vision of the church—not perfect by any means, but striving to live into the grace that frees us all and echoes across the needs of this turbulent time and space. While we have students from over twenty-five denominations and welcome the nuanced discussions that result in our classrooms about theology, culture, and witness, our historical ties to the earliest expressions of Lutheranism in America continues to guide us into a rich and meaningful expression of our denominational heritage and theology of grace.

## United Lutheran Seminary—continued

Our diversity task force, in conjunction with the diversity committee of the Board of Directors, has undertaken a nine month process to craft a Welcome and Equity Statement. We are committed to building a house where restorative justice, equity, and full inclusion at God's banquet table are afforded to all members of the seminary community.

You can read the full statement here:

[www.uls.edu/about/welcome-equity/](http://www.uls.edu/about/welcome-equity/).

We cannot continue without your support, of course. We ask that you prayerfully consider three ways to help us:

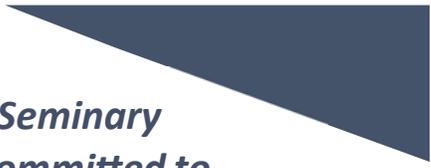
- ◆ Recognize those individuals within your synod who have gifts for ministry and encourage them to answer God's call to rostered leadership in the ELCA.
- ◆ Make a personal contribution to ULS on a monthly basis. If you are already doing this, consider increasing your monthly gift to the seminary by ten percent ([www.uls.edu/giving](http://www.uls.edu/giving)).
- ◆ Encourage your synod council to increase synodical giving by three percent of your current level over a three year period (an incremental increase with each passing year).

In return, we will strive to raise up new leaders for the congregations within your synod, doing our utmost to prepare them for the challenges of today's church with the added benefit of little or no graduate school debt. ***We are grateful for you, your ministry, and the support by which we continue to thrive.***

By God's Grace,



Dr. Richard Green  
Interim President



***United Lutheran Seminary  
is a community committed to  
changing the world through the  
transformative grace of God, inclusive  
hospitality, and radical  
welcome. We commit ourselves to  
making this seminary open,  
welcoming, accepting, and  
affirming to all of God's children.***



**2018 Annual Report to the Synods**  
*Wartburg College is dedicated to challenging and nurturing students  
for lives of leadership and service as a spirited expression of their faith and learning.*

**Enrollment**

Fall 2018 enrollment was 1,498 students from 34 U.S. states and 53 countries. This number included 115 international students and 199 U.S. students of color. The top five majors are business administration, biology, elementary education, music education, and journalism and communication.

**Focus on the Future**

In 2017, Wartburg engaged more than 150 alumni, faculty, staff, students, and friends of the College in an examination of strategic opportunities in today's challenging environment for higher education. Task forces focused on academic innovation, student success, and expanding our reach. Wartburg continues to study and implement ideas that grew out of the initiative:

- In spring 2018, the Wartburg Board of Regents approved a new academic major in exercise science. Work is underway to raise funds to create new laboratory space, which also will strengthen other academic offerings in the Department of Health and Human Performance.
- Engineering Science faculty are working to refine the major and develop specializations in the new Bachelor of Science track. The department also dedicated an Innovation Studio, funded in part with a \$123,000 grant from the Roy J. Carver Charitable Trust, to expand hands-on design and creation opportunities for students.
- In partnership with Wartburg Theological Seminary, we are building and populating a new B.A.-M.Div. cooperative program, which streamlines preparation for pastoral ministry. Halcyon Bjornstad, director of integrated B.A.-M.Div. degrees, spends time on each campus generating interest among students. The College also continues to implement the new Master of Arts in Music Therapy.
- A new Center for Integrative and Interdisciplinary Studies seeks to advance several projects that bind our curricula together in the service of our common mission. Dr. David McCullough, the Burk Will Chair in Interdisciplinary and Environmental Studies, was named its director. He is charged with overseeing the interdisciplinary tier of general education, searching for a new study away administrator, identifying physical space for the center, reinvigorating the endowed chair that was created to infuse ethics across the curriculum, and exploring possibilities for a center for faculty development.
- The College continues to examine its capacity and effectiveness in the areas of online, distance, and digital education and is grateful to the faculty and staff at Wartburg Theological Seminary who have shared successes achieved in the online teaching and learning environment. Wartburg is seeking approval from the Higher Learning Commission to offer its first complete online programs – an English as a Second Language (ESL) endorsement for educators and a post-baccalaureate certificate program in leadership.
- Wartburg continues to improve diversity and inclusion on campus, especially by discerning how best to support our multicultural students' academic progress through graduation. The American Multicultural Student Success Working Group, in concert with Multicultural Student Services, is assessing students' progress in their second year. The president's Diversity and Inclusion Council is implementing initiatives to address findings of a campus climate survey that evaluated students' perceptions of living and learning at Wartburg. A new Community Response Team is prepared to handle incidents of bias that threaten our campus culture.
- Wartburg became a founding investor in Mill Race, a community workspace in nearby Cedar Falls that supports area entrepreneurs. Building on that relationship, we have developed the Wartburg Incubator, a social entrepreneurship program that supports student efforts to address societal problems. In its first year, the incubator's Wicked Problems Challenge generated 75 poster ideas from students.
- Because St. John's Cathedral no longer works with the College, Wartburg has entered into a partnership with Johnson & Wales University in Denver, Colo., to house students in our Wartburg West program. We welcomed Dr. Greg Lorenz, who assumed program director responsibilities following the retirement of the Rev. Bonita Bock after 27 years of service.

## WARTBURG COLLEGE (continued)

### Spiritual Life and Campus Ministry

- The Rev. Dr. Brian Beckstrom was inducted as the Herbert and Cora Moehlmann Chaplaincy Chair, following the retirement of the Rev. Dr. Ramona Bouzard. As dean of spiritual life, he leads the College's ministry program and promotes faith exploration and development in and out of the classroom.
- The Rev. Munib Younan, bishop emeritus of the ELCA in Jordan and the Holy Land, presented "Loving God and Neighbor: Living Out the Biblical Call in the Holy Land" to faculty, staff, students, and the general public.
- The Spiritual Life and Campus Ministry Guiding Team, comprising faculty, staff, and students, continues to implement findings of the SLCM program review, made possible through the generous support of the Siebert Foundation and other donors. Efforts include more clearly articulating our identity as a college of the church, more closely integrating it with practices and decision making, and seeking creative ways to expand the ministry beyond the walls of the Chapel.
- The first annual "God's Work, Our Hands" Sunday was held with Redeemer and St. Paul's Lutheran churches in Waverly, featuring joint service projects, worship in the Wartburg Chapel, and lunch. More than 300 people participated, including 50 students.
- The College is planning several events to commemorate the 25th anniversary of the Wartburg Chapel in 2019. A fundraising effort will focus on Chapel sound improvement, organ maintenance, and projection capabilities.

### Recognition

- Dr. Caryn Riswold joined the Wartburg faculty as a professor of religion, serving as the Mike and Marge McCoy Family Distinguished Chair in Lutheran Heritage and Mission. In addition to her years of teaching experience, Riswold is an accomplished scholar in Lutheran and feminist theologies and the author of three books. Established in 2013, the chair celebrates Wartburg's distinctive mission and commitment to vocation. Riswold succeeds the Rev. Dr. Kit Kleinhans, who now serves as dean of Trinity Lutheran Seminary.
- Dr. Simon Estes, world-renowned opera singer and former Wartburg distinguished professor and artist-in-residence, received an honorary Doctorate of Humane Letters during spring Commencement.
- Dr. Gloria Kirkland-Holmes, associate professor of early childhood education at the University of Northern Iowa, was the 2018 Graven Award recipient. The annual award for Christian vocation continues to highlight the powerful and positive effect of a strong sense of Christian vocation as it interfaces with service to community, the church, and the world.
- Dr. Robert E. Lee, professor emeritus of music, received the Wartburg Medal at December Commencement in recognition of his sustained service to the College.
- Campus Compact named Madison Bloker '19 of Clarksville, Iowa, a Newman Civic Fellow for her contributions to community and civic engagement. As part of her participation in Wartburg's Baldwin Leadership Fellows Program, Bloker penned "Bound Blessings," a devotional that raised funds for the Wartburg Dance Marathon.
- Tom Trenney, minister of music at First Plymouth Church in Lincoln, Neb., and renowned composer and organist, served as visiting conductor and artistic director for Christmas with Wartburg while Dr. Lee Nelson was on sabbatical for one semester.

## WARTBURG COLLEGE (continued)

Wartburg College continues to find focus in a mission that is vibrantly alive and transformative for the entire college community as we learn, work, and serve together. Thank you for your prayers and support as we share in the work of strengthening the Lutheran traditions of higher education and Christian vocation.

Darrel D. Colson, President





*As a community of women created in the image of God, Called to discipleship in Jesus Christ, empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action and promote healing and wholeness in the church, the society and the world.*

The Upstate New York Women of the ELCA provides the women of our churches an opportunity to connect with others within our state and nationally to live out the above purpose statement. During the past year our organization has been involved with the following events and activities:

For the fourth year, the Women of the ELCA coordinated a pick up date for **Lutheran World Relief** in Upstate New York. This allows groups from each church in our Synod to have any quilts, school kits, personal kits, baby kits, fabric kits, fleece tied blankets and soaps that are collected be transported to the LWR warehouse in Baltimore, Maryland at no cost to our churches. Pick up points were held at St. Paul Lutheran in Hilton, NY; Atonement Lutheran in Syracuse, NY; and Prince of Peace Lutheran in Clifton Park on May 11, 2019.

We continue to support the **Cherish All Children** program. Dianne Klafehn continues to be our local coordinator. See her full report in this publication.

Our organization has gone to a biennial convention schedule, having conventions only on odd numbered years. On the even years we have **regional events** that are planned by conferences close to each other. This past fall, three of these events took place. On Sept. 22, 2018 Southwestern and Niagara Frontier conferences held a retreat day at St. Paul's Lutheran in Ellicottville on Native American spirituality and the gifts of the spirit. On Nov. 2-3, 2018 Foothills and Hudson Mohawk conferences presented a retreat at Camp Pinnacle in Vooheesville on the Fruits of the Spirit. Genesee Fingerlakes, Central Crossroads and Southern Tier conferences joined together on Nov. 8-9, 2018 at Latoureau Christian Center in Rushville, NY for a program based on "Our Daily Bread" which included a visit from "The Bread Man" as well as Bible study and a discussion about LIRS (Lutheran Immigration and Refugee Services) and AMPARRO.

We are in the process of planning our 2019 WELCA Convention to be held October 4-6, 2019 at the Notre Dame Retreat Center in Canandaigua, NY. Our theme is, And God said, "Walk a Faithful Journey".

Respectfully submitted,

Susan Fox, President of the Upstate New York Women of the ELCA

245sfox@gmail.com

## Synod World Hunger Team

*How can we thank God enough for you in return for all the joy that we feel before our God because of you? –Thessalonians 3:9*

The Synod World Hunger Team began its work in 1999 and over these 20 years we have heard your stories, listened to your ideas, and rejoiced over your generosity. We are ever grateful and encouraged by the faithful giving of congregations and individuals to ELCA World Hunger. More important, we are thankful for what we have been able to do together as the Church to alleviate hunger and poverty around the world and in the U.S. Your gifts truly make a difference!

Recently we were pleased to welcome Nan Bader to our team. We are seeking more people who feel God calling them to work to end hunger. Anyone interested, clergy or lay, should contact Maureen Gensler at [mgensler@gmail.com](mailto:mgensler@gmail.com).

One of our major tasks each year is to review ELCA Domestic Hunger Grant applications. These grants draw on the strengths of communities to attack the root causes of poverty and hunger. This past year, fourteen grant applications were received from our synod and hunger team members personally visited and/or called each applicant to learn about their ministries and build relationships. The ELCA grant awards are now larger than in the past and extend over a three-year period. Because of this, there were fewer awards. The final determination, made by ELCA World Hunger, was to award one grant to Laundry Love, a ministry of St. Paul's, Dansville. All other applicants are encouraged to reapply. Information about the 2020 grant cycle will be available later this year. Across the U.S., grants were awarded to 77 ministries for a total three-year (2019-21) investment of over \$1,187,000.

Every year, the hunger team has developed a theme for its annual synod-wide appeal. Last year, congregations were invited to contribute to "Be the Light" so that children living in poverty would have the opportunity to attend school and have a better future. The dollars collected, nearly \$41,000, were forwarded to ELCA World Hunger to be used for school supplies, school fees, and uniforms for children who would not otherwise be able to attend classes.

This year's theme is "Open Wide Your Hands" and focuses on providing funding to address the root causes of hunger to help people help themselves through relief, education, advocacy, sustainable development, organizing and networking. A goal of \$40,000 has been set. We are always grateful for the support of the Bishop, the Synod staff, and all participating congregations and individuals.

As of this writing, total 2018 Synod giving to ELCA World Hunger/Disaster Relief is unknown.

To learn more about the work of ELCA World Hunger/Disaster Response and the Synod World Hunger Team, "like" us on Facebook: "World Hunger & Global Mission – ELCA Upstate NY Synod." We serve as a resource for congregations.

With gratitude for all you are doing to respond to poverty and hunger near and far,

The Synod World Hunger Team

Nan Bader, Marilyn Dyer, Maureen Gensler (Chair), Terry Gensler, Carole Grove,

Pr. Marsha Irmer, Ann Myers, Pr. David Preisinger, Pr. Dwight Wascom, Claudia Wolfgang

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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, June 7-9, 2020



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

