



Upstate New York Synod  
Evangelical Lutheran Church in America

# Pre-Assembly Bulletin

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

Share your light  
Upstate New York Synod Assembly 2018



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

## **NOTES**

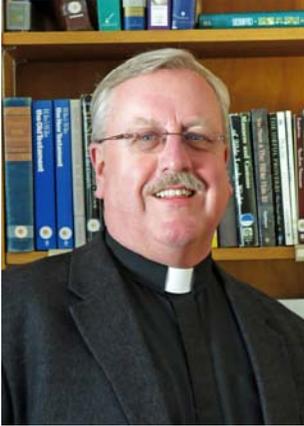
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## BISHOP JOHN S. MACHOLZ'S GREETING



Dear Sisters and Brothers in Christ,

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

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

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

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

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

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

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

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

In Christ,  
John S Macholz, Bishop



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



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

Dear Friends in Christ,

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

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

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

### **“Future Directions 2025”**

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

### **ELCA Youth Gathering**

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

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

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

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

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

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

### **Join the conversation**

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

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

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

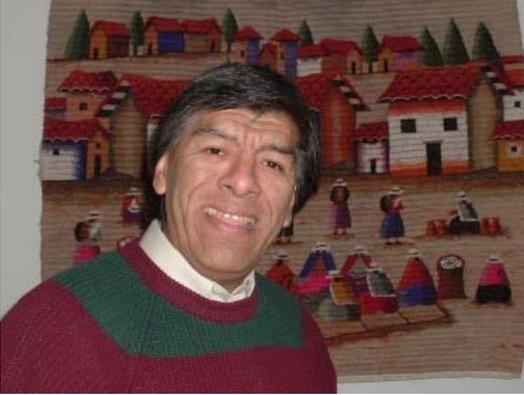
With gratitude,



Presiding Bishop

Evangelical Lutheran Church in America

## KEYNOTE SPEAKER AND ELCA REPRESENTATIVE



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

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

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

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

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



**Congregational  
Vitality**

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

## **SA 2018 DRAFT AGENDA 12**

2018 Synod Assembly  
Upstate New York Synod – ELCA

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

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

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

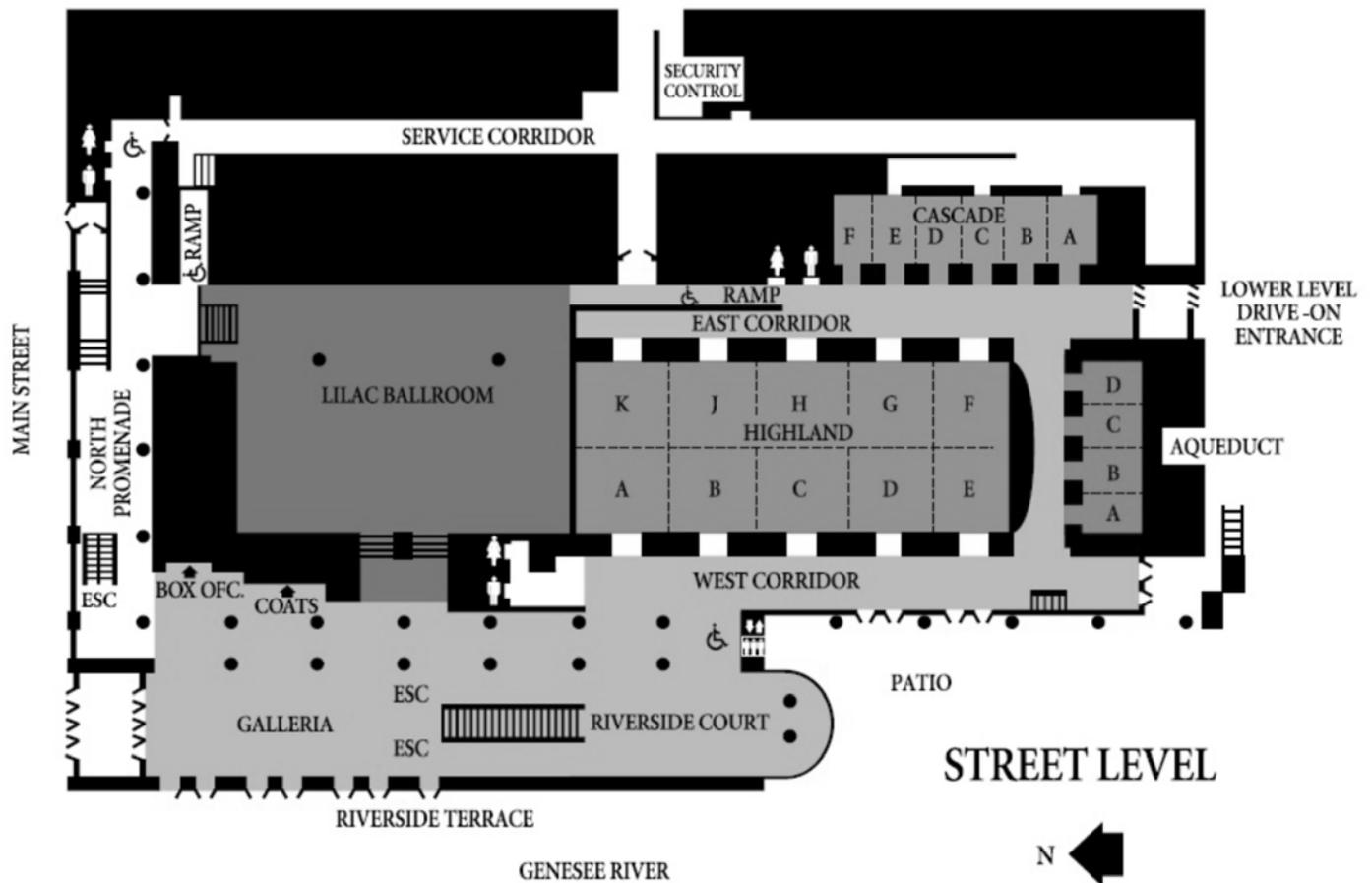
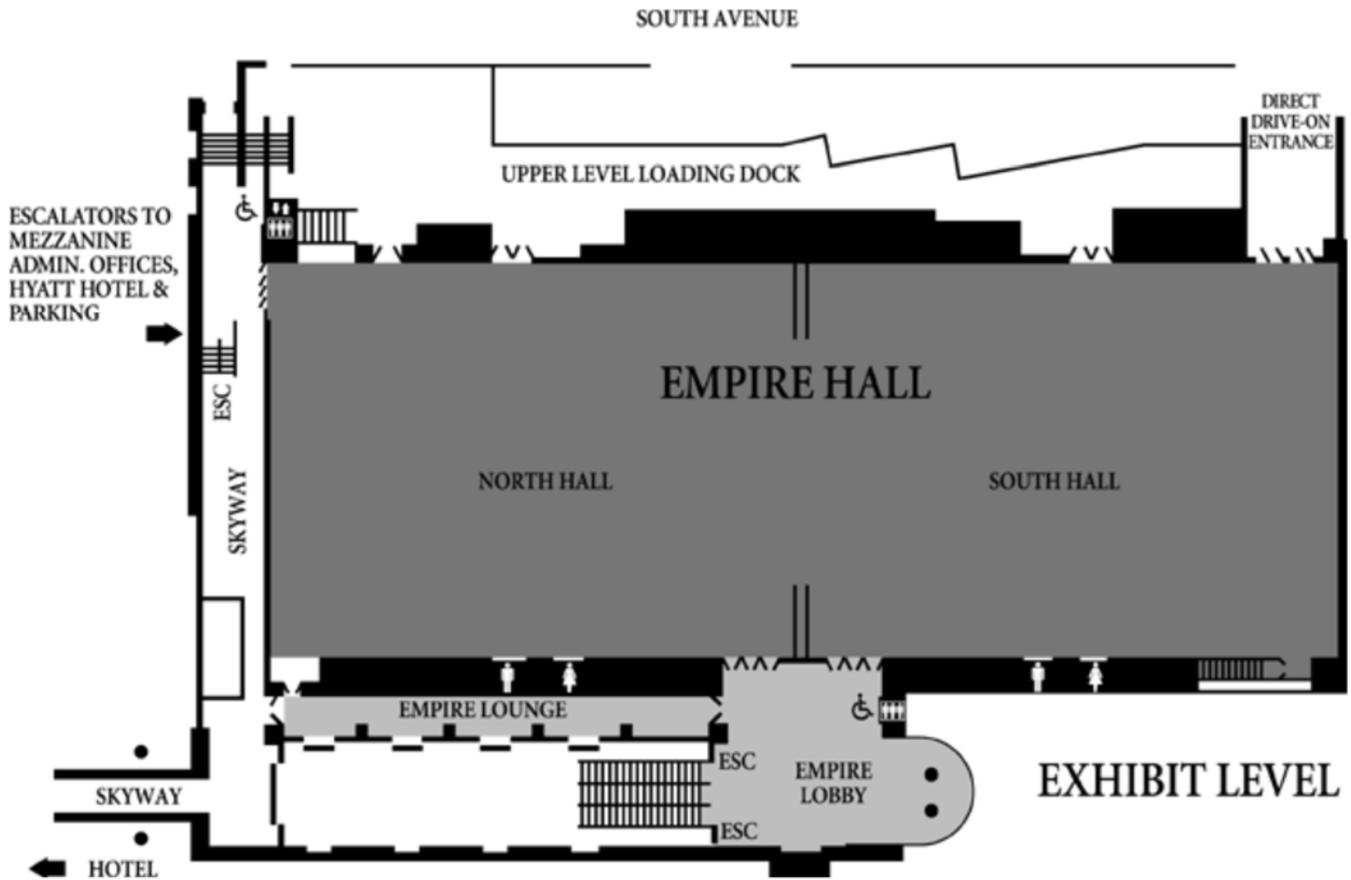
- 6:30am Early Morning Prayer (PRAYER ROOM) – Chaplains
- 7:00 – 8:15am Breakfast (EMPIRE SOUTH)
- 7:30 am Registration reopens (EMPIRE LOBBY) dist. of electronic voting devices
- 8:00 a.m. Guidebook orientation/Electronic voting tutorial (EMPIRE NORTH)
- 8:15 a.m. REGISTRATION CLOSES until after voting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

(DAY 2 Continued)

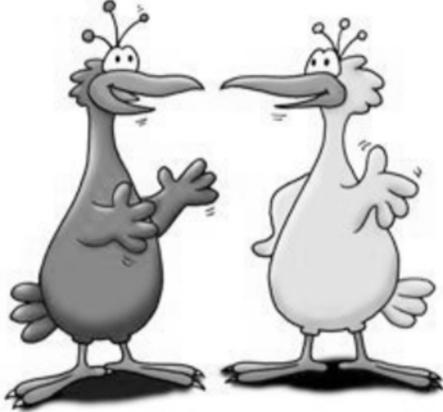
10:30am	PLENARY 2 continues Report from ELCA – Ruben Duran Treasurer’s Report Faith Alive! Moments (2) Announcements about Afternoon and evening events
12:00noon	LUNCH (EMPIRE SOUTH) Retirees & Widows Luncheon with Bishop
12:45pm	Prayer and Anointing (PRAYER ROOM)
1:00pm	Workshop Session 1
2:00pm	BREAK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

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

# DIAGRAM OF JOSEPH A. FLOREANO RIVERSIDE CONVENTION



## GUIDELINES FOR CONVERSATION



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

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

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

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

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

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

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

# **RULES OF PROCEDURE**

## **Quorum**

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

## **Parliamentary Procedure**

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

## **Proxy/Absentee Voting**

Proxy and absentee voting shall not be permitted.

## **Speeches**

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

## **Discussion**

### *Alternating Speeches*

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

### *Purpose and Use of White Cards*

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

### *Etiquette of the Assembly*

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

### *Moving the Previous Question*

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

## SYNOD ASSEMBLY RESOLUTIONS—JUNE 2018

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

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

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

**SYNOD ASSEMBLY RESOLUTIONS—JUNE 2018**

SA18 RESOLUTION #1 RE: 2019 MISSION PLAN Continued

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

## SYNOD ASSEMBLY RESOLUTIONS—JUNE 2018

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

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

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

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

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

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

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

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

# SYNOD ASSEMBLY RESOLUTIONS—JUNE 2018

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

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

### WHERE DOES MY OFFERING GO



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

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

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

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

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

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

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

#### Income related:

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

#### Expense related:

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

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

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

- \*Vanderkamp \$12,000 (line 6131) down from 2018 Mission Plan by \$1,500
- \*LCLC \$14,000 (line 6132) down from 2018 Mission Plan by \$1,000
- \*NY Council of Churches at \$10,500 (line 7601)
- \*Northeast Region (line 7501) has been zeroed out from the \$7,500 indicated in the 2018 Mission Plan which was down from previous level of \$9,000. Presently the synod is not providing any financial support following decisions by the Conference of Bishops and the bishops of Regions 7 and 8. A new line (7503) has been added and \$4,000 allocated toward regional related expenses that the synod will now need to cover including the cost of the annual Leadership Guild for first call ministers.
- \*United Lutheran Seminary (formerly LTSP/LTSG) \$8,000 (line 6441), an increase of \$700 over the 2018 Mission Plan amount. At the bishop's recommendation line 6432 – Moving Assistance, was zeroed out and that \$500 moved to ULS. An additional \$200 was added to bring the ULS grant up to an even \$8,000.
- \*Outreach grants in amount of \$25,800 (lines 6545 – 6599) with the following adjustments as requested by the DEM:
  - ^Yeshuran, Buffalo has closed so no grant funds are allocated
  - ^West Central Rensselaer County Parish - \$3,500, an increase of \$1,500 above the 2018 Mission Plan due to the parish's late start in 2017 and late arrival of the redevelopment pastor in fall 2017. (Amount of grant is to decrease in 2020)
  - ^Christ the King, Vestal - \$3,000 (a decrease of \$1,000 from their first year 2017 amount of \$4,000)
  - ^South Wedge Mission - \$5,000 ( a decrease of \$2,000 from previous years' grant amounts)
  - ^Atonement, Syracuse –\$5,000 – supporting the Wednesday night ministry being led by ecumenical partner Minister of Word and Sacrament. (increase of \$400 indicated in 2018 Mission Plan)
  - ^Balance of Outreach grant funds, \$8,900 (line 6545 – Challenge grants), remains in the budget for future use for new redevelopment/development needs.

- Reflects the increase agreed to by Campus Ministry programs in October 2016 and the goal of equitable funding in FY 2018 at \$8,360 per ministry.
- Provides for synod staff compensation increase of 1.6% based on the increase in the CPI from January 2017 to January 2018 of 1.6%

*\*"Over the last 12 months, the Northeast all items CPI-U increased 1.6 percent, due largely to an advance in the all items less food and energy index, up 1.1 percent."*  
Reference - [https://www.bls.gov/regions/mid-atlantic/news-release/consumerpriceindex\\_northeast.htm](https://www.bls.gov/regions/mid-atlantic/news-release/consumerpriceindex_northeast.htm)

- Continues support of the synod's participation in the ELCA's Natural Systems Academy which began in Oct. 2015, including contract with Rev. Greg Tennermann as program coordinator (1/4 time) and the related training costs of \$3,000 annually (line 7436). 4-year pilot ends Sept. 30, 2019. In 2017 and 2018 others will be trained in both Natural Systems and Healthy Congregations. The costs for the trainings are being funded through the synod's Lay Leadership and Sheila Penney funds.

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

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

TWO-THIRDS NEEDED FOR ADOPTION

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



# **BISHOP'S REPORT**

Bishop John Stanley Macholz Report to Synod Assembly 2018

## **CONGREGATIONS**

- I preached in twenty two congregations of this synod.

## **CONFERENCES**

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

## **SYNOD**

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

## **REGION**

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

## **CHURCHWIDE**

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

In Him,





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

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

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

**Synod Council**

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

**ELCA Synod Vice President's Gathering**

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

**Campus Ministry Summit**

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

**Synod Council Retreat**

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

**Synod Attorney**

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

**Other**

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

With gratitude,

## **TREASURER'S REPORT**

**June 2018**

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

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

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

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

Faithfully yours,  
F.E. Risser

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

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

Respectfully Submitted,

Michelle Josephson, Assistant to the Bishop for Operations

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

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

### AUDITED FINANCIAL STATEMENTS

#### STATEMENTS OF FINANCIAL POSITION

January 31, 2018 and 2017

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

See notes to financial statements.

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

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

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

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

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
<b>General and Designated Mission Income</b>				
Congregational Mission Commitments	\$ 1,116,172	\$ 0	\$ 0	\$ 1,116,172
ELCA World Hunger and Other Special Appeals	189,709	0	0	189,709
Synodical Special Appeals	4,428	0	0	4,428
Grants and Other Receipts	34,455	127,102	1,550	163,127
Investment Income	17,946	16,766	220	34,932
Market Gain on Investments	63,615	50,273	0	113,888
Miscellaneous Income	5,426	0	0	5,426
Net Assets Released from Program Restrictions	70,295	(70,295)	0	0
<b>Total Income</b>	<b>1,539,896</b>	<b>123,866</b>	<b>1,770</b>	<b>1,664,692</b>
<b>General and Designated Mission Expenses</b>				
ELCA Mission Commitment	468,078	0	0	468,078
ELCA World Hunger and Other Special Appeals	189,709	0	0	189,709
Synodical Special Appeals	4,428	0	0	4,428
Directed Synod Funds Expenditures	121,885	0	0	121,885
<b>Synodical Operating Expenses:</b>				
Congregational Ministries	29,448	0	0	29,448
Education and Global Mission	38,175	0	0	38,175
Ministry	12,702	0	0	12,702
Secretary Support	7,200	0	0	7,200
Outreach/Ministries	20,500	0	0	20,500
Construction Services	930	0	0	930
Financial Support	18,832	0	0	18,832
Synod Council	3,139	0	0	3,139
Ministry of the Bishop	316,821	0	0	316,821
North East Region VII	642	0	0	642
Ecumenical Affairs	11,150	0	0	11,150
Synod Offices	198,154	0	0	198,154
Insurance/Legal	6,187	0	0	6,187
<b>Total Synodical Operating Expenses</b>	<b>663,990</b>	<b>0</b>	<b>0</b>	<b>663,990</b>
<b>Total Expenses</b>	<b>1,485,090</b>	<b>0</b>	<b>0</b>	<b>1,485,090</b>
Change in Net Assets	52,966	123,866	1,770	179,602
Net Asset Transfers	6,869	(6,869)	0	0
Endowment Deficiency Write-Downs	24,458	0	(24,458)	0
Net Asset Reclassification	4,391	(4,391)	0	0
Net Assets at Beginning of Year	693,909	348,254	315,262	1,357,425
<b>Net Assets at End of Year</b>	<b>\$ 746,875</b>	<b>\$ 472,113</b>	<b>\$ 317,032</b>	<b>\$ 1,536,020</b>

See notes to financial statements.

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

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

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

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
<b>General and Designated Mission Income:</b>				
Congregational Mission Contributions	\$ 1,155,853	\$ 0	\$ 0	\$ 1,155,853
ELCA World Hunger and Other Special Appeals	142,318	0	0	142,318
Synodical Special Appeals	29,797	0	0	29,797
Grants and Other Receipts	73,517	62,385	12,818	148,920
Investment Income	16,918	16,258	0	33,176
Market Gain on Investments	47,373	50,799	0	98,172
Gain on Sale of Fixed Assets	2,500	0	0	2,500
Miscellaneous Income	5,271	0	0	5,271
Net Assets Released from Program Restrictions	62,959	(52,959)	0	0
<b>Total Income</b>	<b>1,536,506</b>	<b>56,985</b>	<b>13,818</b>	<b>1,616,309</b>
<b>General and Designated Mission Expenses:</b>				
ELCA Mission Commission	486,711	0	0	486,711
ELCA World Hunger and Other Special Appeals	142,318	0	0	142,318
Synodical Special Appeals	29,797	0	0	29,797
Unrestricted Synod Funds Expenditures	141,136	0	0	141,136
<b>Synodical Operating Expenses:</b>				
Congregational Ministries	29,326	0	0	29,326
Education and Global Mission	38,155	0	0	38,155
Ministry	17,124	0	0	17,124
Secular Support	6,840	0	0	6,840
Outreach/Ministries	20,157	0	0	20,157
Communication Services	666	0	0	666
Financial Support	18,798	0	0	18,798
Synod Council	2,618	0	0	2,618
Ministry of the Bishop	333,973	0	0	333,973
North East Region VII	9,000	0	0	9,000
Ecumenical Affairs	11,150	0	0	11,150
Synod Office	203,883	0	0	203,883
Insurance/Lease	4,125	0	0	4,125
<b>Total Synodical Operating Expenses</b>	<b>695,817</b>	<b>0</b>	<b>0</b>	<b>695,817</b>
<b>Total Expenses</b>	<b>1,495,779</b>	<b>0</b>	<b>0</b>	<b>1,495,779</b>
Change in Net Assets	40,727	66,985	12,818	120,530
Net Asset Transfers	4,619	(4,619)	0	0
Net Asset Reclassification	17,531	(17,531)	0	0
Net Assets at Beginning of Year	621,002	302,121	302,441	1,225,564
<b>Net Assets at End of Year</b>	<b>\$ 693,909</b>	<b>\$ 345,254</b>	<b>\$ 315,259</b>	<b>\$ 1,354,422</b>

See notes to financial statements.

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

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

### STATEMENTS OF CASH FLOWS

Fiscal Years Ended January 31, 2018 and 2017

	2018	2017
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Change in Net Assets	\$ 179,602	\$ 120,528
Adjustments to Reconcile Change in Net Assets to Net Cash Provided By Operating Activities:		
Depreciation and Amortization Expense	14,266	16,927
Gain on Sale of Fixed Assets	0	(2,500)
Market Gain on Investments	(113,888)	(98,172)
Contributions Restricted for Long-Term Purposes	(1,770)	(12,818)
Endowment Deficiency Write-Downs	24,458	0
(Increase) Decrease in Operating Assets:		
Commitments Receivable	(5,881)	(4,550)
Other Assets	(461)	(1,958)
Increase (Decrease) in Operating Liabilities:		
Accounts Payable	(9,690)	(70,774)
Accrued Payroll and Related Expenses	512	241
Deferred Revenue	3,697	87,350
Assets Held for Others	(16,170)	720
<b>Net Cash Provided by Operating Activities</b>	<b>74,675</b>	<b>34,994</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Proceeds from Investment Sales	165,475	65,866
Reinvestment/Purchase of Investments	(193,841)	(116,226)
Proceeds from Sale of Vehicle	0	2,500
<b>Net Cash Used in Investing Activities</b>	<b>(28,266)</b>	<b>(47,860)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Investment in Permanent Endowment	1,770	12,818
<b>Net Cash Provided by Financing Activities</b>	<b>1,770</b>	<b>12,818</b>
Net Increase (Decrease) in Cash and Cash Equivalents	48,079	(48)
Cash and Cash Equivalents, Beginning of Year	406,459	406,507
<b>Cash and Cash Equivalents, End of Year</b>	<b>\$ 454,538</b>	<b>\$ 406,459</b>

See notes to financial statements.

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

**OTHER FINANCIAL INFORMATION**

**SCHEDULE OF NET ASSET ACTIVITY**

Fiscal Year Ended January 31, 2018

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

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

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

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

See notes to financial statements.

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

### SCHEDULE OF NET ASSET ACTIVITY

Fiscal Year Ended January 31, 2018

	Balance at January 31, 2017	Grants and Other Receipts	Endowment Write-Down
<b>TEMPORARILY RESTRICTED NET ASSETS</b>			
Church Extension	\$ 67,714	\$ 0	\$ 0
Disaster Preparedness	3,726	7	0
Miller Equipping the Saints Fund - Zambia Income	1,167	0	0
Miller Equipping the Saints Fund - Income	2,500	0	0
Charles A. Gray Memorial Fund - Income	0	0	0
Evangelism Grant Fund	488	0	0
First, Glenmont	41,487	0	0
First English, Schenectady	68,584	0	0
Housewarming Fund	2,811	0	0
Martin Luther King Memorial - Income	746	0	0
Eugene Kreider, Sr. Memorial	1,665	0	0
McNary Scholarship	23,312	0	0
Minden Luthern. Church	6,999	0	0
Niagara Falls Cluster	9,869	0	0
Perry Scholarship - Income	0	0	0
Perry/Kopp Scholarship Fund	0	31,440	0
St. Mark's, Guildford Center	94,532	0	0
Lillie S. Seal Scholarship - Income	315	0	0
Synod Assembly Fund	3,914	57,212	0
Samuel Trexler Fellowship - Income	12,552	0	0
Southern. Debt Relief Fund	0	35,298	0
Walter Kopp Scholarship Fund - Income	0	0	0
Weiskotten Memorial - Income	269	0	0
Winter Rowan - Income	3,287	0	0
World Hunger Control	700	0	0
Zimbabwe Project Fund	1,647	3,165	0
<b>TOTAL TEMPORARILY RESTRICTED NET ASSETS</b>	<b>\$ 348,254</b>	<b>\$ 127,722</b>	<b>\$ 0</b>
<b>PERMANENTLY RESTRICTED NET ASSETS</b>			
Lillie S. Seal Scholarship	\$ 5,000	\$ 0	\$ 0
Charles A. Gray Memorial Fund	112,365	0	0
Martin Luther King Memorial	10,913	0	0
Miller Equipping the Saints Fund	21,648	500	0
Miller Equipping the Saints Fund - Zambia	1,921	0	0
Perry Scholarship	68,312	0	(15,847)
Perry/Kopp Scholarship Fund	0	0	0
Samuel Trexler Fellowship	50,476	0	0
Walter Kopp Scholarship Fund	25,494	0	(8,611)
Wedemeyer Outdoor Ministry Fund	1,825	1,050	0
Weiskotten Memorial	4,568	0	0
Winter-Rowan	2,740	0	0
<b>TOTAL PERMANENTLY RESTRICTED NET ASSETS</b>	<b>\$ 352,622</b>	<b>\$ 1,550</b>	<b>\$ (24,458)</b>

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

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

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

See notes to financial statements.

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

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

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

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

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

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

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

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

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

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

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



## **CAMPUS MINISTRY**

### **Protestant Campus Ministry at UAlbany**

Cornerstone Protestant Campus Ministry exists to *“bringing students together at UAlbany to make a difference in the world.”* The mission engages us in moving and ministering on a never-ending two-way street. Much of what we do seeks to “bring students” together in real and meaningful ways. Each Sunday evening we offer on-campus interdenominational worship featuring our student-led worship band and followed by a home-cooked Sunday Supper. On Tuesday evenings we beckon students to come together again for a program we call “Food and Faith” featuring the contributions of our various congregational partners who take turn bringing dinner and providing a mini-worship. This year we called both our students and congregational partners together for “Java & Justice” – a program to help us learn about issues related to justice and social action. We call students together for Bible Study; we call students together for mentoring and sharing both as a Christian group and as part of an Interfaith Community based at the Interfaith Center at UAlbany. And we call students together for events, such as hiking, movie nights and more.



But “bringing together” is only part of our mission; we also offer countless opportunities for students to “go out” and “make a difference in the world. We offer at least one mission and service projects in the community per month and sometimes that becomes two or more. This year we partnered with Family Promise to assist homeless families in the Capital District. 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 the port of Albany. In January we travelled to Houston, TX, 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. Now, more than ever, 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. This year the board hosted our annual “Patron’s Dinner” – a fund-raising opportunity for our students to tell their stories and shine.

The biggest change facing the ministry is the loss of our “home”. The Interfaith Center has been home to our ministry for over 50 years. Last year it was sold to the University and this fall the University has decided to move us out into a much smaller, less-functional space in the Campus Center. This brings new challenges for the future of our ministry.

Information about our ministry can be obtained through our web-site: [www.ualbanycornerstone.org](http://www.ualbanycornerstone.org) or contact Sandy Damhof to have your name added to our weekly list-serv. We also have a Facebook “fan page” which anyone can join and allows you to receive updates, view our pictures and get a better sense of what we’re doing.

Respectfully Submitted,  
Rev. Sandy Damhof  
Protestant Campus Minister



## LUTHERAN CAMPUS MINISTRY AT SU

Lutheran Campus Ministry (LCM) at SU and SUNY-ESF is a dynamic community, rooted in worship, that nature's growth and inspires service in the name of Christ. LCM partners with students, their families, and past and present members of the University, congregations, and community organizations to encourage the integration of faith and life. Our mission at Syracuse has really been remarkable-and always on the cutting edge-always witnessing to the wideness of God's mercy and grace. Always active-showing in Word and Deed God's Love for us is complete and comes with no strings attached.

There are two distinct but inter-related tasks of this mission. One is to nurture discipleship among faith filled students and staff at the University. Participation; in worship, educational programs, service learning, pastoral care and spiritual direction, all serve this goal of faith formation. The other is to proclaim God's unconditional love to those who do not yet know Jesus Christ. It is very important that a Gospel voice of inclusive grace be heard among the many voices vying for the hearts and minds of young people at the time when they are choosing their professions and life styles. Campus Pastors have access to speak the gospel to ears that have not heard it.

The STEP Center is the service-learning arm of Lutheran Campus Ministry in Syracuse. The STEP Center connects students with underserved populations in the city of Syracuse. We do this through mentoring programs which provide cross cultural educational experiences to the volunteers and community members. The STEP Center invites students to expand their horizons beyond the classroom, stepping into another's world, and then stepping out together to make a difference. This year we focused on three programs:

- 1) Learning to Read, Families Together is an intergenerational English Literacy program for refugee parents and their toddlers; 14 students contributed 25 hours each to this program for academic credit. In addition, 9 students volunteered for the experience.
- 2) Success Saturdays is a homework help and college preparation program for refugee middle and high school students. 40 college students have volunteered in this program, they have helped 35 middle and high school students from refugee families, who have special difficulty with English literacy.
- 3) Appleseed Ministries – Wednesday South Side Community Dinner and Youth Church and a monthly LCM/STEP sponsored sports/arts workshop. Held at, Atonement Lutheran Church This is a new program with LCM/STEP this year. To date 24 students have volunteered. We have been present each Wednesday night that the university is in session, serving meals, building relationships with children, youth and the elderly dinner guests, among them residents from a community for people with disabilities. The average number of guests from the community each week is 61.

Lutheran Campus Ministry's purpose for these programs are to bring awareness to students of the needs in the community and actively make positive change, at the same time as we help students test their vocations and develop leadership skills. This shows them that the church preaches the gospel in both word and deed.

Rev. Gail Riina, Chaplain



## **Campus Ministry** **At Rochester Institute of Technology**

The purposes of this ministry (as per our bylaws) are to

- 1) Provide an opportunity for the campus community at Rochester Institute of Technology to live out their faith through worship, study, fellowship and service,
- 2) Communicate and cooperate with other faith communities at the RIT Center for Religious Life
- 3) To work with local congregations and faith communities in the Rochester area to follow Christ's command to love and serve all God's people.

Each week 15 – 25 students gather for worship in the Allen Chapel at RIT. Our students come from Lutheran, Episcopal, and many other denominations. Some have little or no church background. We have several international students as well as a few deaf students who regularly participate in our ministry.

After worship, we enjoy a meal provided by local congregations. This is also a time for fellowship and group building.

We give thanks and praise to God for all the support we have received from you. May God continue to bless our shared ministry to these students.



Pastor Craig Swanson

## **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 our church and its mission. As of March 2018, there are twenty-one candidates at various stages of preparation for rostered ministry, two active applicants for entrance to candidacy, and others in various stages of discernment. We have both full-time and part-time students, some engaged in TEEM, Accelerated Co-op and/or Distributed Learning pathways, as well as one previously ordained in another denomination. Almost 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, confirming candidacy through the formation; and Approval, which is required to be eligible for a call and ordination or consecration, near the end of the candidacy and formation processes. In 2017, one candidate, Roger Griffiths, was approved for ordination. Adam Arends, Susan Salomone and Wayne Shipman received positive Endorsement decisions. Miranda Hammer, Grecious Moyo and Dan Buringrud were approved for Entrance for candidacy. The Candidacy Committee also met with several persons for discernment not leading to candidacy or for follow up between decisions.

In April ELCA Churchwide Candidacy Director Pr. Greg Villalon attended a meeting of the Candidacy Committee. In the fall, the Candidacy Committee and Area Teams met for training with the ELCA Manager for Candidacy and Leadership, Pr. Paul Baglyos, and received an introduction to the new United Lutheran Seminary from its then Director of Admissions, Pr. Nate Preisinger. Pr. John Scarafia and I attended the Region 7 Candidacy Consultation at the newly formed United Lutheran Seminary and also participated in several formation and assessment panels with candidates throughout the year.

The candidacy work of discernment and decision-making is shared by many people in our synod. Two Area Interview Teams do the important ministry of discernment with applicants prior to Entrance. We thank Pr. Jim Slater for his many years of service as convener of the ENY team, and Pr. Debi Turley who most recently convened the WNY team. Current members of the ENY Team are: Pr. Joyce Fiore, Convener; Tom Collins, Pr. John Medwid, Pr. Jo Page, Marge Reyhneer and Christine Preisinger. Members of the WNY Team are Pr. Rebecca Mentzer, Convener; Michelle Biegner, Marla Grefath, Chris George, Pr. Lee Miller and Ann Myers. Pr. Becca Ehrlich left the Candidacy Committee for a new call and Pr. Gail Riina completed two terms of service. Along with the bishop, Pr. Paul Baglyos representing the ELCA, Rev. Dr. Maria Erling of ULS, and myself, current members of the Committee are: Pr. John Scarafia, Chair; David Ekimoff, Pr. John Ferrie, Pr. Pamela Hoh, Pr. Neil Kattermann, Carina Meyer, Pr. Imani Olear, Pr. A.J. Striffler, Pr. Richard Stewart, Ann Siegle Drege and Sandra Tars. Pr. Johanna Rehbaum serves as chaplain. Thank you to you all for your diligent and faithful service.

In Christ's service,

Rev. Mary L. Johnson

## **CHERISH ALL CHILDREN**



**Cherish All Children**

Pray + Educate + Connect + Act

### **CHERISH ALL CHILDREN REPORT 2017/18**

2017 brought changes to the Cherish All Children Ministry. I have submitted this letter from Joy McElroy and Gwen Kuhrt which explains exciting changes for the future of Cherish All Children.

*Friends of Cherish All Children,*

*On behalf of the board of directors, I am delighted to share with you some wonderful news about the future of Cherish All Children. At the board meeting October 26, the board unanimously voted to continue our mission by becoming part of Lutheran Social Service of Minnesota (LSS). This change will be completed by the end of the year, with work already taking place to transition staff and resources and complete the legal requirements. The primary goal of the board members after Amy Hartman's departure as National Director this summer was to again secure strong leadership and greater financial stability to continue to fulfill the important mission of Cherish All Children. We feel very strongly that we, along with your continued support, will be able to accomplish this through our partnership with LSS.*

*I am also very happy to share that the board has selected Joy McElroy to lead Cherish All Children as Executive Director. Joy has over 25 years of leadership experience in business, education, and church organizations, most recently working on a contract basis for Cherish All Children supporting the St. Paul Area Synod. In this role, the board had an opportunity to observe not only her leadership skills, but also her passion for this ministry, especially serving those most vulnerable to sexual exploitation - children and youth.*

*I want to thank the Cherish All Children community for your patience and dedication to this work everyday, and especially through this time of transition. I ask you to continue to pray and support Cherish All Children into the future.*

*A sincere thank you to LSS Chief Executive Officer, Jodi Harpstead, and her team for the inspiring work that they do and for their commitment to build on our work to prevent the sexual exploitation of children. We all look forward to working together and seeing how God will work through us next!*

*Grace and blessings, Gwen Kuhrt - Board Chair, Cherish All Children*

*Joy McElroy, Cherish All Children Executive Director*

Respectfully submitted

Dianne Klafehn, Cherish All Children Synod Leader

Upstate New York Synod/Women of the ELCA

## **COMMITTEE ON RECOGNITIONS REPORT 2018**

### **CONGREGATION ANNIVERSARIES**

<b><u>Congregation</u></b>	<b><u>Conference</u></b>	<b><u>Year</u></b>
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One congregation of our synod is observing the two hundred twenty fifth (**225<sup>th</sup>**) anniversary of their founding:

<b>Zion, Cobleskill</b>	<b>FH</b>	<b>1793</b>
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One congregation of our synod is observing the one hundred seventy-fifth (**175<sup>th</sup>**) anniversary of their founding:

<b>St. Martin, North Tonawanda</b>	<b>NF</b>	<b>1843</b>
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Three congregations of our synod are observing the one hundred fifty (**150<sup>th</sup>**) anniversary of their founding:

<b>Trinity, Amsterdam</b>	<b>HM</b>	<b>1868</b>
<b>Reformation, Rochester</b>	<b>GFL</b>	<b>1868</b>
<b>Immanuel, Webster</b>	<b>GFL</b>	<b>1868</b>

### **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*

<b><u>Rostered Leader</u></b>	<b><u>Conference</u></b>	<b><u>Date</u></b>
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Four rostered leaders are observing the twenty-fifth (25<sup>th</sup>) anniversary of their ordination/commissioning (1993):

<b>The Rev. Alan W. Anderson</b>	<b>SW</b>	<b>November 7</b>
<b>The Rev. Daina K. Salnitas</b>	<b>HM</b>	<b>August 22</b>
<b>The Rev. Dawn E. Rodgers</b>	<b>CC</b>	<b>October 30</b>
<b>The Rev. Jo Page</b>	<b>HM</b>	<b>September 29</b>

## **COMMITTEE ON RECOGNITIONS REPORT 2018**

### **ORDINATION/COMMISSIONING ANNIVERSARIES-continued**

Five rostered leaders are observing the thirty-fifth (35<sup>th</sup>) anniversary of their ordination/commissioning (1983):

<b>The Rev. F. Charles Schwartz, Jr.</b>	<b>HM</b>	<b>June 19</b>
<b>The Rev. Jerilyn A. Brown</b>	<b>NF</b>	<b>July 17</b>
<b>The Rev. Kenneth G. Simurro, Jr.</b>	<b>FH</b>	<b>October 30</b>
<b>The Rev. Peter S. Klotz</b>	<b>HM</b>	<b>June 12</b>
<b>The Rev. Richard K. Klafehn</b>	<b>CC</b>	<b>June 26</b>

Nine rostered leaders are observing the fortieth (40<sup>th</sup>) anniversary of their ordination/commissioning (1978):

<b>The Rev. David W. Gerhardt</b>	<b>GFL</b>	<b>August 13</b>
<b>The Rev. David W. Preisinger</b>	<b>HM</b>	<b>September 24</b>
<b>The Rev. Jack W. Bailey</b>	<b>GFL</b>	<b>June 3</b>
<b>The Rev. Janet Fechner</b>	<b>CC</b>	<b>June 3</b>
<b>The Rev. James H. Slater III</b>	<b>HM</b>	<b>June 11</b>
<b>The Rev. Marie C. Jerge</b>	<b>CC</b>	<b>June 3</b>
<b>The Rev. Paul D. Rees-Rohrbacher</b>	<b>HM</b>	<b>February 5</b>
<b>The Rev. Paul E. Shoop</b>	<b>GFL</b>	<b>June 24</b>
<b>The Rev. Phillip E. Vender</b>	<b>NF</b>	<b>June 18</b>

Nine rostered leaders are observing the forth-fifth (45<sup>th</sup>) anniversary of their ordination/commissioning (1973):

<b>The Rev. David J. Roppel</b>	<b>CC</b>	<b>June 23</b>
<b>The Rev. Dennis R. Meyer</b>	<b>HM</b>	<b>May 27</b>
<b>The Rev. Hans J. R. Irmer</b>	<b>NF</b>	<b>July 29</b>
<b>The Rev. James A. Hulihan</b>	<b>HM</b>	<b>June 10</b>
<b>The Rev. James L. Dugan</b>	<b>GFL</b>	<b>June 9</b>
<b>The Rev. Marsha L. B. Irmer</b>	<b>NF</b>	<b>July 7</b>
<b>The Rev. Michael H. Lubas</b>	<b>GFL</b>	<b>June 30</b>
<b>The Rev. Neil C. Kattermann</b>	<b>NF</b>	<b>January 7</b>
<b>The Rev. Rick L. Bair</b>	<b>ST</b>	<b>June 22</b>

## **COMMITTEE ON RECOGNITIONS REPORT**

### **ORDINATION/COMMISSIONING ANNIVERSARIES-continued**

Five of our rostered leaders have been serving in the Christian ministry for sixty **(60)** years. It is with great respect that we present: (1958):

<b>The Rev. Ferdinand K. W. Haase</b>	<b>GFL</b>	<b>March 30</b>
<b>The Rev. Jack T. Printzenhoff</b>	<b>NF</b>	<b>June 3</b>
<b>The Rev. John A. Swanson</b>	<b>GFL</b>	<b>June 22</b>
<b>The Rev. Merlin H. Knauff</b>	<b>NF</b>	<b>June 15</b>
<b>The Rev. Paul D. Joslyn</b>	<b>CC</b>	<b>June 4</b>

Two of our rostered leaders have been serving in the Christian ministry for sixty-five years. It is with great respect that we present: (1953):

<b>The Rev. John W. Fehringer, Jr.</b>	<b>NF</b>	<b>June 6</b>
<b>The Rev. Robert A. Wendelin</b>	<b>NF</b>	<b>August 23</b>

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## **COMMUNICATIONS STRATEGY TEAM REPORT**

One of the major accomplishments of the past year was the staging of the communications support for Synod Assembly last June. The team along with a wonderful crew of volunteers was able to do a masterful job of pulling everything together to make the communications portion of the event go seamlessly. Most of the time, the crew in the back of the hall isn't even noticed, but they do a wonderful job of keeping things flowing on the screens, posting updates for those following on social media, and doing daily updates for attendees

The Team has also been busy working on the Synod's digital presence, which is so vital in today's world of outreach and education. This year, the Synod unveiled a new website that will greatly enhance our presence by giving us a more updated look, feel, and functionality that should make the user experience more rewarding. We encourage you to try the site out if you haven't yet and let us know what you think. Our Face book page also continues to evolve as we strive to improve our digital presence.

We are also continuing the quest to help not only ourselves but congregations across the Synod in finding ways to communicate the Church's message in today's world. It is a constant challenge that we all must get better at. Sharing resources and best practices will be high on our list of things to achieve in the coming year.

We are excited about the prospects in 2018 and look forward to continuing our role of helping to assist all those involved in ministries across the Synod, as we strive to find new and different ways to spread the Good News.

## **CONFERENCE DEAN'S REPORTS**

### **CENTRAL CROSSROADS CONFERENCE                      2017**

**Worship Service in Celebration of Ministry: First English LC, Syracuse.** Many from the Conference attended this worship service where the amazing ministry over 100 years of First English was honored.

**Pre-Lenten Retreat** @ Christ the King retreat center, Syracuse

**Luther Bowl:** MLK Jr Day Youth Event

**CCC Volleyball Marathon** @ SU

**Bishop's Convocation Sat. March 25<sup>th</sup>** @ Luther Memorial. Former Bishop Marcus Lohrmann presented 4 Questions for Preaching.

**Grace and Holy Spirit/Cortland:** finished the fire repair work on their Social Hall which has allowed their feeding ministry to return to the building. They returned to their sanctuary for Easter. Fr. Peter Williams is the Episcopal priest in this Episcopal/Lutheran congregation.

**Service for Renewal of Ordination Vows** was held on Tuesday April 11 @ Good Shepherd, Fayetteville with Bishop John Macholz preaching and presiding.

**The 6 Congregations of Northern Onondaga County** continue to meet to find ways to work cooperatively into a new future.

**Lutheran Campus Ministry** @ Syracuse University and SUNY ESF held it's SPRING FLING fundraiser April 30<sup>th</sup>.

**CCC Spring Assembly** Sat. May 6<sup>th</sup> 9-12 @ St. Pauls, Liverpool . Presentation by St Matthews Episcopal of Moravia on a new ministry model of empowered lay people who are doing vibrant ministry in a congregation of 33.

**June ministerium:** Uncle Sam Boat tour, Thousand Islands.

**CNY Pride Interfaith Worship** held at St Stephen, Syracuse June 13

**CCC support of the visa applications of Pr. Gracious Moyo** and Mr. Stanley Moise, who work for InterFaith Works of CNY topped \$13,000. Money in excess of the amount needed for their applications was designated to support refugee resettlement in CNY. The Conference later learned that Pr. Moyo was granted a visa but Mr. Moise was not and had to return to Haiti.

Lutheran Campus Ministry and St Stephen **launched English as a New Language Classes:** They are developing a conference wide committee of folks committed to refugee support especially through developing English skills and success in the school setting.

**Symphonia Reformation Celebration** Sunday, Oct. 29, 2017 – 2:30 p was held @ St. Paul's Episcopal Cathedral, Syracuse featuring Bach's Cantata *No. 80 (A Mighty Fortress is Our God)* and *Mendelssohn's Reformation Symphony*

**Fall Assembly:** Elections: Pr. Gail Wolling, re-elected as Dean. Term 6/1/2018 – 6/1/2022. Male Lay rep to Conference Cabinet: Tom Henry and Larry Fuller; Male Pastor rep to Conference Cabinet: Pr. Mark Luscombe.

**The Rev. Dr. Brian Konkell (ELCA)** was installed as Dean of Hendricks Chapel at Syracuse University. He is the first Lutheran ever to serve in this role. The Dean of the Chapel is a faculty position and a direct report to the President of SU.

### **CONGREGATIONAL UPDATES:**

**Faith, Cicero** and **Our Saviour, Utica** both celebrated 50<sup>th</sup> anniversaries.

**Zion, New Hartford** celebrated 175 years. A descendent of their founding pastor was present!

## **CONFERENCE DEAN'S REPORTS**

### **Central Crossroads Conference 2017— continued**

**Atonement/Syracuse:** in the call process.

**Appleseed Community:** was established as a developing congregation within the Atonement Ministries umbrella. Pr. Beth DuBois, SouthValley Presbyterian Church is their ecumenical leader. SVPC has had a long relationship with Atonement.

**St. Michaels/Camillus:** in the call process. Pr. Paul Dreher-Wiberg (Ecumenical partner: UCC) is Transitional Pastor there.

**St Pauls/Liverpool:** Rick Klafehn continues as Intentional Interim

**Trinity/Herkimer:** Pr. Naomi Sorrwarr-Randall, serving as Transition Pastor

### **LEADERSHIP UPDATES:**

**Seminarian Anna Hurley** (and her family), a cooperative intern from ULS is working with Atonement, Syracuse for the next three years.

**Pr. Janet Fechner** retired Dec. 31, 2016

**Pr. Ann Zimmerman** retired Oct. 31, 2017

**Pr. Jeff Kane** has joined the staff of LCM @ SU/ SUNY ESF

**Pr. Jim Shaud**, long time pastor of Faith, Cicero, passed away; a memorial service at Faith was held in March.

**Rev. Dr. Brian Konkol** was installed as the new Dean of Hendricks Chapel at SU.

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### **FOOTHILLS CONFERENCE**

*Romans 12:1-6 (Message Translation)*

**12<sup>1-2</sup>** *So here's what I want you to do, God helping you: Take your everyday, ordinary life—your sleeping, eating, going-to-work, and walking-around life—and place it before God as an offering. Embracing what God does for you is the best thing you can do for him. Don't become so well-adjusted to your culture that you fit into it without even thinking. Instead, fix your attention on God. You'll be changed from the inside out. Readily recognize what he wants from you, and quickly respond to it. Unlike the culture around you, always dragging you down to its level of immaturity, God brings the best out of you, develops well-formed maturity in you.*

**3** *I'm speaking to you out of deep gratitude for all that God has given me, and especially as I have responsibilities in relation to you. Living then, as every one of you does, in pure grace, it's important that you not misinterpret yourselves as people who are bringing this goodness to God. No, God brings it all to you. The only accurate way to understand ourselves is by what God is and by what he does for us, not by what we are and what we do for him.*

**4-6** *In this way we are like the various parts of a human body. Each part gets its meaning from the body as a whole, not the other way around. The body we're talking about is Christ's body of chosen people. Each of us finds our meaning and function as a part of his body. But as a chopped-off finger or cut-off toe we wouldn't amount to much, would we? So since we find ourselves fashioned into all these excellently formed and marvelously functioning parts in Christ's body, let's just go ahead and be what we were made to be, without enviously or pridefully comparing ourselves with each other, or trying to be something we aren't.*

As I sit at my desk in Southeastern PA, on a sunny afternoon, I reflect on the short time I served as Dean of the Foothills Conference. Just over a year ago, Pastor Elaine Berg asked if I would serve as the Interim Dean for the conference. I accepted it with the understanding that I had not made a decision to be willing to be elected for the next term. As the conference

## **CONFERENCE DEANS REPORTS—continued**

### **Foothills Conference—continued**

meeting came about I shared with the clergy that I was open to serving if they felt I had the gifts to serve as their Dean. It was humbling to be elected and serve for the short time I did, before accepting a new call the Northeast PA synod.

During my time as Dean I am grateful for the congregations and leaders I worked with seeking to build up relationships within the conference and with the Synod leaders.

Exciting ministries continue to surface and thrive as the people see God calling us to these new possibilities.

- In the wake of a lightening strike Zion Cobleskill sought to rebuild their steeple, yet worked to make it safer, if another strike were to happen, the local fire department would be able to reach the peak with their ladder truck. This opened to them a sense of mission and reconsidering this landmark for the village skyline.
- St. John's and St. Mark's Lutheran in Canajoharie, began many months before the beginning of 2018 to vision the need for an after school program for the younger school age children of the community. In October of 2016 it started and after a year has more than tripled in attendance.
- St. Paul's Richmondville welcomed Rev. Dr. Ken Simurro who began supplying in April for them, and then sought to extend a part time call to serve as pastor. I was blessed to preach at his installation.
- Trinity, Amsterdam continues their Comfort Zone ministry addressing household needs not usually covered by government or food pantries. Trinity continues their support for the Latino ministry with Spanish worship each week as they welcome members of Todos Los Hijos de Dios to join them in ministry.
- The Hartwick Institute of Lay Theology continues its 25-year history of offering opportunities for folks in the Synod to learn and grow in faith.
- Numerous congregations continue their community outreach through food pantries and other innovative ways to reach out in care for others.

I was welcomed in as part of the Bishop's staff and worked with pastors from across the synod in their role as Dean, some who like me were new to this role. It made the transition and my time valuable and a wonderful learning experience. And, the two people who continue to engage in the work of the conference and who keep the conference "in the know" Rev. Steffen Zehrhuhs for his tireless support not only with the files he has accumulated over his 40 years, he was a wealth of knowledge and support; Rev. Paul Messner for his continuing ministry through the summer Hartwick program... he is tireless in his vision and commitment. I am thankful for my short time in this role and as I stepped out I was excited to share that Rev. Dr. Ken Simurro was willing to take over for me as Interim Dean. His experience and perspective were always helpful to me in my time. As the conference looks forward at transitions and future ministry he will be an incredible asset for all willing to work with him.

Blessings as the Foothills seeks guidance from God,  
Rev R. Zachary Labagh

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

### **GENESEE FINGER LAKES CONFERENCE**

- June 11 - Bethlehem, Fairport - Pastoral Call Sunday  
Pr. Amy Walter-Peterson - Called and Accepted  
Called as Co-Pastor
- July 13th - Installation Service - Co-Pastor Amy Walter-Peterson  
Bethlehem, Fairport
- July 23 - Installation Service - Pr. Elizabeth Boesen  
p/t -one year - renewable Term Call
- July 24 - Bishop's Golf Tournament
- July 30 - 150th Anniversary Celebration - St. Paul's, Pittsford
- August 13 - Retirement Celebration  
Pr. David Gerhardt, Trinity Emmanuel  
PTL - Pr. Paul Shoop
- August 20 - St. Paul's, Pittsford - Pastoral Call Sunday  
after prayerful consideration the candidate respectfully declined  
PTL - Pr. Frank C. Hanrahan
- September 7 - Lutheran /Roman Catholic Dialogue #4
- September 11-13 - Synod Ministerium  
Notre Dame Retreat Center, Canandaigua
- September 17 - St. John's, Lyons - Pastoral Call Sunday  
Pr. Mack Smith - Called and Accepted  
p/t - one year - renewable - Term Call
- September 24 - 100th Anniversary Celebration  
St. Paul's, Penn Yan
- October 2 - St. Paul's, Pittsford  
PTL - Pr. Sharon Hanks
- October 21 - Conference Fall Ministerium - St. Timothy, Geneseo  
Pr. Jonathan Deibler - elected Dean-elect
- October 29th - Lutheran/Roman Catholic Service of Word and Prayer  
Sacred Heart Cathedral, Rochester
- November 12th - Installation Service - Pr. Mack Smith  
St. John's, Lyons
- November 26 - Service of Godspeed and Farewell - Pr. Lexa Liepe  
St. Paul's, Penn Yan
- January 16-17 - Annual Pre-Lenten Retreat - Christ the King Retreat Center  
Presenter - The Rev. Dr. Thomas G. Long
- March 4 - Service of Godspeed and Farewell - Pr. Virginia Mazzarella  
St. Paul's, Dansville / Zion, Cohocton

Not reported are many meetings with individuals, congregations and clergy. My thanks for the work and commitment of the Conference Council, the Regional Renewal Team, the Conflict and Healing Team and the support of Conference Clergy. We are blessed with great discussions and participation in monthly Ministeriums and bi-weekly Pericope Study.

As my term comes to an end I offer my sincere THANK YOU for the guidance and support of Bishop Macholz, the Synod Staff and my partner Deans. I could not have done anything without the support of Kathy Neugent, Patsy Glista, Karen Eadon and Pr. Norma Malfatti.

It was a blessing and honor to serve as Dean of the GFLC. Congratulations and blessings of the Spirit to Pr. Jonathan Diebler as he assumes of the role of Dean on May 1.

Respectfully submitted,  
Rev. Frank C. Hanrahan

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

### **Hudson Mohawk Conference Report June 2017-March 2018**

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 few highlights of the work of the Conference this past year include:

#### **June:**

- West Central Rensselaer County Lutheran Parish and Tri-County Lutheran Parish and Faith, Troy/Evangelical, Poestenkill all met several times in their individual settings to explore pastoral needs and parish relationships as they living into new models of doing ministry
- Conference-wide summer picnic at the home of the Rev. Greg and Mary Tennerman
- Transformation Ministry Workshop at West Central Rensselaer County Lutheran Parish drew participants from at least eight congregations for a fruitful day of learning

#### **July**

- celebrated the life of the Rev. Richard Rieger at Messiah, Rotterdam
- celebrated the ministry of the Rev. James Slater III as he retires, but continues to serve as transitional pastor during the months he remains in the conference

#### **August**

- meetings throughout the summer to help discern a vision for Tri County Lutheran Parish
- West Central Rensselaer County Lutheran Parish votes to call mission developer Jeniffer Tillman as their pastor
- met with the Council of St. Peter's, Malta, to discuss next steps as they look ahead to the retirement of the Rev. Peter Klotz

#### **September**

- Synod Ministerium at Notre Dame Retreat House, Canandaigua with the Rev. Dr. R. Guy Erwin
- "Reformations and How They Affect Us" at the Dominican Retreat Center, Schenectady led by the Rev. Jo Page

## **CONFERENCE DEAN'S REPORTS**

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

- University at Albany Cornerstone Campus Ministry Patron's dinner
- Workshop, "Sharing Jesus without Freaking Out" led by the Rev. Norma Malfatti

#### **October**

- Various Blessings of the Animals at congregations in our Conference, well attended by fleshly and furry friends alike
- Hudson Mohawk Fall Conference Assembly learning focus, "How to Talk About and Combat Racism through Literature"
- Rev. Dustin Wright and Professor Emeritus Merle Longwood introduced discussion on issues surrounding clergy and healthy sexuality.
- Book study on *Martin Luther: Renegade or Prophet*, Albany Public Library
- 500 Years of Catholics and Protestants: Where Are We Now?" at First, Albany with Bishops Macholz and Scharfenberger with a keynote by Fr. Dennis Temburello, OFM
- Good Shepherd, Loudonville, votes to call the Rev. Edwina Landry as their pastor
- Ordination and installation of the Rev. Jeniffer Tillman, West Central Rensselaer County Lutheran Parish on Reformation!

#### **November**

- Screening of *Luther: the Idea that Changed the World* at the Hyde Collection, Glens Falls, an event jointly sponsored by ELCA and LCMS congregations
- Tri-County Lutheran Parish (TCLP) hosted a celebration service and time of fellowship to give thanks to God and celebrate their joining together in the work of Christ
- Struggles and Successes of the LGBTQ Young Adult Community in Albany, a forum hosted by First, Albany for families, teens, college students, educators, faith groups and all others interested.
- RPI Chapel and Cultural Center, Panel Discussion on Spirituality and the Arts, exploring the relationship between art and religion and featuring a visual artist, composer, dancer and writer/Lutheran pastor

#### **December**

- The Rev. Deron Milleville's "zealous and zestful recap of his zigzag journey through Zimbabwe" at ministerium, along with an unusual St. Lucia celebration
- Creation of MIT Team to work with the people of St. Peter, Malta as they prepare for a new phase of ministry in Saratoga County
- We welcomed the Rev. Lori Kochanski (Ko-han-ski) to our Synod and our Hudson Mohawk Conference as she assumes the position of Director of Faith Formation of the Upstate New York Synod.

#### **January**

- Epiphany gathering at the Rev. Greg and Mary Tennerman's house
- Creation Care Boot Camp at First, Albany
- Installation of the Rev. Edwina Landry at Good Shepherd, Loudonville
- St.-John's-on-Sand-Creek, Albany votes to call the Rev. Jo Page
- Team East, a group of lay and ordained leaders with resources for mission and renewal in our area, held a dinner planning meeting, with excellent turnout and excellent food!

#### **February**

- Second (annual, I hope!) "Ashes to Go" offered by the Revs. Dustin Wright and Deron Milleville on the Jay Street Mall, Schenectady, with lots of media coverage
- The Albany Luther Cluster parishes began their annual round-robin of Wednesday soup and Holden Village Evening Prayer services
- We bid farewell to the Rev. Laretta Dietrich as she concludes her ministry in this conference

## **CONFERENCE DEAN'S REPORTS**

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

- We held in prayer the Rev. Deron Milleville and the people of Good Shepherd, Glenville, as he underwent unexpected and serious surgery

#### **March**

- We held in prayer the congregation of Faith, Troy/Evangelical, Poestenkill as they formally enter into the call process and also receive word of the cancer prognosis of their former Intentional Interim, the Rev. Jennifer Wegter-McNelly
- Hudson-Mohawk Deacon/Pastor Retreat at Christ the King Center in Greenwich with Bishop Macholz and the Rev. Christopher Hoyer presenting
- Several congregations of the HM Conference participated in the March For Our Lives in Albany
- Chrism Mass with Bishop John Macholz, First, Albany

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

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### **Niagara Frontier Conference**

#### **2017 – The Year of the Ordinand**

**The Rev. Jeremiah Smith** was ordained into the ministry of Word and Sacrament on June 24, 2017 and installed as pastor of Parkside Lutheran Church in Buffalo. Pr. Smith's and his spouse, Katie, have since moved into the North Buffalo community and play an active role in the neighborhood's revitalization. Led by Pr. Smith Parkside is growing once again, building on the assets of their members and their facilities. Parkside is an active community, home to Buffalo Yoga, scouts, a food pantry, and a host of neighborhood organizations. Pr. Smith has been an active member of the "Lutheran Church of Western New York" strategy team.

**The Rev. Brenda Maynor** was ordained into the ministry of Word and Sacrament on September 9, 2017 and installed as pastor of Holy Trinity Lutheran Church in Buffalo, serving with with yours truly. Pr. Maynor comes to Upstate New York from the Florida-Bahamas synod, and served as intern and senior seminarian at Holy Trinity prior to her call. Pr. Maynor leads the Lutheran Youth Organization at Holy Trinity in addition to working with the Faith in Action Committee, Evangelism, Worship, and Christian Education teams. Pr. Manor is the Administrative Director for the Joyful Noise Afterschool Program at Holy Trinity. Prior to seminary, Pastor Maynor served as a Critical Care Registered Nurse for eight years.

**The Rev. Roger Griffiths** was ordained into ministry of Word and Sacrament on November 4, 2017 at his home congregation of Holy Trinity, Buffalo, and installed as the Associate Pastor of St. John's Lutheran Church in West Seneca, New York on December 3<sup>rd</sup>, serving with The Rev. Valerie de Cathelineau. Pr. Griffiths leads the youth and family ministries of St. John's including St. John's Preschool, youth groups, and Christian Education programs. Pr. Griffiths and his spouse, Tricia, reside in West Seneca with their children.

#### **Cooperative Internships**

The Niagara Frontier Conference welcomed two new Cooperative Interns in 2017.

**Vicar Miranda Hammer** is a student of United Lutheran Seminary serving at Abiding Savior Lutheran Church in North Tonawanda, under the supervision of The Rev. Dr. John

## **CONFERENCE DEAN'S REPORTS**

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

**Vicar Rick Mollenkopf-Grill** is a student of United Lutheran Seminary serving at St. Peter Lutheran Church in Medina, under the supervision of The Rev. Rodney Klinzing.

Cooperative Interns serve in a parish setting half-time while completing their full-time course load through distance learning opportunities as well as one-week intensive courses at the seminary. The Cooperative Internship experience is three years long; at the conclusion of the program the student has earned their Masters of Divinity in addition to having gained valuable parish ministry experience. The Cooperative Internship is a partnership between student, seminary, congregation, and the student's candidacy committee. **Vicar Sohail Akhtar** (First English, Lockport) and **Vicar Adam Arends** (Crossroads, Williamsville) are both in their second year.

**Vicar Eric Madsen** serves in a "traditional" internship at St. John Lutheran Church, Amherst under the supervision of The Rev. Scott Hannon. Vicar Eric is a great help to this growing and vibrant community and is learning first hand the daily tasks and ministries of rostered leadership. We are grateful for his time with us in the conference.

We are grateful for each of these leaders and the congregations who support them.

### **Organic Youth**

Organic Youth, our conference wide youth ministry organization said good-bye to Executive Director Rick Mollenkopf-Grill (see Cooperative Interns above) after ten years of faithful and spirit-led ministry. The Organic Youth board was pleased to call Mr. Nick Strowkowski to this full-time position. Nick has been hard at work connecting congregations and young people across the conference in worship, service, and in building relationships between each other and with God. We are most fortunate to have this ministry supported by the St. John's Lutheran Home for Children, Lutheran Charities of WNY, and the congregations of the Niagara Frontier.

### **Conference Council**

I am grateful for the work of the Conference Council who help to plan conference assemblies, guide the ministries of Organic Youth and Conference Deacons, and support the work of the Dean in congregational relationships and resources.

I am especially grateful for the work of Laurie Duchene, who serves as Council Secretary.

2017-2018 Council Members: Laurie Duchene, Pr. Craig Rhodenizer, Pr. Kris Bjerke-Ulliman, Kathy Macro, Mary Wolf, Bonnie Getner, Sue Swanson Wittek, Alexa Hutchinson, Kevin Maerten, with Synod Council Representatives Sue Fayle, Treasurer, and Chris George.

### **Ministerium**

Thanks to the work of Pr. Marsha Irmer who has coordinated a variety of educational and inspirational gatherings for the rostered leadership. Ministerium welcomed The Rev. Imani N. Olear (Reformation, Rochester) in November, 2017 as guest presenter for an Advent Text Study which inspired and encouraged our preaching. Bishop Macholz joined the ministerium in December for a conversation around our health and wellness. Other gatherings focused on social media and local service agencies in Western New York. Thanks to everyone who has hosted or presented at ministerium in the past year.

### **Conference Deacons**

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

## **CONFERENCE DEAN'S REPORTS**

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

Judy Hoff - St. Paul's, Niagara Falls  
Ron O'Hara – Grace, S. Buffalo  
Ron Peters – All Saints, Hamburg  
Kristie Schlewitt – Zion, Clarence Center  
Charles Schmidtke - Trinity Old Lutheran  
Lynn Marabella Whitworth – Lutheran Parish of the Tonawandas - St.  
Mark's, Kenmore  
Mary Wolf – St. Paul's, Eggertsville

Our newest Conference Deacon, Lance Scarafia, shall be commissioned at our spring Conference Assembly in April, 2018. Many, many thanks to these fine servant leaders.

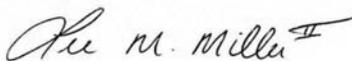
### **Social Ministries and Partnerships**

We are blessed to share in the ministries of these Western New York Social Ministry Agencies and Partnerships including but not limited to:

Buffalo Lutheran Employment Service  
Lake Chautauqua Lutheran Center  
Lord of Life Adult Day Health Center & Child Development Center  
LuMin of WNY (formerly Lutheran Campus Ministry)  
Lutheran Charities of WNY  
Lutheran Foundation  
Lutheran Service Society of New York  
Niagara Lutheran Health Foundation  
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

For the rostered leaders, interns, congregations, communities, and partnerships of the Niagara Frontier Conference, we give thanks. It is a joy to share in ministry as dean to see all that God is doing on our territory. Grounded in Christ Jesus. Growing in our witness. Giving of our bounty. Graced for the world.

Yours in Christ,



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

## **CONFERENCE DEAN'S REPORTS**

### **SOUTHERN TIER CONFERENCE DEANS REPORT 2017—2018**

Another year has passed in the most beautiful place in the world where you are longing to come and minister.

Vicar Wade continues in her second year as the TEEM Candidate for Christ, Norwich. Documents renewed in January of 2018. Thanks to Pr. Anita Mohr, Pr. Ernie Varga, TEEM candidate Laura Wade, and to the council and congregation for their commitment to raising up new leaders.

The good people of Christ The King in Vestal continue their ministries and commitment to transforming lives in their community as they enter another time of pastoral transition.

Abundant Thanks for the leadership team, Deacons Eames, Banner, Truman, and Henry, secretary, leadership and all who are serving throughout this process. We pray for all the folk of CTK and their ministries as they continue their ministry in transition.

Redeemer, Binghamton's second service, for adults only, enters its fifth year on Easter. The second service, 3:30 Sunday's, at Redeemer has been able to provide a safe place to worship for persons with troubled backgrounds- sex offense, legal and mental issues, problems with addictions and insecurity. This service provides them with an open place to worship God, a place where they can be accepted for who they are, where their backgrounds don't hold them back from participating or being accepted, a place where they can feel at home and be a part of a family. Redeemer hosted our conference Chrism Mass this March, and is coordinating a conference-wide day-long mental health training this spring. Thank you to (transition) Pr. Striffler and Deacons Mica-Guerin, Loeffler, Kragger, Eames and all the folk of Redeemer serving in their unique and active ministry setting.

Bethany, Elmira hosted a farewell and Godspeed lunch for Rev. Krista Mendoza in November. They are being served in transition by Fr. Bill Lutz (ret.) and Deacon Karen Immerman on Sunday mornings and Pr. Jennifer Long (of Emanuel, Corning) as Transition Pastor. Praise and thanksgiving for our ecumenical partners and our Deacon! We pray for all the people of Bethany that this may be a healthy and productive time of transition.

Holy Nativity, Endicott said farewell and Godspeed to Rev. Ken Wood as he retired (again) at the end of 2017. Aided by Pr. Wood's early notice Holy Nativity was able to call Pr. Janet Abel in January of 2018. Prayers for Pr. Wood as he commits to retirement and for Pr Abel and the people of Holy Nativity as they continue God's work together.

St. Luke, Ithaca welcomed Pr. Laurie Carson back in early 2018 as she continues to recover from an extended illness. Prayers for continued healing and improvement. The Friends of Music at St. Luke ( <http://www.stlukeithaca.org/friends-music-st-luke>) continue to sponsor many musical events, featuring but not limited to their (new, custom built) French Renaissance organ. St. Luke continues to open their building for quiet study before and during college exam weeks.

I give thanks for the continued resilience and service of God's church on this turf. I know you're all pouring yourselves out in service to God's mission and am profoundly grateful for all you do.

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

## **CONFERENCE DEAN'S REPORTS**

### **Southwestern Conference Dean's Report 2018 Synod Assembly**

The year 2017 unfolded with faithfulness by rostered leaders, deacons and congregations to show forth Christ in worship and action, in some cases in spite of medical issues and transitions.

Two of our pastors and a conference deacon all had major medical issues. Thanks go to the conference clergy and deacons who stepped in to cover the congregational needs during their recuperations.

Congregations in Transition continue to be faithfully served by teams of clergy and conference deacons. Bethany Olean and Bethel Portville entered transition in December after the Rev. Marie Meeks accepted a call to the Metro NY Synod. Thanks to Pastor Meeks who served in Olean nearly 10 years as a dedicated pastor and valued colleague.

On September 11, Tree of Life Lutheran Church Jamestown was officially incorporated, formed from the consolidation of Holy Trinity and Immanuel, both of Jamestown. As of early 2018 the numerous official and financial steps of the consolidation are complete. Pastor Tara Eastman is guiding Tree of Life diligently through the mission discernment process for the continuing work ahead.

For Reformation 500, five congregations in the greater Jamestown area and five in the Olean area joined for festival Reformation services. In Dunkirk an ecumenical All Saints service included the Lutherans, UCC, Methodists, Presbyterians, Episcopalians and Roman Catholics.

The Rev. Alan Anderson, who had served Bethel Jamestown as part-time interim pastor for four years, retired January 14, 2018. Pastor Anderson's care of Bethel provided continuity, wise guidance and a deeply pastoral presence as we continue to search for a regularly called part-time pastor.

The newest additions to the SW Conference include two former LCMS congregations, St Paul's Ellicottville and St John's Allegany which each voted in December to enter the ELCA. The Rev. Dan Buringrud, who serves both congregations, is also in candidacy to join the roster of the ELCA.

The SW Conference Women of the ELCA continues to provide spiritual and fellowship opportunities. In addition to supporting a number of service projects, the conference women have focused on the issue of opioid addiction in our local community.

Lutheran, Jamestown and the Lake Chautauqua Lutheran Center both continue as unique resources of ministry in the conference with a number of blessings during 2017. 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**

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, 2018

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

(see ELCA Constitution 7.31.16)

Fechner, Janet	2 <sup>nd</sup> year
Hahn, Rahel	2 <sup>nd</sup> year
Hoh, Pamela	1 <sup>st</sup> year
Langset, Kirk	1 <sup>st</sup> year
Liepe, Lexa (Family)	1 <sup>st</sup> year
Litzner, Jonathan (Family)	4 <sup>th</sup> year
Nelson, Andrew	2 <sup>nd</sup> year
Parker, Elizabeth	1 <sup>st</sup> year
Sorrwar-Randall, Naomi	3 <sup>rd</sup> year
Striffler, A.J.	1 <sup>st</sup> year
Zbicz-Michael, Allison	2 <sup>nd</sup> year

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

Beckwith, William  
Bishop, Randolph  
Caspersen, Karen  
Chapman, Judith  
Fitch, Raymond  
Klatt, John  
Pelletier, Diana  
White, Terry

## **2017 Report of the Eastern Cluster of Lutheran Seminaries to the Synods of Regions 7, 8 and 9**

Last year, my predecessor, David Lose, spoke about the rapidly changing landscape of theological education and said that we might talk about a “fluxus quo.” The past two years have done nothing to suggest that Dr. Lose was mistaken in his assessment at least with respect to the Eastern Cluster of Lutheran Seminaries.

The Eastern Cluster is the separately incorporated entity created by Lutheran Theological Southern Seminary (LTSS), the Lutheran Theological Seminary at Gettysburg (LTSG), and the Lutheran Theological Seminary at Philadelphia (LTSP) to create efficiencies by inviting shared use of resources and greater interaction between the faculty and staff of our institutions. Since its founding in 1995, the Eastern Cluster has fostered strong collaboration between the three eastern schools and other partners, enhancing our common task of theological education for a broad spectrum of students and lifelong learners.

None of those original seminaries are the same. LTSS merged with Lenoir-Rhyne University, and LTSG and LTSP have merged with one another to become United Lutheran Seminary with two campuses. The leadership of the now two seminaries of the Eastern Cluster has changed in that time. President Cooper-White (LTSG) retired and President Lose (LTSP) answered a call to return to parish ministry. Moreover the leadership of Lenoir-Rhyne University and LTSS has changed as well with Dr. Fred Whitt becoming president and Dr. David Ratke becoming dean of the seminary.

Over the course of its history, the Cluster has received grants from a number of foundations – Lilly Endowment, Luce Foundation, Teagle Foundation, Thrivent – as well as ELCA research and development grants. Over the course of its life, in excess of \$6 million has been received. Among other projects, the creation of One Library Under Three Roofs (linking the libraries into a unified system), Project Connect (a vocational discernment and recruitment effort), and various attempts to build a robust coordinated Cluster program of continuing education received the largest grants, and probably had the greatest impact. Most recently, the Cluster has received a renewal and extension of a Lilly Endowment Fund grant (Abundant Life grant) to help reduce student debt, teach financial literacy among our students, and promote holistic stewardship in the personal lives and congregations of our graduates.

Despite recent changes in the member seminaries, the goals of the Cluster – to foster shared resources and encourage collaboration in order to enhance and broaden theological education – remain the same, even as the form of that cooperation continues to evolve. As we explore various possibilities for faithful and efficient sharing of resources, we are grateful for the encouragement, prayers, and support of our synods and larger church. Theological education for the whole church has never been more important, and the Eastern Cluster of Lutheran Seminaries has been privileged to support that endeavor.

David C. Ratke, Executive Director	William B. Trexler, Board Chair
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## **Generosity Team Report 2017-18**

*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 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 is 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).

The Generosity Team has also invited the Synod Council to join them in visiting congregations two by two to develop relationship, learn about their congregation's passions and stewardship work, gather their stories of best practices to share more broadly, and offer support where requested. Our thinking is that if we are going to grow a synod of generosity we need to be in relationship with one another, learn from one another and support one another.

Finally, our long-term goal is to have at least two stewards from every conference on the team, though all passionate stewards are welcome to be a part of the work. If you are interested in being a part of the team, or know someone who would be a great addition to the Synod's stewardship and generosity work, please be in touch with Rev. Norma Malfatti, Director for Evangelical Mission or any member of the Generosity Team.

Submitted with prayer and hope,

The Synod Stewardship Table

Denise Ballou, Central Crossroads  
Marcia Brown, Niagara Frontier  
Rev. Laurie Carson, Southern Tier  
Rev. Ivy Gauvin, Southwest  
Fred Hutchison, Hudson Mohawk  
Jim Jerge, Central Crossroads, Coach  
Rev. Debbie Johnson, Genesee Finger Lakes  
Ann Myers, Genesee Finger Lakes  
Rev. Paula Roulette, Central Crossroads, Chair  
Carolyn Schramm, Central Crossroads  
Rev. Jeff Silvernail, Hudson Mohawk, Coach and Coaching Trainer  
Rev. Norma Malfatti, Director for Evangelical Mission

# **GLOBAL MINISTRY TEAM REPORT**

## **The Upstate NY Global Ministry Team (Formerly the Global Mission Committee)**

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 facilitates congregational engagement with ministries around the globe. New 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.*

### **2017-2018 Global Ministries Report**

2017-2018 highlights

Promoted and supported the vision and implementation of the 2017 GLOCAL Synod Assembly. Successfully initiated the first round of exchanges between the UNYS and the ELCZ. Initiated regular dialogue between the office of the bishop and the GM team. Communicated GM news through the Upstate Update and the UNYS GM [Facebook](https://www.facebook.com/Upstatemissionandhunger) page (<https://www.facebook.com/Upstatemissionandhunger>)

Promote and support Young Adults In Global Mission, Abby Madris & Kelly Harris. Update and renew the companion synod covenants between the UNYS, the Evangelical Lutheran Church in Zimbabwe (ELCZ) and the Evangelical Lutheran Church in Zambia (ELCZa)

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



## Intern Report 2017-2020

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

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

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

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

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

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

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

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

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

## **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 a wonderfully healthy year of ministry at LCLC. Highlights from 2017 include the following:

- Finished the financial year in the black.
- Remained debt free.
- The total number of summer campers served in 2017 was 366 which is just one less than 2016.
- Summer campers donated \$746.00 to buy chicks through the ELCA Good Gifts program.
- Built a completely new Cabin #3 with self-contained toilet and shower facilities. This project was funded by the generous people of Wales Hollow Lutheran Church and St. John's Lutheran Church of Akron.
- Kurt Schlewitt was hired as our full-time Program Director and is off to a great start. The hiring of a Program Director represents the board's vision and commitment to the growth of our summer camp and year-round ministry offerings. We look forward to what the future holds.

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

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

#### 2017 Lake Chautauqua Lutheran Board of Directors

Tim Menasco (At-large)  
Christopher Carpenter (At-large)  
Tom Holt (At-large)  
Jim Gustafson (At-large)  
Kristin Romell (At-large)  
Holly Freed (Niagara Frontier)  
Rev. Scott Hannon (Niagara Frontier)  
Bob Zielinski (Niagara Frontier)

David Ekimof, Chair (Genesee-Finger Lakes)  
Rev. Gail Swanson (Genesee-Finger Lakes)  
Kathy Schulze (Genesee-Finger Lakes)  
Katie Finch (Southwestern)  
Pam Perdue (Southwestern)  
Rev. Tara Eastman (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 Evangelical Mission
EC	Executive Committee
ELCA	Evangelical Lutheran Church in America
ELEA	Evangelical Lutheran Education Association
ELCZ	Evangelical Lutheran Church in Zimbabwe
ELCZa	Evangelical Lutheran Church in Zambia
FH	Foothills Conference
FOCL	Fellowship of Confessional Lutherans
FCTE	First Call Theological Education
FFL	Fund for Leaders
GFL	Genesee Finger Lakes Conference
GM	Global Mission
HM	Hudson Mohawk Conference
ICM	Institute for Congregational Ministry – Region 7 First Call Theological Education
IIP	Intentional Interim Pastor
IVY	Interfaith Volunteers for You
JNP	Joint Neighborhood Project
LADD	Lutheran Association for the Developmental Disabled
LCA	Lutheran Church in America
LCH	Lutheran Church Home in Buffalo, Inc.
LCLC	Lake Chautauqua Lutheran Center, Bemus Point, NY

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

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

**LIST OF ABBREVIATIONS/ACRONYMS-continued**

**ECUMENICAL PARTNER ACRONYMS**

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



Lutheran, a Christian organization, is a comprehensive continuum of community, residential and home-based supportive services that helps people of all ages gain or retain independence.

Lutheran is owned by the Upstate New York Synod of the ELCA; and as such, all of you as members of the Synod share ownership of the care and services that we provide. We have served our communities since 1886, with one constant commitment – to provide the right care and services to those in need in the right place at the right cost.

### **Lives Touched**

<b>Program</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>
Lutheran Home and Rehabilitation Center	298	254	229	397
Hultquist Place	127	128	129	131
Warner Place	33	43	41	37
Senior Housing/Senior Life Matters	1772	2084	2269	2281
G.A. Family Services/TFC	517	468	552	480
Grace Community Services	267	249	227	199
<b>TOTALS</b>	<b>3014</b>	<b>3226</b>	<b>3447</b>	<b>3525</b>

### **2017 Update**

As the chairs for both the Group and Foundation board will have their terms expire on March 31, 2018, efforts are underway to seek out appropriate replacements.

Preliminary work has been completed on the 2017 audit. The auditors were here for two weeks beginning February 19. All proposed 2018 budgets were reviewed in detail by the finance committee on January 29 and approved by the Group Board on January 31. All budgets have a positive cashflow. Private pay rates were increased in 2017 for the Lutheran Home, Warner Place, and Hultquist Place. They were increased again in 2018 for the Lutheran Home and Hultquist Place.

Dialogue continues with our various collaborative partners: Chautauqua Hospice and Palliative Care, UPMC Chautauqua WCA, and UPMC/Hamot.

The Retired and Senior Volunteer Program maintained 57 sites and 523 unduplicated volunteers in Chautauqua County in 2017. The primary focus area is Healthy Futures, and our volunteers achieved 80.31% of projected outcomes. Even with these successes, RSVP continues to see budget cuts with National Community Services, the federal program from which they receive some funding.

The Foster Grandparent Program covers Chautauqua, Cattaraugus, and Allegany Counties. In 2017, there were 58 foster grandparents providing services in 22 sites; comprised of elementary schools, Head Start programs, and pre-elementary. Focusing on children from birth through fourth grade, the foster grandparents help to nurture children with exceptional needs to be successful in school. Progress reports confirm that 92.57% of children served by a foster grandparent had improved academics.

The Corporate Compliance Committee meets regularly to ensure there is no fraud, waste, or abuse, or any HIPAA violations; as required by regulations. For 2018, the IT Department will be primarily focused on security and will be looking at multiple areas ranging from access control to policy and procedures, in order to strengthen our posture and provide as much protection as possible from today's threats.

## **LUTHERAN** — continued

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

We continue to focus on Quality Assurance Performance Improvement. Our quality measures continue to show that we are below national benchmarks in most areas, and this has resulted in Lutheran achieving a **5-star** rating; based on the successful survey, staffing, and quality measure performance.

Our QAPI plan for 2018 was approved and signed by the board. The 2017 Performance Improvement Projects (PIP's) included: Falls, Comfort, Re-hospitalizations, Hospitality, Retention/Turnover, Infection Control/Urinary Tract Infections, Lost/Missing Items, and Resident Mood/Satisfaction. 2018 PIP's include: Falls, Comfort, Staffing/Retention/Turnover,

Infection Prevention/Antibiotic Stewardship, and Depression/Anti-anxiety & Hypnotic Use.

Work is now complete on renovating our dining areas to new, state of the art, aesthetically pleasing "Country Kitchens". Renovations began on February 26 to renovate the fine dining area. Our gift shop will move to this area, and we will soon offer a coffee bar, salads, wraps, juice, etc., for purchase.

Pam Nordin, Assistant Administrator, continues to serve on the WNY – IPA (Independent Provider Association that includes 15 facilities in Chautauqua, Erie and Niagara Counties) on its Quality Committee. She also continues to serve on the Chautauqua County Long Term Care Council. Lutheran continues to participate in the regional Accountable Care Organization (ACO), Millennium Collaborative Care DSRIP, and Community Partners DSRIP (Delivery System Reform Incentive Payment program).

As reported last year, CMS (Centers for Medicaid/Medicare Services) revised nursing home regulations (last revision was 1991) and launched them in September of 2016 as The Final Rule for Nursing Homes. The first of three phases was due November 28, 2016, and the second phase was due November 28, 2017. Both were successfully implemented at the Lutheran Home. The last phase is due November 28, 2019.

The annual Department of Health survey was completed on September 29; and for the first time ever – the Lutheran Home had a deficiency-free survey! There were a few Life Safety issues identified, and the plan of correction was submitted and accepted.

We continue to do 30-day post discharge surveys. The annual resident/family satisfaction survey showed significant improvement from last year, with overall satisfaction going from 65% in 2016 to 88% in 2017. Peer group benchmarks for overall satisfaction is 91%.

The BIP grant, which helped to keep or move people to independent living, was completed in March of 2017. Done in conjunction with The Resource Center, it served over 200 people in the community; and calculations show that it saved NYS about \$5 million in Medicaid. The entire grant funding was \$700,000.

Dr. Kent Lieber is now serving as medical director/attending physician. He comes well recommended, serving in that position at both the Chautauqua County Home and the Pines of Machias. It has been a smooth transition.

Towards the end of 2017, the Lutheran Home had several cases of the flu, prompting the entire house to receive prophylactic medication. Though the cases were contained to one unit, it was decided to restrict visitation during this time period.

care agencies and did meet with the Office for the Aging. Sandy also meets weekly with the LHRC clinical team to discuss discharge planning and potential candidates for the program.

## LUTHERAN—Continued

### **Warner Place**

Our medical model adult day healthcare program continues to thrive, though occupancy remains a problem due to inconsistent attendance by the registrants who are signed up for the program. As our previous director left to start a family, Sandy Gilbert took over as the new director in June. Sandy was the RN case manager at Hultquist Place. She is concentrating on maintaining census and looking for marketing opportunities. She has been requested to speak at the various home

It has been identified that there is a knowledge deficit within the community as to the services that Warner Place provides. The marketing goal is to provide public education on the services and nursing/therapy programs that we have the ability to provide. New brochures were created, and there was some radio advertising.

While the Final Rule recently issued by CMS does affect Warner Place, their compliance has received a three-year “stay”. Warner Place remains the only medical model ADHC program in the region, which makes it attractive to the Managed Medicaid long-term care programs.

### **Hultquist Place**

Hultquist Place struggled with census in 2017. One hundred and thirty-one lives were touched throughout the year. Open houses to attract applicants weren't successful, so we accommodate people when they stop in or call with tours and information sessions that meet their needs. When Hultquist Place first opened in 2007, it was the second assisted living program in Chautauqua County. Hultquist Place then expanded its capacity by 44 beds. Since then, Tanglewood and Heritage added additional ALP beds, bringing the total beds to 444 in Chautauqua County, more than Erie and Monroe counties. Further impacting the financials are mandatory regulations, minimum wage increases, paid family leave, and a population of older and sicker residents. To compensate for this, hours for the educational RN were eliminated; and hours were reduced for activities and clerical staff in 2018.

While the resident and family survey results in 2017 were generally positive, improvement efforts focused on dietary service. A convection oven was purchased to improve the temperature of food, the “always available” menu is now available seven days a week, a “chef of the month” meal is served, and a “cocktail hour” is held monthly.

The adult home survey was held in June. The surveyors reported that the residents made many positive comments about the care and services provided to them. While there were no care issues, there were some issues related to documentation and pharmacy. The Plan of Correction was submitted and accepted.

The ALP (assisted living program) has not yet moved into Medicaid managed care, and DOH has pushed this back to January of 2019.

Hultquist Place will be the clinical site for trainees from the BOCES home health aide training program in 2018. We are hosting 4 interns from the Health Services program for high school students in May. These students graduate from High School with an HHA and CNA certification.

While the EQUAL grant from NYS for 2016-2017 was to be used to purchase a lock system for all resident room doors, the system had some performance issues, so installation was temporarily put on hold. Funds were instead used to purchase new wingback chairs for the library. The grant for 2017-2018 was \$43,134, and will be used to replace the remaining chairs in the library, as well as chairs in the 2East activity room, along with lighting enhancements. A traditional style lock set was chosen and should all be installed by the second quarter of 2018.

### **Lutheran Senior Housing**

Edgewood Communities continues to enjoy favorable occupancy rates on its 138 different apartment/duplex units. Capital improvements for 2017 included milling and repaving, completion of a major drainage project, replacing all Lindgren roofs, major renovations to some older duplexes, and the completion of a concrete and landscaping project.

## **LUTHERAN** — Continued

The new construction of the new community and wellness building is anticipated to begin in April. KDA Architects created the conceptual design, and it was then further designed by Clark Patterson Lee. The 9,300 square foot building will have a full basement. In addition to housing the offices for the staff of Edgewood; it will offer a great room, activity room, fitness room, billiard room, outdoor patio, and 50-seat theater in the basement, locker rooms, and an additional room in the basement for other activities. Staff are working on a café' concept and a point of sale design. The extensive market study completed by Books, Adams Research determined that these types of amenities are critical in not only maintaining occupancy, but also in attracting new residents.

The financing for the project was closed and funded on December 22. It also includes the refinancing of debt and renovations/improvements to the current housing stock, include: rebuilding elevators, replacing roofs, air conditioning in hallways, fiber connectivity, milling and resurfacing, additional sidewalks, improved exterior lighting, improved landscaping, and modernizing the Rosch Activities Center.

The Juliet Rosch Activities Center will continue to be used for larger events.

It is with mixed emotions that we recently announced that we are selling our five HUD properties located in Jamestown and Falconer. Several factors led to this thoughtful action by the Board, notably declining occupancies in some of the buildings. With that, we are delighted that Housing Preservation, Inc., (HPI) has agreed to purchase these facilities. HPI is a terrific provider of HUD housing throughout the eastern United States. They are well capitalized and better positioned to weather the ups and downs experienced in our market. We expect the transaction to close later this summer. The buildings will continue to operate as HUD subsidized units. Nothing changes for the tenants at all. HUD staff have all been offered their positions with HPI at equal to or better pay and benefits. So while this was a difficult choice, we are confident that it is in the best interest of tenants and impacted staff.

Senior Life Matters continues to be a very popular program, as it is a community-based service that provides case management to seniors and their families to ensure that seniors are living in the most appropriate environment based on their needs, which can mean at home with a little assistance or to skilled nursing if that is required. This program also assists people with insurances as they age into Medicare and need to make decisions about health care coverage. The Senior Life Matters staff provided insurance counseling to 680 clients in the fourth quarter of 2017. In addition, Senior Life Matters hosted several informational Medicare seminars throughout 2017, which were attended by over 650 community members. In May, Erin Green was hired to expand this program's community outreach.

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

Health Management Associates were hired to help with developing our strategic planning process. The committee is focusing on several areas: expanding community-based services such as post adoption services, after school programming, and home health care management services; residential program model to specialize services; the Lutheran delivery system as a whole; the branding and marketing of G.A.; and the Learning Center. In reviewing the clinical model for the residential program, it became apparent the staffing structure needed to be modified to create long-term sustainability. Health Management Associates assessed several key positions: Director Quality and Evaluation, IT Specialist, Training Coordinator and Case Planner. These positions will allow us to improve the quality of our services and to meet the increasing documentation demands from our referral sources and regulatory agencies. It will allow us the time to specialize our training and improve the skillsets of our frontline staff and our managerial staff.

Over the past two months, we have done some targeted outreach with two organizations within our community (Child and Family Services and Child Advocacy Program (CAP)). We were able to collaborate with CAP on a grant through the University of Oklahoma's treatment model for Problematic Sexual Behavior – Cognitive Behavioral Treatment (PSB-CBT). The model focuses on

## LUTHERAN — Continued

eliminating problematic sexual behavior and improve prosocial behavior in adolescents. The model also reduces stress in parents and enhances skills in parents/caregivers. Two of our clinicians completed a two-day training on the model in preparation for providing groups to our youth and families. This training will provide the organization with additional specialized services offered to the community and our referral sources.

We were successful with our negotiations to improve reimbursement rates at both Office of Child and Family Services for the residential program and the Stated Education Department for the Learning Center. The increases took effect on July 1, 2017.

OCFS was here on March 13, 2017, to perform its three-year licensing review. While it took nine months to receive the report, we were aware that many of the issues focused more depth documentation of services being delivered to youth and families. Knowing that some of the findings were related to documentation, staff were retrained in documentation. An additional case planner was hired to allow one staff person to ensure required documentation is completed timely and with greater quality.

As of February 2018, the residential program had a census of 37 youth. The residential capacity increased to 40 youth to ensure we remained within regulatory compliance.

Tim McMullen served as the interim director of education since May of 2016 and was promoted to the director of education in May of 2017; and continues to oversee a successful program. In our Learning Center as of February 2018, we had 41 day students from 9 different school districts in Chautauqua and Cattaraugus counties. Total census at the Learning Center is 79. The Learning Center's capacity is 90 students.

The GALC had a sign language class, and the students did an amazing job. The expanded robotics curriculum had students building and programming robots, and the updated woodworking classes had students making beautiful detailed items.

In June, five young adults graduated from the Learning Center. Two former residents were invited back to speak at commencement.

The Accountability and Responsibility Program has renewed their contract for its 4th year and has successfully worked with over 40 youth in the past calendar year. The program continues to receive more referrals each month, having full capacity at 10 youth in each 8-week session. They have been able to travel around the region with youth on outings to expand their education and social experiences. Trips have included Niagara Falls, Kinzua Dam, Downtown Buffalo, and the Randolph Fish Hatchery. The program's goals are to keep at-risk teenagers from having additional arrests or appearances in court and to reduce recidivism. The goals are met consistently, with over 90% success rates.

Key staff in the residential and educational programs attended a training in the Transitional Independence Process Model, which is an evidence-supported practice to assist youth and young adults in the planning process of their own futures; involving families and informal key players in the process. This training provided staff with essential skills to work more effectively with the youth in our program.

Children's Health Home Care Management is a Medicaid-based program for Medicaid-eligible children up to the age of 21 who have two or more chronic health conditions or one single qualifying condition such as HIV/AIDS, Severe Emotional Disturbance, or Complex Trauma. In practice, Health Home care management is a service model that works to have all the youth's caregivers communicate in a comprehensive manner to meet the youth's needs. The Children's Health Home Care Manager provides comprehensive care management, care coordination and health promotion, comprehensive transitional care, individual and family support, and referral to community and social care managers. While originally there were 25 residential youth referred and 14 enrolled in 2017; OCFS

## **LUTHERAN** — Continued

support services to youth in our current programs and from community referrals as well. We have developed our Care Management Services as part of the Children's Health Home of Upstate New York (CHHUNY). We promoted a seasoned caseworker to supervise this program and hired two additional program and hired two additional care managers. While originally there were 25 residential youth referred and 14 enrolled in 2017; OCFS changed its position so residential youth are not eligible for the program until 30 days prior to a youth's discharge. Because of this, we increased outreach to our day student population and marketed the program to the public schools.

In May, G.A. purchased Pathways WNY, a supervised visitation program in the West Seneca area; and began offering services in July. It has an excellent reputation in the community and within the court system. This program provides court-ordered visitation services to families that need a safe therapeutic environment. While G.A. offers supervised visitation through the foster care program, it is included in the per diem rate. This new program accepts private payments from families and requires more in-depth documentation for the courts. The program offices are in our West Seneca offices, and their staff from Pathways moved over as well. Currently, it is serving 37 families, with a request from Erie County Family Court to expand programming to include a parent's education group.

G.A. Family Service's Foster Care Program touched 149 lives throughout 2017, which included the provision of regular and therapeutic foster care services and respite services for out-of-program youth. The three foster offices admitted 57 children, ranging in age from newborn to 16 years old and discharged 69 youth; with its overall program census reaching above 93 children during the year. In November, we had 21 children adopted by the foster parents who had cared for them since entering foster care; with the 100th adoption. Maggie Dreyer returned as director of the foster care program as a part-time consultant.

G.A. Family Service's Post-Adoption Services successfully supported and assisted 12 adoptive families, totaling 45 children, throughout 2017. The Regional Permanency Grant offered by the Office of Family Children Services replaced the post adoption program used in 2016. We successfully complete the first year, providing services to five counties: Erie, Chautauqua, Cattaraugus, Niagara, and Wyoming. The grant is for one year with renewals up to five years. This new grant allows us to provide kinship services (working with relatives of youth that are providing foster care services).

### **Grace Community Services**

Grace had a change in leadership this year. Michele Crisafulli joined us in October as the new Executive Director. Michele is supremely qualified; having spent over 18 years of experience working with people with developmental disabilities of which most of her career was spent at Lifetime Assistance, Inc., (LAI), a provider of similar programming.

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Grace has five Individualized Residential Alternatives (IRA) that serve 37 people with developmental disabilities.

While the Medicaid Service Coordination program serves 120 people and assists persons with developmental disabilities and their families in gaining access to services and supports; this program will be terminated effective July 1, 2018; as it is moving from Medicaid Service Coordination with OPWDD oversight to Care Coordination with DOH oversight. This is the first step of OPWDD transitioning to Managed Care.

The Community Habilitation program provides one-on-one or two-to-one training to persons with intellectual/developmental disabilities to develop or enhance the skills needed to live more independently in their homes or in the community. This program has grown from serving 33 to 49 people. There are plans to grow this program in 2018. Grace offers respite services as well to provide temporary relief to those caring for a loved one with developmental disabilities.

Grace currently employs 89 people. Turnover improved to 43% in 2017; beating the goal of 45%. The goal for 2018 is 42%.

The 2018 capital budget for Grace includes \$117,000 for upgrades to the homes; such as lifts, bathrooms, kitchens, and furniture; and IT infrastructure.

In October 2017, Grace Community Services was awarded accreditation through the Council on Quality and Leadership. This has prompted change, which promotes excellence in person-centered services and supports, leading to continuous improvement in the organization. It has improved our ability to provide supports to individuals we serve to live the lives they want.

### **Lutheran Foundation**

The Lutheran Foundation continues its fundraising with appeal letters in the spring, summer, and year-end; employee giving; gift brick program; church bulletin insert; and golf tournament. In addition, Lutheran is the beneficiary of several trusts that benefit certain programs at Lutheran.

### **Employee Relations**

Lutheran continues to encourage a healthy workforce. We offer a biometric screening at no cost to the employee. We had 154 employees participate, and 64% of them met their personal health goals and are receiving a credit towards their health insurance. We also had 27 new participants to the program. Because of this and successful negotiations, employees saw little to no increase in their health insurance costs.

## **LUTHERAN** — Continued

A Career Day was held in May when about 85 students from JHS in grades 10-12 visited Lutheran to learn about healthcare career paths, nursing, healthcare informatics, and PT/OT. They received hands-on experience with various things that they might do in nursing; such as mechanical lifts, wound care, stethoscopes, and medication administration. The event was held again in December for 75 students, where they participated in a general session that included a skit about HIPAA and rotated through four other sessions featuring nursing skills and equipment, nutrition, and rehab. The event was publicized in the Post Journal and is a great opportunity to reach young people to tell them what career opportunities exist at Lutheran. Many wage grids were updated at the end of 2017 due to the increases in the minimum wage. Approximately 167 employees received wage adjustments

The Brand Integrity/Lutheran Experience remains positive and important. We continue to have great employee engagement, both in the survey and in writing recognitions. The fifth survey was completed in March, and the sixth in the fall. There was a 91% participate rate in March, as well as in September. The top behavior continues to be “being responsible with Lutheran resources”. The seventh survey begins March 12.

In March of 2017, the most improved behavior was Speaking Positively About Our Company; in September it was Create Eye Contact, Smile, and Greet by Name. We believe the effort has really moved the culture of the organization in a positive direction. Turnover rates continue to improve.

At the Jamestown campus in 2017, we received over 900 employment applications and hired almost 200 employees. Overall, the turnover for Lutheran in 2017 was 34.12% up slightly from 2016, which was 33.98%.

### **Marketing/Public Relations**

Edwin Rodriguez completed his first year as director of marketing/public relations.

The Best of Times Seminar Series continues to be very popular, with attendance of over 6,600 to date. Many people have attended multiple seminars, which was our goal to build a relationship with members of the community before they need our services. We are establishing a trusting relationship where they see us as the experts in the field of senior services. The costs are minimal, and the local media have been very supportive.

Topics range from personal interests to care giving. Some of the titles in 2017 included: “Your Best Interests at Heart – Don’t Fall Out of Love With Your Healthy Living New Year’s Resolution”; March Medicare Madness (3 sessions with Janell Sluga); Chautauqua County Master Gardeners; Swedish Immigration and Jamestown History; What the Tech with the Prendergast Library;

Lutheran received a Distinguished Employer award from Cassadaga Job Corps due to the high volume of placements we take from their program. A great press release ran in the local media highlighting our staff, their staff, and the work we do together.

This year, several special events were held to recognize and support our foster parents, including family picnics and table events at local fairs, rodeos, and community functions. Staff held several community tours/events at the Galleria Mall in Buffalo, Raymour and Flanigan in Lakewood, and Phone Zone in Jamestown. The services and advocacy offered at G.A. Family Services was recently featured on Channel 7 News in Buffalo for National Adoption Month

A new Edgewood Communities marketing piece was completed in January of 2018 and includes floor plans for each type of unit available on campus. A comic strip titled “Easy Does It” is included in the comic section of the Post Journal twice a month. It highlights the benefits of living at Edgewood through four characters.

## **LUTHERAN** — Continued

New websites for Lutheran, G.A. Family Services, and Grace Community Services are being developed with different technology devices in mind. The websites will now be mobile-friendly and easier to read, edit, and update. Also new to the website will be a Senior Life Matters news feed and general company news feed.

We maintain a social media presence on Facebook with over 1,450 likes. We continue to have periodic advertising in the Gazette, Post Journal, Dunkirk Observer, 106.9 Kiss FM, Media One stations, WRFA, and Chautauqua Star.

### **Church Relations**

Lutheran Chaplain, the Rev. Daniel Rumfelt, is in his second term as Dean of the Southwestern Conference. Lutheran sponsors an annual Youth Ministry grant to the conference, as well. The relationship with the Conference Women of the ELCA remains strong.

The 2017 campus-wide Spiritual Retreat Week in August opened with a Greek Orthodox Prayer Service enjoyed by Orthodox, Roman Catholic and Protestant residents alike. This annual event includes Morning Prayer, art projects, guided meditation, Bible study, hymn sings, and a closing Service of Anointing for Healing; jointly led by Pastor Rumfelt and a local Roman Catholic priest, Father Janaczek. Pastor Rumfelt and Father Janaczek also led a third annual Blue Christmas Service of Comfort. This service focuses on supporting those who find the holiday season an emotionally difficult time.

The Rev. Heather Allport-Cohoon entered her third year as G.A. Chaplain, continuing to deepen her ministry with the G.A. youth. In 2017, her work at G.A. was also recognized as an Extension Ministry of the United Methodist Church.

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[www.lutheran-jamestown.org](http://www.lutheran-jamestown.org)

## **LUTHERAN ASSOCIATION FOR THE DEVELOPMENTALLY DISABLED STORY FOR 2017**

**Psalm 100: 5** “For the Lord is good; his steadfast love endures forever, and his faithfulness to all generations.

In 2017 L.A.D.D. (Lutheran Association for the Developmentally Disabled) has seen God’s great blessings for the people we serve. The special adults of Western New York have been provided safe housing at two locations; one located in Niagara County and the other in Erie County. We have also continued the F.A.C.E.S. program at First Trinity Lutheran Church in Tonawanda, which provides our attendees a time of fellowship, Bible studies, music, prayer and snacks. Our Thrift Shop in South Buffalo supports LADD summer camperships at Pioneer Camp and Retreat Ctr. Located in Angola NY. They also support other programs for LADD. Your prayers and support for our efforts are treasured.

May our Lord continue to bless our ministry for these special people and may He also bless your ministries.

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## THE LUTHERAN SUMMER GATHERING AT SILVER BAY



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

The Lutheran Summer Gathering at Silver Bay is a fun and relaxing weeklong vacation for spiritual and physical renewal. For 85 years Lutherans of all ages have played and prayed together on the shores of beautiful Lake George in the Adirondack Mountains of New York. It has elements of a both a destination vacation and a camping/retreat experience.

In 2017 about 250 gathering participants joined the whole church in celebrating the 500<sup>th</sup> anniversary of the Reformation. In addition to worship led by Pastor Becca Ehrlich as Chaplain and classes with Tom Henry and Pastor Imani Dodley, we shared Lutheran Trivia, and had seminars on Reformation medals and German Beer. Our fabulous Teen Leader was Chris Schaefer. Silver Bay offered its usual variety of activities – swimming, sailing, canoeing, kayaking, tennis, crafts, watercolor painting and rocking on the porch and more. It is a great place for getting away from it all and living in Christian community.

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

Our theme for July 14-20, 2018 is *Walking With Jesus*, featuring Pastor Lee Miller II as our Chaplain, Pastors Arden Strasser and Gladys Moore as our faculty, and Chris Schaefer is returning as our Teen Leader. We are looking forward to a visit from Upstate New York Synod Bishop John Macholz. I am happy to report that the *Lutheran Summer Gathering* is financially solvent and operating in the black.

We give thanks for the Planning Committee who works all year to plan the program. It consists of people from each of the supporting synods and more. The Rev. Marie Jerge, the Rev. James Bresnahan and Patti Garrison are from Upstate New York and Beth Smayda is from Metropolitan New York. Others are Sue Hollar and staff: Director - Chad Volkert, Activities Director - Katie Bang, and Registrar - Karen (Mouse) Hoffman. We are delighted to welcome Will Platnick in Communications.

For information and registration visit our website [www.lutherans-silverbay.org](http://www.lutherans-silverbay.org) or add us on Facebook or Instagram@LutheranSummerGathering.

Submitted by,  
Marie C. Jerge, Dean/ Director of Ministry  
716-864-8798  
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# 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 2017, Gary Roller, Team Chairperson for the Upstate NY Synod's LDR Team had an opportunity to attend the ELCA, Eastern Region Consultation Gathering that took place at the Cross Roads Event Center in Port Murray, New Jersey. This was a gathering of the area coordinators from all of the areas along the East Coast of the United States. Our primary purpose was to continue to update our disaster network plans and prepare our groups for the upcoming ELCA, LDR Consultation Gathering scheduled for the fall of 2018. We also shared stories with each other about activities that our individual LDR groups have been involved in. Our national program director, Rev. Michael Stadie, shared information with us as to what the ELCA/LDR group was doing to assist with flood and hurricane recovery efforts taking place in the hard-hit territories of the southern United States, Puerto Rico, the Virgin Islands and the wildfire areas of California. Of the stories we shared with each other, the reminders of events that took place 10 or 20 years ago, it became evident that our Lutheran Disaster Response organization is really appreciated throughout the disaster response networks. Our LDR presence has a large impact on not only individuals, but on communities because we not only show up, but we stayed to help, even when it felt like everyone else has moved on to the next disaster. LDR is in it for the "long haul." With the focus on long term recovery, we are there to provide ongoing assistance to those in need, long after the storm has passed or the headlines have changed. We are a church that rolls up its sleeves and gets to work.

During the first part of 2018, there have been several unfortunate events that have taken place, where an individual or individuals have caused harm to persons in schools 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 can not happen here." Remember the phrase "NIMBY." It stands for Not in my backyard. A disaster CAN happen in your backyard. Are you ready?

Respectfully submitted

Gary Roller, Volunteer Coordinator, Team Chairperson  
Lutheran Disaster Response ([ldrunityteam@gmail.com](mailto:ldrunityteam@gmail.com))

**LUTHERANCARE**  
**Clinton, New York**

**2018 Annual Report to the Synod Assembly**  
**FROM: Michael Sweeney, President & CEO**

Community Wellness Partners is an affiliation between the Presbyterian Homes & Services and Lutheran Care Charitable Network that went into effect July 1, 2016. As a result, we now share a common Board of Directors made up of 16 members drawn from the previous boards of both organizations. The by-laws of the corporations have been modified and the Board of Directors no longer require formal action from the Synod or Lutheran Congregations. We are very proud of the long standing relationship with the Lutheran Churches.

**To inspire and nurture successful aging.**

Adopted by the Board of Directors of Community Wellness Partners on October 4, 2017 with input from team members and volunteers, this represents the future vision of our organization. The following mission statement was also adopted to represent who we are and why we exist today.

**Community Wellness Partners is a faith-based, non-profit organization that empowers individual wellness through the provision of exceptional healthcare, housing and community services.**

Guided by these two statements, the Strategic Plan for 2018-2022 was adopted by the Board of Directors on November 29, 2017. This plan will be supported through the following specific, targeted and measureable goals.

1. Actively seek out growth opportunities, collaboration and right sizing our current operations.
2. Become a provider for exceptional quality service.
3. Become a center for successful aging.
4. Recruit and retain an engaged workforce.
5. Fully integrate CWP's systems and culture.
6. Provide an exceptional physical environment in which to live and work.
7. Become a strong, financially stable organization.
8. Recruit, educate and support the Board of Directors.

We continue to enjoy the services Reverend Janet Griffiths, who was appointed Chaplain in November, 2015, provides to our residents and team members.

LUTHERANCARE—continued

Our attractive campus in Clinton welcomes tours by appointment and is available to host meetings and facilitate educational programs. Community Wellness Partners is proud to be the only faith based home that remains in our service area.

<b>COMMUNITY WELLNESS PARTNERS BOARD OF DIRECTORS</b>	<b>THE LUTHERAN HOMES FOUNDATION BOARD OF DIRECTORS</b>
<p style="text-align: center;">Linda Voce - Chairperson Jerry Burke – Vice Chairman Jay Williams - Secretary Matthew Grove - Treasurer</p> <p>Marie Abraham Dr. Roger Breslow Rev. David Cleaver-Bartholomew Rev. Jeff Kane Robert Galliher</p> <p style="text-align: center;">Deborah Mills Burt Ohmann Rick Riggle Philip Williams Roger Williams</p>	<p style="text-align: center;">Jerry Burke – Chairman Gareth Evans – Vice Chairman Lillian G. White – Secretary Ferris J. Betrus, Jr.– Treasurer</p> <p>Bruce Davis Michael Sweeney - President &amp; CEO</p>



## MEMORIALS FOR ROSTERED LEADERS

*"Whether we live or whether we die, we are the Lord's!"*  
Romans 14:8



Rev. Richard W. Rieger  
4/30/31 to 7/9/17

We give thanks for the life of Richard W. Rieger. Richard entered life eternal on Sunday, July 9, 2017 at the age of 86.

Richard graduated with honors from the University of Illinois and then graduated from the Lutheran School of Theology in Chicago in 1957 with his Master's Degree. He served parishes in Fort Plain and Freysbush (St. Paul's and St. John's) Schenectady (Messiah) and Rochester (Trinity Emmanuel). In 1988 he took a call as Founding Pastor of St. Andrew Lutheran Church in South Glens Falls until his retirement in 1993 as Pastor Emeritus.

In retirement Richard pursued his love of the natural world. He taught astronomy to children and adults and followed his passion for gardening. He was a certified Master Gardener and volunteered for the Warren County Cooperative Extension.

He is survived by his wife, Janet of 61 years and their children James, Mark (Amy), Brian (Christine), Karla, Kristen and nine grandchildren.

Memorials may be made in Rev. Rieger's name to Lutheran World Relief, 8165 W. Higgins Rd., Chicago, IL 60631.

*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. J. Kenneth Soderquist  
2/8/22 to 2/20/18

We give thanks for the life of J. Kenneth Soderquist. Ken entered life eternal on Tuesday, February 20, 2018 at the age of 96.

Ken was an area resident of Buffalo for most of his life. He was a graduate of Jamestown High School and the Lutheran Bible Institute in Minnesota, Augustana College and Augustana Lutheran Seminary.

He was a veteran of the U.S. Army Air Force serving during World War II in the South Pacific and received the American Service Medal, Asiatic-Pacific Service Medal, Good Conduct Medal, the Distinguished Unit Badge, the Philippines Liberation Ribbon with a bronze star and the World War II Victory Medal.

Before his retirement, he was a minister for the Lutheran Church in America. He began his ministry serving the Augustana Lutheran Church in Tustin, Mich., and then served the Zion Lutheran Church in LeRoy, Mich., Calvary Lutheran Church in Philadelphia, Pa., the Gethsemane Lutheran Church in Port Allegany, Pa., and for many years was the pastor for Gloria Dei Lutheran Church in Lakewood, N.Y. until his retirement in March of 1984.

Following his retirement he was the assistant chaplain at Lutheran Social Services for several years. The Rev. Soderquist also served as the chaplain for the Chautauqua County Jail in Mayville, N.Y., for 22 years.

Surviving are his daughter Cheryl (Gordon) Veal, a grandson and three stepgrandchildren. Besides his parents, he was preceded in death by his wife of 64 years, Dawne E. Stohl Soderquist on October 14, 2015.

Memorials may be made to the [First Lutheran Church](#), 120 Chandler Street, Jamestown, NY 14701 or to the [Lutheran Foundation](#), 715 Falconer St., Jamestown, NY 14701.

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



## MEMORIALS FOR ROSTERED LEAERS

*"Whether we live or whether we die, we are the Lord's!"*  
Romans 14:8



Rev. E. Werner Weinreich  
10/4/34 to 7/2/17

We give thanks for the life of E. Werner Weinreich. Werner who entered life eternal on Sunday, July 2, 2017 at the age of 83.

Werner attending Muhlenberg College, Philadelphia Seminary and Wagner College and proceeded to obtain his D. Min from Philadelphia Seminary in 1992. He was ordained at All Saints Lutheran Church in Boston, MA on May 29, 1959. He served Resurrection, Buffalo; St. John's, Manorton and St. Thomas', Churchtown from 1959 to 1967. He taught at the University of Buffalo, Niagara University and Christ the King Seminary and served at Grace, North Tonawanda from October of 1967 until his retirement on July 1, 1997.

He is survived by his sons Peter (Vicki) and John (Pamela) and grandfather of Alexander and Christopher.

Memorials may be made to the [Lake Chautauqua Lutheran Center](#), 5013 Route 430, Bemus Point, NY 14712-9799 or [Lutheran Charities](#), 5125 Main Street, Williamsville, NY 14221.

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





**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 2017, MIF had 888 loans outstanding, totaling \$539.1 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 2017, MIF investments totaled \$506 million.

MIF is a financially strong and stable organization, with a record of steady, controlled growth. With total assets of \$715.7 million and net assets of \$203.9 million at year-end 2017, 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, 2017):**

- 11 Mission Investment Fund loans, with a balance of \$2,122,294
- \$4,183,466 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)



## REPORT FROM NEW YORK STATE COUNCIL OF CHURCHES

The New York State Council of Churches is very pleased to report on our activities in 2017 and 2018. In an era where resources are more limited, we believe strongly in the value of ecumenism and working together. We see ourselves, in many ways, as a networker and a “dot connector” to help our partners know what each other is doing while helping congregations offer the Gospel in our communities, state and nation. Our ecumenical witness is greatly enriched by the traditions and identities of our denominational partners. We are keenly interested in the process of encouraging people to grow as disciples for Jesus Christ. In this spirit, we want to offer tools and perspectives which invite people to humbly engage the struggles of this world, listen to people’s real struggles, and seek to point to the promised kingdom of God on earth by offering comfort and doing justice. For us, pastoral care is not just an individual matter. It is about creating laws and policies which do not discriminate and offer hope. We think this work is effectively done in an ecumenical way. Please visit our website [www.nyscoc.org](http://www.nyscoc.org)

Our purpose and work can be found in the following mission statement:

New York State Council of Churches, embracing a spirit of ecumenism and hospitality, seeks to live into God’s call to do justice and to love our neighbor. Pointing to the Kingdom of God on earth, we envision a world where the marginalized are freed from poverty, where prisoners can be restored to live happier and healthier lives, and where we help young people grow in their Christian discipleship.

To live into our purpose and vision, we have three emphases:

### **We promote faith formation for people of all ages.**

February 20 to 22 we held our annual high school trip to the United Nations. 44 high school students from across the state participated in a seminar at The Church of the Covenant (Presbyterian) in New York City. A seminar led by theologian and hip-hop artist, Solomon Starr, who used some very creative group exercises, to help young people explore the complex dimensions of white privilege, racism, and power as it relates to the Christian faith. We also had a tour of the United Nations. Christy D’Ambrosio, Director of Youth Ministries at First Presbyterian Church in Albany, coordinated the trip. Our next trip is scheduled for February 19 to 21, 2019. We welcome high school applicants across the state.

In July, 2017 we held our first annual Bridging the Urban Rural Divide Conference in Johnstown. The Conference was geared towards helping us get beyond superficial political and geographical categories to meet concrete needs in our communities. The 2017 lectures can be found on our Facebook Page. The next conference will focus on congregations as catalysts for economic and communal renewal. It will be held July 10 to 12, 2018 at the First Presbyterian Church in Johnstown.

### **We certify and support chaplains in our state prison system and other state institutions.**

We certify Protestant chaplains for the state. Certification is necessary before one can be interviewed by the Department of Corrections and Community Supervision (DOCCS) and other state agencies. In the last year, our two certification committees certified chaplains from the

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 2017:**

- Since its opening in 1998, the 160 bed GreenField Health & Rehabilitation Center's reputation for quality care has become well-established. The Center has attained a Five-Star rating from the Centers for Medicare & Medicaid Services (CMS) for overall quality and quality measures. CMS created the Five-Star quality rating system to help individuals, families and caregivers compare skilled nursing and rehabilitation centers more easily. This quality rating system gives each facility a rating of between one and five stars. Centers with five stars are considered to have a level of quality that is well above average. GreenField Health & Rehabilitation Center is ranked in the top 17% of facilities in the eight county region of Western New York. The CMS Five-Star rating system is based on information from annual state health inspections, staffing ratios, and a range of different quality measures such as cleanliness, staff responsiveness, re-hospitalization, infections, and pain management. Scores in each of these three individual areas are then used to determine the overall star rating.
- Niagara Lutheran Health System (NLHS) began a free physical therapy clinic in the Jericho Road Community Health Center at Resurrection Church, where the physical therapists from GreenField Health & Rehabilitation Center supervised PT students from UB. At the clinic the workers served many refugees, as well as parishioners from Resurrection.
- NLHS, along with ECMC, began work on creating a local Comfort House. Comfort House is a palliative care concept where people who are on end of life care can go to pass away comfortably and on their own terms. It is a good option for those people who do not have relatives in the area or the funds to reside in a nursing home. Comfort House cares for two patients at a time in order to avoid state regulations. This way the patient can dictate how they would like to spend their last days.
- In 2017 successful efforts were made to enhance campus culture to increase our staff satisfaction, employee engagement, and staff retention rates.
- Our "Expanding Excellence" fundraising campaign, the plan for the addition of 24 rooms to GreenField Health & Rehabilitation Center, was finalized.

## **Goals and Initiatives for 2018:**

- 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 near ECMC to build the Comfort House on.
- The "Expanding Excellence" fundraising campaign will begin in order to help fund the addition of 24 rooms to GreenField Health & Rehabilitation Center.
- We hope to have the Certificate of Need for the 24 bed expansion approved by the state in the first half of the year so construction can potentially begin in the summer.
- We will continue to enhance campus culture to increase our staff satisfaction, employee engagement, and staff retention rates.
- We plan to extend our reach into the community and collaborate with area Lutheran congregations to serve their communities in new and unique ways.

## **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.



Spring 2018

***We are church together.***

This call from ELCA Presiding Bishop Elizabeth Eaton is at the core of Portico's identity: We serve those who serve the church, so they can serve others. Ecclesiastes 4:12 reads, "a three-fold cord is not easily broken." Imagine, then, the resilience that comes from a community more than 50,000 strong that includes:

- Active and retired rostered ministers, lay employees, and family members
- Congregations, synodical and churchwide ministries, and social ministry organizations
- The dedicated and talented staff at Portico Benefit Services

Together, we pool our resources and carefully steward our gifts, leveraging our collective strength to provide the care our members need. Together, we walk the path toward financial, emotional, and physical well-being, so all might experience God's abundant life. Together, we are church.

In 2017, our community's size and scope allowed Portico to:

**Deliver personalized support that helps our members live well.**

- Skillful Portico Care Coordinators by Quantum Health helped more than 70% of members with ELCA-Primary health coverage navigate the complex world of health care.
- More than 400 members enrolled in Livongo's innovative diabetes management program to make living with diabetes easier and more cost-effective.
- 35% of our sponsored members used Portico's Retirement Planning Tool to get a comprehensive picture of how much they're saving, and how it might last in retirement.
- 3,500+ members gained a better understanding of their financial picture after talking with our new in-house team of credentialed Portico Financial Planners.

**Exceed our goals for practicing good financial stewardship.**

- Over and above a record-breaking year for the markets, the expertise of our investment management team demonstrated our commitment to a long-term, diversified approach to investing.
- For the second year in a row, administrative efficiencies and innovative plan adjustments allowed us to hold our baseline increase for ELCA-Primary health benefits to 5% — below the national trend of 6.5%.
- Benefiting from the run of growth in the markets and strategic fund management, we announced a 4.0% increase in the ELCA Participating Annuity payments for 2018, the sixth consecutive annual increase.

**Speak with one voice on behalf of those who serve the church.**

- As part of the Church Alliance, Portico joined with 37 other denominations to advocate for legislation to protect 403(b)(9) plans designed to help churchworkers save for retirement.
- On behalf of ELCA investors, our shareholder advocacy team championed a history-making climate-change resolution at a major energy-producing company.

The church is a shining example of what happens when we come together to care for one another. Lives are changed, hearts are touched, hurts are healed, hope is shared. We are grateful to lead the ELCA in the good work of wellness, and thankful for your partnership that makes this possible.

We are church together — and together, in Jesus' name, we are creating abundant life for those who serve.

## **Regional Renewal Tables Report 2017-2018**

*“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 Renewal 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 Renewal 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 Renewal 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 Renewal 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.

Over the last year two spiritual grounding workshops have happened on either end of the synod, two evangelism workshops (Sharing Jesus without Freaking Out) and two leadership retreats.

## **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).

### **Congregational Development and Vitality**

#### *Congregational Development*

Upstate New York Synod currently has two congregations under developer – South Wedge Mission, Rochester and West Central Rensselaer County Lutheran Parish, 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.

West Central Rensselaer County 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. By the time Synod Assembly comes this new community will have a different name, as they are in the final stages of articulating their identity and mission for the first part of their journey of new growth.

Appleseed Outreach, Syracuse has just entered their second 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 anywhere between 20 and 40 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.

One final note. Last year we had another synodically authorized worshipping community, Yeshurun Lutheran Community, Buffalo. This was a community among Ethiopian and Eritrean refugees. After over a year of seeking to grow this community from a handful of people their mission developer, Pr. Yaekob Sibhat, and the Director for Evangelical Mission discerned that for this season growth would not be possible and c As world Lutheran communion continues to grow in size and spiritual depth, we also need to grow in our understanding of one another and the ELCA's commitment to supporting and affirming people of all genders and identities.

#### *Congregational Vitality*

Over the last two years at the Churchwide level conversations around congregational renewal have included the language we use when engaged in this work. There has been a definite shift away from talking about congregational renewal and redevelopment to congregational vitality. Inherent in the word redevelopment is a sense that the congregation is now is broken and needs to be fixed or start over, rather than the hoped for meaning that they are ready to engage an intentional process for helping disciples grow deeper in their relationship with God and their neighbors and create a new mission plan for their congregation. This is a conversation we will take up with the teams at their meetings this year to think if the language shifts are important for us.

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

Alongside the language shifts at Churchwide are also the foci of work with congregational vitality. There will be more to come over the course of the year but there is now focus on innovation and learning, evangelism and supporting synod strategies for vitality (we have already been granted funding for our synod's strategy).

### **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.

Finally, in addition to what all the teams do, Team East and Team GFL have expanded how they are thinking about their work. Team GFL takes a holistic approach to their work, seeing updated constitutions and reviewing the MSP also as signs of vitality in a congregation because it means they are regularly attentive to administrative details and not remaining stagnant in their mission. Team East is now hosting quarterly gatherings for congregational leaders in their area around aspects of ministry that have their hearts burning, to draw back to the Road to Emmaus. Their first event is June 12 where they'll spend the evening wondering and playing with faith formation.

Great work is being done by the faithful, determined and hard-working members of the Regional Renewal 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

**REPORT TO THE SYNODS OF REGIONS 7 AND 8**  
**REV. DR. PAUL BAGLYOS**

Greetings to you, People of God, in the fifteen synods of Regions 7 and 8, as you prepare for the work of our church in this 2018 season of synod assemblies.

I am pleased to serve among you as a deployed staff partner in our Evangelical Lutheran Church in America. My current role is to provide candidacy and leadership support for the synods of these two regions. That work involves collaboration with your bishops, synod staff leadership teams, candidacy committees and candidates. “Candidacy” is the term by which the ELCA refers to the identification and formation of women and men preparing to serve as pastors and deacons in the rostered ministry of this church.

Candidacy involves a partnership between congregations and other local worshiping communities, seminaries, synods and the churchwide organization of the ELCA. One of the four guiding principles articulated by our Presiding Bishop, Elizabeth Eaton, is that “we are church together.” Candidacy is a good example of how that principle relates to practice. The work of candidacy involves the attention of all of us in the ELCA.

A recent news release from our churchwide organization highlights the collaborative nature of our work in candidacy. That release can be accessed through this link: <http://elca.org/News-and-Events/7911> I heartily recommend that all of you who read this report would also read that release and open its own embedded links for further reflection.

Finally, I remind all of you that the Model Constitution for Congregations of the ELCA includes the shared responsibility to “seek out and encourage qualified persons to prepare for the ministry of the Gospel” (C12.04.j). Although the word is not used, that detail in our congregational constitutions refers to *candidacy*. One of the ministry commitments of all ECLA congregations is to help men and women gifted for service as deacons and pastors to discern a potential call to rostered ministry leadership and to respond faithfully to that call. How many of you reading this report belong to a congregation that currently has at least one member enrolled in a seminary and engaged in candidacy? How many of you reading this report might help your congregation to renew its attention to this shared commitment?

Candidacy in the ELCA: we’re in it together!

# SEAFARERS INTERNATIONAL HOUSE



## Seafarers International House

Harbor of Hospitality

123 East 15th Street, New York, NY 10003  
212-677-7800 (even days a week, 24 hours a day) — info@silnyc.org — www.silnyc.org



Rev. Marsh Luther Drege  
Executive Director

We plan to make a difference. We plan to be part of God's plan. That's why we stand with seafarers. We stand with immigrants. We stand with domestic violence survivors and victims of human trafficking.

The numbers to be right tell part of that story, but what they merely tell is that Seafarers International House is in the most unique position to elect seafarers in seven different ports, and house immigrants who are just coming out of detention or other challenging circumstances. What these numbers tell is that, while we maintain our ministry of presence to seafarers who come into the ports or who stay at our guesthouse, our robust growth has been especially seen in the number of individuals and the number of nights (1,971 nights provided in 2017 compared to 805 in 2016) where we provide room in the inn for the most vulnerable of immigrants.

Indeed in 2017 we budgeted \$40,000 for aiding the asylum seekers who come stay with us and you actually invested over \$20,000 to assist and house these asylum seekers our way. Obviously the need was greater than our plans and that is okay. "For I know the plans I have for you," declares the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future." (Jeremiah 29:11). We are planning for the need by being open to whose need it is. We plan to

### Mission Highlights

Seafarers	2017	2016	2015
Ships Boarded	1,335	1,686	1,852
Seafarers Visited	17,438	18,970	21,500
Van Trips	2,680	3,145	4,074
Seafarers Transported	8,679	7,661	11,478
Christmas-at-Sea Gifts	1,775	1,771	2,226
Immigrants			
Refugees / Asylum Seekers	31	23	12
Lodging Nights	1,971	805	709
Community			
Domestic Violence / Human Trafficking	27	8	14
Local Disaster Victims	168	72	56
Youth Service Gatherings	10	5	4
Church Gatherings	225	181	173
Community Gatherings	497	398	447

2017 was an unusual year for the port mission. Two port chaplains experienced serious health issues (shoulder surgery and stroke), removing them from service each for a month, another port chaplain experienced family health issues, removing her from service for one month, and two of the ports (Guantanamo, Philadelphia) experienced a significant drop-off in ship arrivals in the last two months of the year. Based on the first nine months experience and adjusting for the impact of these health issue and ship arrival factors, the number of ships boarded would have been 1,830, the number of seafarers visited would have been 18,500, the number of van trips would have been 3,000 and the number of seafarers transported would have been 8,000.

serve where the grace of God is most needed and our board of directors and supporters back that plan with all their resources and passion.

We currently plan also to take stock of our mission center, which is our guesthouse in Manhattan. After more than 30 years it is showing its age, and we are called to be good stewards of this valuable resource. Our Facilities Working group is actively looking at the infrastructure of what our building needs are for another 30 years of service.

Concurrently, our leaders are looking at our mission strategy and planning for emerging needs.

"This rock is iron; we are the Lukhema response to the urgent needs of vulnerable seafarers and immigrants and, with your help, we will continue to plan for those needing our unconditional love today and into the hope and future of tomorrow.

Blessings,

*Marsh Luther Drege*

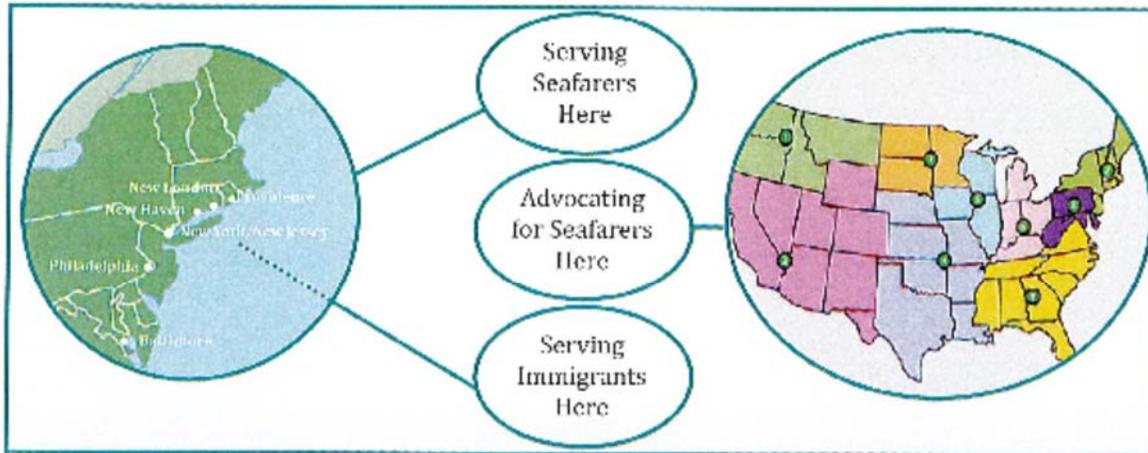
**Remember, our Guesthouse also accommodates church gatherings and civic groups traveling to New York City in connection with their missions and needing safe, affordable lodging. Through these accommodations, we support your missions. And by staying here, you help to support our mission to seafarers, immigrants and other displaced persons.**

*Sleep Well, While Doing Good*



YEAR IN REVIEW

# SEAFARERS INTERNATIONAL HOUSE-continued



## Non-Polarizing Advocacy

*"We have entered a whirlpool. Social conventions, economic truths and political consensus have been upended. Nearly all our self-evident values have been sucked into a vortex of fear, doubt and denial."*

That's how we at Seafarers International House saw the world in January 2017. Little has changed since then, and we are challenged to articulate our role as an ELCA social ministry to seafarers and immigrants in this polarized environment.

Seafarers just need a little time in port to disembark their ships, stand on *terra firma*, do some shopping, mingle with people ashore and return to their ships. Only the United States requires disembarking seafarers to hold visas in order to protect our homeland security.

Immigrants just try to escape violence or seek a better life or grew up here not knowing they were undocumented. They are subjected to workplace and residential raids, imprisonment and deportation, in order to protect our cultural heritage.

Collectively, we need to uphold and advocate for the common good of all humanity. Part of that collective effort is Seafarers International House's mission to seafarers and immigrants. Presiding Bishop Elizabeth A. Eaton has stated, *"As Lutherans, we live out our biblical calling by serving in ministries with migrants and refugees in our communities and advocating for laws that reflect this commitment."*<sup>1</sup> We will continue to stand with and advocate for our seafarers and immigrants.

But we must listen too, especially to the people with whom we disagree, lest we lose the possibility of learning and the opportunity of reaching common understandings. We must become eloquent listeners, willing to allow ourselves to be persuaded by those people with whom we disagree.<sup>2</sup> That willingness will breed trust; that trust will overcome fear, doubt and denial; and we may recover our better values and the common good.

1. Rev. Elizabeth A. Eaton, *Statement on Dreamers*, February 9, 2018

2. Robert B. Reich, *The Common Good*, Alfred A. Knopf, New York 2018



Seafarers International House is a Lutheran response to the urgent needs of vulnerable seafarers and sojourners

# **SECRETARY OF THE SYNOD COUNCIL REPORT**

**June 2017 to March 2018**

(Exhibits mentioned can be obtained from the Synod Office)

## **JUNE, 24, 2017**

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

## **SEPTEMBER 16, 2017**

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

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

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

**NOVEMBER 18, 2017**

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

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

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

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

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

**JANUARY 20, 2018**

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

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

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

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

**MARCH 16-17, 2018**

SC18.03.01 To adopt the Consent Agenda.

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

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

NOW, THEREFORE, it is hereby:

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

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

SC18.03.03 To adopt the 2019 Mission Plan.

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

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

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

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

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

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

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

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

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

(Exhibits mentioned can be obtained from the Synod Office)

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



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

## **ST. JOHN'S LUTHERAN HOME FOR CHILDREN REPORT FOR THE UPSTATE NEW YORK SYNOD ASSEMBLY - 2018**

Continued

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; First, Blasdell; Crossroads, Williamsville; Zion, Clarence Center; Prince of Peace, Depew; Parkside, Buffalo; Good Shepard, North Boston; Good Shepard – Tonawanda; St. John, West Seneca; Resurrection, Buffalo; Holy Trinity, Buffalo ; Grace, Buffalo; North Park, Buffalo and Lord of Life, Depew.

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 meetings, support and dinners that will 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



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

2017 was a much better year for St. John's. Our investment return for 2017 was up by roughly \$40,000 and we were able to hold our grant allocations the same as for 2016. We're still very watchful of our investments on a monthly basis. We were thankful we were again able to provide \$91,600 for direct grants to: the Youth Director for Niagara Frontier Conference of the Organic Youth Organization, RAG time Bible Camp Program for youth at Resurrection Lutheran Church. In addition St. John's supported Lake Chautauqua Lutheran Center's Summer Camp, St. Peter's Lutheran School in Sanborn, N.Y. and Seneca Street CDC's after school and summer camp youth programs. We were also able to provide \$6,750 in special grants, which include LCLC Camper-ships, Organic Youth backpack program and LCLC's Quilt Auction. Thanks to the overwhelming response from the 2016 Lutheran Awards Dinner, we were again able to offer (2) scholarships again for 2017, they are: Ryan Boling – St. John's, Williamsville and Katie Wood – Hope, Arcade. This was the 10<sup>th</sup> year we were able to award college scholarships in the name of Edward G. Kin- kel, deceased past president of St. John Lutheran Home for Children Board.

In addition, St. John's continued to support the MORE program through the Clarence Center United Methodist Church, for \$500. Our expenses were up by \$800 with \$1,000 being held on retainer due to legal fees for IRS regulations. We did manage to keep our program to expense ra- tio at 9.6%. That is 90.4 cents going to program and 9.6 cents going to operations out of every dollar earned. Given the fact we had increased expenses, 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 mandat- ed changes. The building and land were sold and the assets invested. With this, the current mis- sion of St. John's board was born with the purpose to support area youth and youth organiza- tions 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 \$4.5 Million in grants to support youth.

For 2018 we will continue our base and challenge grant funding. We're proud of the success sto- ries reported by our Grantees, in which many have seen increased outside support due our chal- lenge grant process. What the process is, that our "grantees" will still receive a monthly support check, plus a 10% Challenge Grant. When they raise matching funds, prior to an event, St. John's will match the funds by 100% up to a given amount. The end result should be the same support that they received since 2016. The funding varies, based on their grant requests, by organization.

St. John's current officers for 2018 are: Ms. Judy Polowy-North Park, Buffalo, President; Mrs. Gail Dietz – St. Peter, Sanborn, Vice President; Mr. Ronald Peters – All Saints, Hamburg,

Recording Secretary and Executive Secretary; Mr. John Crawford; St. John's Williamsville, Treasurer and Mr. William Dannebrock – Christ, Amherst, Financial Secretary.

## **SYSTEMS ACADEMY REPORT TO THE UPSTATE NEW YORK ASSEMBLY**

Shortly after this assembly, I will be attending a gathering of the ELCA systems academy in Chicago. That meeting will mark the completion of three years of my participation in the academy with the anticipation that I will continue for one more year. The academy was begun as a joint project of the ELCA bishop's office and twelve participating synods. Its purpose was to immerse one leader from each of those synods (I am that person from Upstate NY) in a four year process of study and family work to develop new ways of thinking about the church, the process of change and fostering stronger interpersonal relationships. The work of the academy centers around the theory first observed and described by Murray Bowen.

Participants in the academy are charged with the responsibility of bringing their insights and skills to be shared with others on the territory of their synods. Since the last assembly, I have been involved in that effort in three primary ways.

I have been convening a group of ten leaders from our synod and coaching them in family systems thinking and its applications in the church. In a way this effort builds on earlier projects of mine, bringing Peter Steinke onto the territory of the Synod to do training with about fifty people. The group that Now convene and coach meets 6 times-a-year and has been doing so for about a year-and-a-half.

I have begun a series of Healthy Congregations workshops in the Syracuse area. About 30 participants have been attending from local, mostly Lutheran congregations. The workshops use systems principles to build leadership capacity and help persons understand more effective ways of managing anxiety.

The third primary initiative has been to become a trainer of Healthy Congregations workshop facilitators. In February, I organized a group of ten persons to be trained in an ecumenical training event that I co-led with Episcopal Fr. Papazoglakis in Clifton Park. Five Lutheran and five Episcopalian facilitators were trained at the two-day event.

In addition to the above initiatives, I have been available for coaching and leading other workshops. I am grateful for the opportunity that my participation at the academy has given me and I look forward to this next year.

Rev. Gregory A. Tennermann

# United Lutheran Seminary

## GETTYSBURG + PHILADELPHIA

At United Lutheran Seminary, we have a new understanding of Jesus' words from the Gospel of John: *Unless a grain of wheat falls into the earth and dies, it remains just a single grain, but if it dies, it bears much fruit.*

We are a new seminary, born out of our predecessor schools with over 300 years of experience in theological education. Many people have sacrificed their time, talent, and resources to bring us to this point. The sacrifices continue, as does the work of United Lutheran Seminary.

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*We look to the future of the church in which all are empowered to bring God's reign into fullness and fruition.*

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On both the Philadelphia and Gettysburg campuses, we look to those who have gone before us in order to learn those core convictions of our confessional learning that hold us steadfast in grace. We call on the excellence of our alums to provide us with benchmarks and goals for our current students. We remember the suffering of those who fought on our campuses, both in the Revolutionary and Civil Wars. We look to the future of the church in which all are empowered to bring God's reign into fullness and fruition.

As recipients of these gifts, we are working diligently to raise up leaders for an ever-evolving church. We are striving to keep the best of our predecessor schools:

- The Urban Theological and Town and Country Institutes.
- A strong, diverse faculty.
- The best support from alumni and synods of all the ELCA seminaries.
- And of course, your prayers and support that sustain us from day to day.

There have been some birthing pangs along the way. In March, after much prayer and discernment, our board made the difficult decision to have the president step down. We continue the process of building our administration and faculty, with multiple search committees working diligently to make sure the needs of our students are met by the best-qualified candidates. And we are working through the challenges of bringing together two established schools with their myriad traditions and best practices.

There are many highlights to our first year. United Lutheran Seminary has record enrollment numbers. This past fall, 78 new students enrolled. Thirty-five additional new students have enrolled this spring. This is significantly higher than the combined incoming classes of our predecessor institutions, where enrollment of new students was 15 to 20 in the spring semester.

As these emerging public leaders join us, we are proactively helping to reduce the problem of student debt. All full-time ELCA, residential students in the candidacy process receive full-tuition scholarships at United Lutheran Seminary. In the two years that we have offered this initiative, there has been a dramatic drop in the level of borrowing as each new class enrolled. Prior to offering these scholarships, 70-85% of new students financed part of their seminary education by borrowing through the federal loan pro-

## United Lutheran Seminary—continued

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As these emerging public leaders join us, we are proactively helping to reduce the problem of student debt. All full-time ELCA, residential students in the candidacy process receive full-tuition scholarships at United Lutheran Seminary. In the two years that we have offered this initiative, there has been a dramatic drop in the level of borrowing as each new class enrolled. Prior to offering these scholarships, 70-85% of new students financed part of their seminary education by borrowing through the federal loan program. That rate has dropped to just 22% of new students financing their education with loans.

*Unless a grain of wheat falls into the earth and dies, it remains just a single grain, but if it dies, it bears much fruit.*

New technologies are making it possible for classrooms on both campuses to come together in virtual environments to discuss theology, study scripture, and discuss best practices for ministry. In addition, we are creating new life-long learning opportunities for pastors, deacons, and lay leaders in all fifteen synods of regions seven, eight, and beyond.

Last September, the Association of Theological Schools visited both campuses and concluded that “ULS has in place the required authorizations and documentation to deliver theological education as a school in good standing.” This ensures our future as an institution of higher education that meets and supersedes the benchmarks placed before us by all accrediting agencies. Sacrifices will continue to be asked of those who serve and support the school. It is the nature of our servant leadership to do so.

In this time of interim leadership, we are focusing on three priorities:

- Nurturing diverse, culturally competent Christian leaders and communities.
- Developing new pathways for theological education (e.g., continuing education, M.A. programs, and distance learning programs).
- Cultivating partnerships within and across institutions.

We are moving forward with each of these by launching a ULS Diversity Task Force, entering into conversations with synods and foundations to explore means of reaching new students, and discovering ways to provide resources for public Christian leaders – students, alumni, and other church leaders – for ministry in the 21st century.

*United Lutheran Seminary is a place of extraordinary education, living into the power of death and resurrection through our shared experience and learning.*

## **United Lutheran Seminary—continued**

Most importantly, ULS strives to foster a diverse community of faith where people come to meet Jesus and each other at the table of God's grace. During our recent time of discernment and conversation, the ULS board heard the concerns and pain of the students, faculty, and staff. The decision to remove the former president was not made lightly, but was done with care and compassion for the needs of the institution, as we believe the future of ELCA congregations in the Northeastern United States calls for a robust academy of learning for future rostered leaders, with a healthy and vibrant community of *koinonia* and trust. To this end, we are committing considerable resources for counseling and sensitivity training for everyone in the ULS community. In this context, we will work to forge a new sense of mission and purpose so that our graduates are empowered to serve the church of the 21<sup>st</sup> Century.

Without endings, there can be no new beginnings. Without dying to the self, there is no hope of new life, no chance of resurrection. United Lutheran Seminary is a place of extraordinary education, living into the power of death and resurrection through our shared experience and learning. It is a story of sorrow and love, suffering and hope.

**We are grateful to you for continued prayers, financial support, and compassion as we move forward in faith. We ask you to join us on this journey in every way possible. God bless you in your ministries to the church and the world.**