

SYNOD COUNCIL MEMBERS

Present

The Rev. William Baum
The Rev. Christine Bohr
Ms. Rene Chapman
Mr. Alan Chen
Ms. Elizabeth Hoffmann
The Rev. Abraham Lu
The Rev. Barbara Lundblad
Mr. Paul Jensen, Treasurer
The Rev. Paul Johnsen
The Rev. James G. Krauser, Secretary
Mr. John Litke, Vice President
The Rev. Abraham Lu
Dcn. Paul Lumpkin
Mr. Kamy Moghbeli
Dcn. Gayle Ruege
Dcn. Carol Straub
Dcn. Edward Tatlian

Excused

The Rev. Dr. Stephen P. Bouman, Bishop
Ms. Joanne Means

Absent

Mr. Matthew Gieser
Ms. Elizabeth Hurst
The Rev. Stephen Marsh

AUXILIARY REPRESENTATIVES

Mr. Charles Kalhorn, LMM

STAFF

Mr. Tony Aguilar
The Rev. David Anglada
The Rev. Cherlyne Beck
Ms. Joanne Strunck
Mr. Robert Parker

I. CALL TO ORDER Mr. John Litke

II. DEVOTIONS The Rev. William Baum

III. ADOPTION OF AGENDA

The agenda was adopted as received with minor adjustments.

IV. MINUTES, 10 June 2003, consideration of

The minutes were adopted as corrected:

- The Rev. Paul Johnsen was not present at the June meeting, as recorded;
- Financial Management Committee on page 3, K.2. should read: The charter calls for 5-8 persons *in addition to the treasurer.*

V. REPORT OF THE BISHOP (In Bishop Bouman's absence, portions of his report are taken from an email to Synod Council)

A. Suggestion for partial funding of Rev. Robert Hoffman's ministry in Lower Manhattan

Bishop Bouman has suggested that Synod Council consider a tithe of \$75,000 from the sale of Christ, Yonkers to support Pr. Robert Hoffman's ministry in Lower Manhattan over a three-year period. Pr. Beck reported that this matter is under discussion by the Financial Management Committee, as part of their work, and is being addressed by the Executive Committee. It will be brought before Synod Council again at the November meeting.

Pr. Christine Bohr said that she, while supporting the ministry of Pr. Hoffman in Lower Manhattan, did not feel this rose to the level of a "tithe" in the sense of going beyond supporting ourselves. She believed the tithe should go to the ELCA, which is undergoing a serious financial crisis.

B. Communications Commission

The Rev. Chris Mietlowski has resigned as Assistant to the Bishop for Communication, citing the need for full-time attention to his parish. Ms. Wendy Healy, who has done communication work for LDRNY and has served on the MNYS Communications Commission, will become communications consultant to our synod. Her role will continue to be defined over the next months.

C. Social Ministry Organizations

Mr. Paul Jensen reported that the CEOs of the Social Ministry Organizations have been meeting regularly since the spring, and are moving in the direction of an alliance of Lutheran social service ministries in New York. **Attachment A** identifies the marks of this alliance and **Attachment B** is a background paper Bishop Bouman developed for the purpose of this alliance.

D. Ms. Lily Wu has joined the staff as Assistant to the Bishop for Immigration Outreach (Asian), at 21 hours per week.

E. Pr. Cherlyne Beck's report

1. Quadrant Meetings are taking place in our synod during the month of September, the first of which was well attended; the second less so. She encouraged Synod Council, as leaders, to attend and to talk with their pastors and colleagues about attending. Our newly- formed Commission on Evangelical Outreach is the focus.
2. On November 6-7 there will be a workshop on "Maintaining the Integrity of the Pastoral Relationship" (boundary workshop). All persons on the ELCA roster are required to attend, if they have not already done so.
3. In meetings in six locations throughout the synod, Bishop Bouman will be meeting with pastors for prayer, pericope study, lunch and conversation about relationship and stewardship issues.

F. Appointments:

1. Audit Committee.

The charter for the Audit Committee calls for three persons. One (Ms. Marie Wurst) was appointed at the June Synod Council meeting. Synod Council consented to the further appointment of Mr. David Jacobson, a member of Saint Peter's, Huntington Station; and Mr. Alan Rubenstein, a member of Cross of Christ, Babylon.

2. Compensation Guidelines Committee

The charter for the Compensation Guidelines Committee calls for five persons. Four (Mr. Bob Hastedt, the Rev. Jane Gaeta, the Rev. Al Martin, and Ms. Ellen Jetto) were appointed at the June Synod Council meeting. Synod Council consented to the further appointment of Ms. Elizabeth Munz, a member of Christ, Islip Terrace.

G. Calls

1. RESOLVED that Synod Council call Ms. Rose Ann Foege as Vice-Pastor, _ time and without terminus, at Ascension Lutheran Church in Glendale, New York, effective November 9, 2003. (Issued under ELCA continuing resolution 7.44.A96.b.1.5)
2. RESOLVED that Synod Council call the Rev. Annele Martin as Interim Pastor at New York Finnish Lutheran Church, effective October 26, 2003 through June 30, 2004. (Issued under ELCA continuing resolution 7.44.A96.b.1.5)
3. RESOLVED that Synod Council call the Rev. Dr. David Burke as Interim Pastor at Holy Trinity Lutheran Church in Manhattan, effective October 5, 2003 through April 11, 2004. (Issued under ELCA continuing resolution 7.44.A96.b.1.5)
4. RESOLVED that Synod Council call the Rev. Michael Church as Vice Pastor, part-time and without terminus, at Christ Lutheran Church in Newburgh, New York, effective November 1, 2003. (Issued under ELCA continuing resolution 7.44.A96.b.1.5)

ACTION (SC03:9/1) RESOLVED that Synod Council approve all of the above calls.

ADOPTED

H. Staff Reports

1. Mr. Tony Aguilar

- Urban Empowerment Fund (UEF) and Center for Public Theology (**Attachment C**)

Mr. Aguilar reported on the loan arrangement between the UEF and the Center for Public Theology (CPT). An advance was made by UEF to the Center for Public Theology, half of which has been repaid out of funds raised by the CPT. Technically this is not a loan, but a funding of a program of the synod. The goal is for the CPT to become an independent Not-for-Profit. One possibility is that it would become part of Wagner College and be funded by Wagner.

Pr. Barbara Lundblad asked what, if any, relationship exists or is contemplated between CPT and the local seminaries or Lutheran Theological Seminary in Philadelphia. Mr. Aguilar said there has been contact with some institutions but no real connections at this time.

Mr. Aguilar was asked to clarify the work of the UEF. Interest on principle is used annually to give grants to local ministry programs and to host programs under its own auspices. Initial funding came from a recovered grant which had been used to fund Nehemiah housing.

A booklet on the work of the Synod Life Team was distributed to the council.

- Lutheran Statewide Advocacy (LSA)

Mr. Aguilar updated council on the Lutheran Statewide Advocacy and who from the synod has been working with that agency. He is waiting to get a clearer picture on the direction of LSA before we appoint members to its board.

2. The Rev. David Anglada – Iglesia Luterana Zion, Harlem (**Attachment D**)

Pr. Anglada spoke of our ministry at Zion in East Harlem, the oldest Latino Lutheran church in New York City. The current neighborhood has shifted from Puerto Rican to Mexican, and there are some challenges

between these two communities. The ministry had been under the care of the Rev. Antonio Contreras for 51 years until his retirement in June, 2003. The congregation has agreed to allow him to remain in the parsonage. Both the parsonage and the church are in disrepair. The building is about 115 years old. Pr. Anglada will be looking for financial support to repair the building. Synodical administration is a possibility. Pr. Anglada foresees Zion as a second generation Latino congregation. He sees great potential for ministry in East Harlem

VII REPORT OF THE TREASURER

Mr. Paul Jensen

Mr. Jensen discussed the Mission Support Statement (**Attachment E**), saying we are lagging 5 % behind last year. He provided a graph (**Attachment F**), which shows Mission Support comparisons since 1998. We have been in a steady downward spiral since 1999. Sale of stock and influx of capital from the sale of the Yonkers property has served as a bridge to cover expenses. Mr. Jensen expressed deep concern over this trend. He said the council has been hampered by the inability of our software to produce the regular financial reports. That problem is almost solved.

Discussion ensued about expenses and oversight in “synodical administration” and exactly what that term entails. We continue to seek expertise in this area.

Pr. Lundblad asked Mr. Jensen if the current shortfalls were attributable to any specific issues. Mr. Jensen observed that it seems to be more a sign of the times, and that these issues are nationwide.

VI. OLD BUSINESS

A. Synod Council mission support calls

Pr. Beck was called upon to discuss the next round of contacts to be made with the congregations of the synod by members of the leadership. Pr. Wollenburg is responsible to set up this year’s round of meetings and training. Our priority is to first visit with those congregations which were not visited last year. She stressed the importance of all sharing the work to make the burden light. All Synod Council members are expected to participate. Any problems are to be reported to staff.

B. Report from Financial Management Committee (FMC) on Redeemer, Queens Village

At the last Synod Council meeting a request for a loan had been received from Redeemer and the matter was referred to the Financial Management Committee for

advice. The Executive Committee, at its July meeting, received the recommendation and, based on their advice, declined to make the loan. The FMC was asked to develop guidelines to provide a structure for these kinds of situations.

Mr. Jensen reported that Redeemer did end up receiving a grant of \$5,000 from the Ressemeyer Fund, which exists to provide assistance to Lutheran Schools.

C. Congregational Constitutions The Rev. James Krauser

Constitution approved - with suggestions

Saint Peter's Lutheran Church, Manhattan

Constitution submitted

Atonement Lutheran Church, Saugerties

Constitution process begun

Holy Trinity Lutheran Church, Brooklyn

D. Congregations under synodical administration

- Hope Lutheran Church, Scarsdale

The situation at Hope is complex. The pastor at Hope, the Rev. Carla Meier, will be asked to meet with the Executive Committee. There should be more information for Synod Council by the November meeting.

- Christ Lutheran Church, Yonkers: The money has been received; the check deposited.
- Holy Trinity, Hollis

We are in process of getting title to Holy Trinity. The initial work has been completed and the school has been opened. Much work remains to be done. There is continued concern over the safety of the children.

E. Parochial Report.

The importance of receiving these reports was reiterated. Is it time for "tough love"?

F. Vice-president Litke reminded Synod Council of the new constitutional requirement for attendance at Synod Council meetings. Joanne Strunck will keep a

matrix of attendance so no member will be unaware of their standing under the new rule. The new requirement is as follows:

S10.06.01 Any member of the Synod Council who is absent from four (4) successive regularly scheduled meetings of the Council or whose overall attendance is less than 50% in a twelve (12) month period shall have their office at once declared vacant and a replacement shall be provided in accordance with S10.03.f

- G. Secretary Krauser reported that the Constitution changes from the ELCA Assembly and the minutes from our Synod Assembly will be forthcoming.

VII. NEW BUSINESS

A. Election of Executive Committee

Nominations: The Rev. William Baum, the Rev. Paul Johnsen, the Rev. Barbara Lundblad, Ms. Elizabeth Hoffman.

Nominations were closed.

The secretary was instructed to cast one unanimous ballot for the four nominated candidates.

ELECTED: Pr. William Baum, Pr. Paul Johnsen, Pr. Barbara Lundblad, Ms. Elizabeth Hoffman

B. Synod Council election to complete term of Amandus Derr

It was the recommendation of the Executive Committee not to fill vacant seats at this time, as Pr. Derr's term expires in the spring of 2004 and our current constitution makes such an election rather complicated.

It was noted that another Synod Council seat will become vacant in January when the Rev. Stephen Marsh moves to a new call outside of our synod.

C. First Call Theological Education (**Attachment G**)

Pr. Beck presented the following resolution from the South Central Synod of Wisconsin:

Whereas First Call Theological Education (FCTE) is a three-year structured program of theological education designed to assist newly called leaders in the transition of

rostered ministry,

And whereas the ELCA adopted the FCTE program at Churchwide Assembly in 1995,

And whereas since 1996 there have been churchwide standards and guidelines for FCTE,

And whereas it is the responsibility of synods with regions, congregations and rostered leaders to plan and support FCTE,

And whereas the churchwide organization's responsibility is to assist in the overall implementation, research and evaluation of the program and be a communications link with those administering the program and provide access to resources,

And whereas to date there has been no churchwide funding for coordination of this essential program (except funds dependent on grants),

And whereas recent surveys and evaluations of FCTE all affirm the vital role the program plays in the lifelong learning of our newly rostered leaders,

ACTION (SC03:9/2): BE IT RESOLVED that the Synod Council expresses to the ELCA strong encouragement to fund ongoing coordination/oversight and continued development and support of First Call Theological Education through the Division for Ministry.

ADOPTED

D. Elections process for 2004

- a. Resolution regarding conference right to nominate to specific offices in this election
(Attachment H)

ACTION (SC03:9/3) RESOLVED that Synod Council approve the rotation chart as presented in Attachment H)

ADOPTED

- b. Resolution pertaining to key dates for the process

The following are established as deadlines for the elections process for the 2004 Synod Assembly (May 22-24) in accordance with the MNYS governing documents:

- List of Synod Council *Position Assignments* sent to Deans by October 1.
- Quadrant Deans provide nominations to Nominating Committee to synod office by December 1

- Return of *Conference Meeting Report* and *Conference Nominee Nomination Forms* to synod secretary by December 10
- Bishop's Office provides a full list of proposed Nominating Committee members by December 15 (and ratified by Synod Council at the next regularly scheduled meeting).
- Synod Secretary provides a list of offices for which nominees are sought to *Metroscope* and other venues and to the Nominating Committee during the week of January 4, 2004
- Full slate of nominees publicized by March 1
- Written nominations from voting members due to Nominating Committee by May 13.

**ACTION (SCO3:9/4): RESOLVED that Synod Council adopt the schedule of dates for the election process, as presented above.
ADOPTED**

- c. Resolution regarding nomination form (**Attachment I**)

ACTION (SC03:9/5):RESOLVED that Synod Council approve the *Nomination Form* as presented in Attachment I

Vice-president Litke pointed out that the *Nomination Form* now requires the signature of the person being nominated.

- d. Report from the conference meeting at which nominations for Synod Council office are made (**Attachment J**).

ACTION (SC03:9/6):RESOLVED that Synod Council approve the conference nomination report as presented in Attachment J.

ADOPTED

- E. Resolution from Financial Management Committee (FMC) for the formation of a Personnel Committee (**Attachment K**)

Substitute motion from the Executive Committee:

ACTION (SC03:9/7): RESOLVED that the Synod Council establish a task force to recommend a governance structure for managing personnel policy, salaries, and performance reviews.

ADOPTED

The Rev. Cherlyne Beck, Vice-president John Litke and two others will comprise this task force.

F. Resolution from the FMC regarding 2002 audit comments (**Attachment K**)

Mr. Jensen reported on the following resolution, which was passed unanimously by the FMC. It does not require a Synod Council vote:

RESOLVED THAT the FMC inform the Synod Council that the response from management (staff) has been reviewed and that the FMC is satisfied that each of the auditor's comments have been or are being dealt with and that the same problems will not reoccur.

G. Resolution from FMC regarding the addition of a support person for the Development and Business Offices (**Attachment K**)

ACTION (SC03:9/8):RESOLVED that the Synod Council approve the addition of a support person for the Development and Business Offices to the Synod Staff to begin October 1, 2003 for a salary of no more than \$35,000 per year with full pension and benefits.

ADOPTED

This position is being primarily funded through a two-year grand from the ELCA

H. DEANS' REPORT

The Rev. Terrence Weber, STS

No report

I. DIACONAL COUNCIL REPORT

Deacon Ed Tatlian

- The council will be meeting on September 27 to begin interviews.
- New deacons will be set apart on January 24.

J. YOUTH REPORT

Ms. Elizabeth Hurst

No report

K. AUXILLIARY ORGANIZATIONS

A. Women of the ELCA

Ms. Suzanne Canty

No report

B. Lutheran Men in Mission

Mr. Charles Kalhorn

- Mr. Kalhorn reported on the Bible pen-pal program with seafarers. So far 16 people are involved. He showed council the journals that are used in this program.
- There will be a retreat on stress at Camp Koinonia on Nov 7-9.
- An additional event for men will be held at Philadelphia Seminary the following week.

L. CLOSING PRAYER AND ADJOURNMENT

Adjournment was at 7:38 pm. Executive Committee meets next on October 21 at 3:00 pm.; Synod Council on November 18 at 5:00 pm. Pr. Beck closed with prayer.

Respectfully submitted,

Joanne Strunck
Administrative Assistant to the Bishop

REVISED DRAFT 8/26/03

Marks of the Lutheran Services of New York(LSNY) Alliance

1. *The Alliance will be the identifiable and integrated face of Lutheran services.*

A common mission statement, joint strategic planning and coordinated service delivery along with one name will facilitate public, ecumenical, and congregational partnerships.

2. *The Alliance will serve the world by being the Church.*

The Alliance is not a “para-church” group but a vital expression of the Lutheran witness in metropolitan New York. It is rooted in the word and sacrament ministry of the church and carries out its mission through service in the world.

3. *The Alliance is called to serve ALL people, particularly those most in need and most vulnerable.*

In obedience to our Lord’s command and living in the shadow of the cross, we bear witness to God’s special presence with those most in need.

4. *The Alliance will foster a strong connection with congregations and pastors.*

Joined in communion with each other and the congregations of the Synod and District, the Alliance is an expression of the whole church’s servant mission.

5. *The Alliance will be the vehicle for public advocacy.*

The Alliance seeks to build a more powerful voice on behalf of those whose voice is small. The Alliance seeks a greater capacity to shape public opinion, legislation, and budget developments. A unified public advocacy mitigates the ability of others, particularly the public sector, to pit the interests and well-being of one group of people in need versus another.

6. *The Alliance will do the “business of the church” and organize better by doing it together.*

This is a concrete expression of our core value grateful stewardship.

7. *The Alliance shares a core set of values:*

- +Grateful stewardship
- +Freedom to serve and risk
- +Vocational dignity
- +Service with the most vulnerable
- +Excellence of service delivery
- +Our fundamental connectedness must be expressed fully

Three key questions:

- Do we have enough “power” to do this?
- What is the “catalyst” for this work?
- What are the risks, obstacles, and opportunities?

“You shall be called the repairer of the breach, the restorer of streets to live in.” (Isaiah 58:12)

1. Foundations

A History of Welcoming the Stranger:

Southwest Brooklyn is the motherhouse of Scandinavian Lutheranism in New York City. It was the church which accompanied the immigrants as they made a stand in the new world, helping people find jobs, housing, hearth, community. Brooklyn is known as the borough of churches and as you drive along the Gowanus Expressway the sky is pierced by their steeples erupting from working class streets. The spiritual hunger of a people longing for and creating a home was answered by the spires of Brooklyn. It was the same for Germans in Inwood and Yorkville, and the idea of welcoming the stranger and walking with them in their daily lives in the new world is in the DNA of every congregation. These churches which welcomed the stranger were the building blocks of the social ministry organizations of our metropolis. There was a time when the parishes banded together to create strong institutions of care and healing. There was a time when there was a direct and visceral link between the pulpits, fonts and altars of these immigrant parishes and the social ministry institutions they birthed. It is time to go back to the future.

Shared Spiritual Values:

Earlham College took two values from their Quaker tradition and built their institution around them. One was “egalitarianism” (the light of Christ is in everyone) and in their life together all are peers, there are no titles, faculty and students work together. The other was “consensus.” No decision at Earlham is ever voted on.

I believe that we have core, shaping spiritual values that already inform the work of our respective ministries, and have the power to unite us in an alliance around these primal commitments.

“Justification by grace through faith.”

-***Grateful Stewardship*** is a core value. The life of faith is a life of gratitude for undeserved grace. Our institutions take on the image of steward, encourage generosity and live thankful, rather than compulsive lives.

-***Freedom*** is a core value. We are free to serve the most underserved (the “undeserving”), to risk failure, to be bold, learning organizations.

“The priesthood of all believers.”

-*Vocational Dignity* is a core value. Lutherans believe that everyone has a ministry. Excellence is a hallmark of the service provided by the priesthood of all believers. This informs an egalitarian outlook. It informs how we regard the people we serve, and how we treat and nurture our employees.

“A theology of the Cross.”

-*Serving the Most Vulnerable* is a core value when the cross is in the center. It means access of health care to all. It means welcoming the stranger. It means a bias toward the poor. It means a bias to meet need in whatever form it is found. Ministry in the shadow of the cross pays attention to the hidden and surprising ways God is with us, especially at our most vulnerable humanity.

Finally, I would lift up the idea that we look at LSA-NY and our congregations and schools as comprising **ONE PARISH** with Word and Sacraments as the heartbeat. The ethics of Eucharist (everybody eats, there’s a place at the table for everyone) and baptism (everybody belongs, all have ministry) will keep us connected and nurture the above values. Below is an excerpt from my annual report to the synod assembly this spring: (please translate it into our pan-Lutheran, ecumenical, and interfaith connections).

❖ **The Synod is One Church:** As One Church evangelical outreach will be our central function and highest priority. I look at every ministry and structure of our synod as being part of one huge congregation. Imagine your local parish and all that it means to you. Now imagine that parish connected to the resources and opportunities of the Metropolitan New York Synod, and our wider Lutheran family. Think of your congregation as a stone thrown in the water (think baptismal water here) and watch the ripples go outward. You are a part of one parish that:

- In 240 missionary centers worships in twenty three languages, and is gifted by an abundant God with property, endowments, talent, programs, resources, missionary resolve, abiding faith
- Provides partners close at hand in the eighteen conferences of the synod
- Is linked to twelve social ministry organizations, with an aggregate budget of \$700million.
- “teaches all nations” through its one hundred congregations involved in high schools, primary schools and early childhood education, the resources of the Lutheran Schools Association, Wagner College, eight seminaries, and its many parish members who serve in private and public schools throughout the metropolis
- “makes disciples” in the public square through campus ministries, outdoor ministries, presence at the United Nations and in Albany
- connects you to synod resources for ministry candidates, “bridgebuilders and “healthy congregation” resources; call and vacancy processes; strategies to

reach out to our Asian, Black and Hispanic neighbors; crisis intervention; opportunities for grants and resource development; re-rooting in the community mission strategies; Lutheran Disaster Response; synod staff as trainers, coaches, equippers; and so many other ways to strengthen parish missionary centers,

- Your parish reaches around the world through ELCA global missions, Lutheran World Relief and Lutheran Immigration and Refugee Services and, specifically, to Tanzania where your friends in our companion synod can help teach us about missionary activity as the fastest growing Lutheran church in the world.

It has been central to my ministry, and that of our staff to see this synod as One Parish, to strengthen its connective tissue for the sake of the Great Commission in our territory. We are in the midst of a serious process of engaging the social ministry organizations in a conversation about deepening the ties among these ministries and with the congregations of the synod and district. When we think of congregations “at risk” we are invited anew to see them not as isolated congregations, but as part of our one parish, connected to many resources and one uniting vision.

2. A Word About Context and Two Questions:

The political, public, cultural climate for our ministries is difficult terrain for institutions like ours. So long dependent on government funding we are seeing a steady erosion of such funding. Recently, some of our institutions have had as much as \$15million dollars of collective revenues at risk in the proposed Pataki budget. Nationally, 80 billion dollars have been cut from state budgets (with the forecast that this will be the same next year). 1.7 million additional people will have Medicaid cut and be uninsured. Child care has been cut in twenty three states. It would seem that all of this would argue for the prudence of our organizations moving not farther away, but closer to their faith based roots, closer to the church. It would also seem prudent to sharpen our collective ability and resolve *as church* to witness to the above values in the public arena and to protect our ministries among the most vulnerable.

Enron and Stewardship: Look at the Enron debacle and others like it as an illustration of the values which drive the present climate. Those with power, with their hands on the levers which run things, locked everyone else into the system of trading and buying and selling and risking, which insulated them while they made off with the money. Look at our state, federal and city budgets. Those with their hands on the levers, those with leverage and power are running the game. The budget tilts their way. So when the government makes cuts, those without leverage are the first to get cut: children in schools, hungry people, the elderly, the medically uninsured, poor people. The people we serve in our institutions. We already have a public theology at work in the decisions which affect our lives: greed, pride and false entitlement. Think of the individualism and congregationalism which is as ruinous to the church as Enron's pirates were to the economy. When we lose our connection with one another we lose our sense of holy

obligation. Jesus taught that sharing the need is not a burden. In the face of this context will the world see the Lutheran family united or divided? As Gandhi said, "You must become the change you wish to see in the world." Or, to quote Paul: "You are the Body of Christ, and individually members of it."

Our world is lurching along with Enron public theology. And we see, in the words of Bernstein's Mass: "How easily things get broken." I think most of the issues in the public square, not to mention the Church run along that fault line. It's as old as creation. But so is stewardship of the public square, the art of naming and tending in the garden which makes us human. In the way of Enron we are objects of history. In the Garden we are subjects of history, actors and actresses. Naming, blessing, tending the Garden is as old as creation and inherent in bearing the "image of God." Jimmy Carter has said that the hardest thing in the world is to put a person of privilege and a person in poverty in the same room or the same conversation. We must answer the ethics of Enron with the ethics of the Great Commandment. "Love one another as I have loved you."

And so, from this context three critical questions: Why would a proposed alliance of Lutheran social ministry organizations be better for the Church and its witness in the world? Why would this proposed alliance be better for people in need, those we serve? Why would this proposed alliance be better for our respective ministries?

3. A Modest Proposal:

We would propose an alliance of Lutheran Social Ministry Organizations (Lutheran Services Alliance of New York?) which embodies the above spiritual values and the vision of one parish. We have a good model in our newest Social Ministry Organization, Lutheran Disaster Response of New York. It is a broad umbrella which created space for a variety of agencies at different levels of cooperation and funding to work together to address the September 11 disaster *as the church*, as one Lutheran family. LDRNY enables us to work with many ecumenical, interfaith and public and private agencies and leaders. It is a good model.

Alliance: We see a variety of ways in which our social ministry organizations and judicatories can be linked together. It can be a platform for full asset mergers, sharing of resources, business collaborations, ventures with congregations, incubating new possibilities.

We see two expressions to this alliance. The first expression links the whole group together through a common mission statement and identity process. It will help the person in the pew to relate to all these organizations. More and more our new members are going to be from non Lutheran, and from immigrant backgrounds. This alliance will help them grab hold of the institutional strength of their church. It will be easier for potential partners to find one open door through which to walk. When the city or developers or funders want to partner with us there will be one point of contact, one door into our collective life together. Like Catholic Charities or the United Jewish Appeal, there will be a Lutheran collective which will be identifiable, vivid, projecting the

strength, capacity and connectedness which is already ours but unorganized. This alliance will stay on message, making our spiritual values clear in our service, advocacy and public persona. This expression of the alliance will also continue to work at being an integral part of the Church, resting its life on the many local parishes and judicatories.

The Second expression will spawn project tables, syndicates of partners for new or renewed programs. The Lutheran Services Alliance in New York will come together regularly as a group of the whole to:

- ✓ Engage in strategic planning
- ✓ Share opportunities for collaboration
- ✓ Problem solving
- ✓ Developing tools and assessment screens for joint work
- ✓ Identify parish partners
- ✓ Advocate for the poor and disenfranchised and on behalf of all agencies
- ✓ Develop future leaders
- ✓ Collaborate on board development
- ✓ Establish resource pool for potential board members
- ✓ Share best practices
- ✓ Create models for effective corporate structures

We have some ideas for how this alliance could be integrated into the life of the wider church but do not want to see these as prescriptive, but rather as “thinking out loud.”

- The bishop and president actively involved in every search process;
- The bishop and/or president or their designee actively involved on every board;
- An LSNY representative on synod and district council;
- An annual presence by bishop or president at either an annual meeting or a board meeting with a special order in the agenda for exploring the relationship to the church
- An annual retreat with CEOs and the bishop and president

4. Five Years From Now...

- The New York Times Sunday Magazine will run a feature article on the various ministries of Lutheran Services Alliance of New York and their commitment to the poor. Title: “One mainline church arrests decline”
- Lutheran Services Alliance of New York will be one of the sponsors of the New York Times “neediest cases fund.”
- Concordia, Bronxville or Wagner (or both) will offer an MBA in non profit administration and the next generation of leaders for our faith based service agencies will be in a mentoring process.
- LSA-NY will sponsor an urban and a suburban parish based CPE program.

- LSA-NY will be the “go to” agency for back office support for congregations at risk or under synodical administration.
- LSA-NY will incubate collaborations with synod and district properties.
- LSA-NY will help social ministry to be central to every new mission start, and every immigration ministry.
- LSA-NY will do business with national and global partners.
- Resources will be developed jointly by LSA-NY and the judicatories will be available as seed money for collaborations.
- LSA-NY leaders are lauded for their courage putting aside their personal and institutional “self” for the good of God’s creation.
- Your dreams.....

“You shall be called the repairer of the breach, healer of streets to live in.”

Stephen P. Bouman
August 26, 2003

Contribution Summary by Conference
February 1, 2003 - August 31, 2003

<i>Conf ID</i>	<i>Name</i>	<i>Yearly Commitment</i>	<i>Commitment To Date</i>	<i>Contributions This Period</i>	<i>Variance To Date</i>
01	Hudson	\$129,348.00	\$75,453.00	\$77,146.95	\$1,693.95
02	Delaware/Hudson	\$100,400.00	\$58,566.67	\$54,414.20	(\$4,152.47)
03	Tappan Zee	\$200,649.00	\$117,045.25	\$97,569.79	(\$19,475.46)
04	Eastern Nassau	\$180,286.00	\$105,166.83	\$83,244.30	(\$21,922.53)
05	Western Nassau	\$93,898.00	\$54,773.83	\$47,615.79	(\$7,158.04)
06	Southwest Nassau	\$106,080.00	\$61,880.00	\$44,979.31	(\$16,900.69)
07	Peconic	\$118,946.00	\$69,385.17	\$68,177.16	(\$1,208.01)
08	Western Suffolk	\$186,283.00	\$108,665.08	\$86,879.20	(\$21,785.88)
09	Manhattan	\$104,900.00	\$61,191.67	\$64,778.00	\$3,586.33
10	Bronx	\$24,900.00	\$14,525.00	\$20,728.50	\$6,203.50
11	Staten Island	\$55,500.00	\$32,375.00	\$21,183.00	(\$11,192.00)
12	Queens Southeast	\$43,400.00	\$25,316.67	\$26,904.70	\$1,588.03
13	Queens Southwest	\$34,350.00	\$20,037.50	\$17,252.07	(\$2,785.43)
14	Queens Northeast	\$17,404.00	\$10,152.33	\$22,969.18	\$12,816.85
15	Queens Northwest	\$36,550.00	\$21,320.83	\$13,310.00	(\$8,010.83)
16	Brooklyn Bridges	\$27,350.00	\$15,954.17	\$13,907.36	(\$2,046.81)
17	South Shore (Brooklyn)	\$27,680.00	\$16,146.67	\$15,631.00	(\$515.67)
18	Southwest Brooklyn	\$53,800.00	\$31,383.33	\$24,108.35	(\$7,274.98)
<i>Totals:</i>		\$1,541,724.00	\$899,339.00	\$800,798.86	(\$98,540.14)

Hudson

Contribution Detail by Conference February 1, 2003 - August 31, 2003

<i>Synodical ID</i>	<i>Church</i>	<i>Yearly Commitment</i>	<i>Commitment To Date</i>	<i>Contributions This Period</i>	<i>Variance To Date</i>
01-01	Immanuel - Kingston	\$4,500.00	\$2,625.00	\$1,875.00	(\$750.00)
01-02	Redeemer - Kingston	\$20,000.00	\$11,666.67	\$10,000.00	(\$1,666.67)
01-03	Trinity - Kingston	\$12,000.00	\$7,000.00	\$7,000.00	\$0.00
01-04	Redeemer - New Paltz	\$7,000.00	\$4,083.33	\$4,083.31	(\$0.02)
01-05	First - Poughkeepsie	\$1,050.00	\$612.50	\$0.00	(\$612.50)
01-06	Mount Calvary - Ruby	\$100.00	\$58.33	\$0.00	(\$58.33)
01-07	St. John's - Poughkeepsie	\$50,000.00	\$29,166.67	\$34,029.28	\$4,862.61
01-09	St. Paul - Red Hook	\$5,500.00	\$3,208.33	\$0.00	(\$3,208.33)
01-10	Memorial - Rhinebeck	\$5,500.00	\$3,208.33	\$3,208.31	(\$0.02)
01-12	Third - Rhinebeck	\$1,000.00	\$583.33	\$2,078.00	\$1,494.67
01-13	Atonement - Saugerties	\$8,500.00	\$4,958.33	\$2,836.00	(\$2,122.33)
01-14	St. Paul - West Camp	\$1,500.00	\$875.00	\$900.00	\$25.00
01-15	Christ - Woodstock	\$12,698.00	\$7,407.17	\$10,762.05	\$3,354.88
<i>Totals:</i>		\$129,348.00	\$75,453.00	\$76,771.95	\$1,318.95

Delaware/Hudson

Contribution Detail by Conference February 1, 2003 - August 31, 2003

<i>Synodical ID</i>	<i>Church</i>	<i>Yearly Commitment</i>	<i>Commitment To Date</i>	<i>Contributions This Period</i>	<i>Variance To Date</i>
02-01	St. Thomas - Central Nyack	\$2,000.00	\$1,166.67	\$0.00	(\$1,166.67)
02-02	Christ - Ellenville	\$1,800.00	\$1,050.00	\$1,500.00	\$450.00
02-03	Grace - Greenwood Lake	\$4,000.00	\$2,333.33	\$1,333.33	(\$1,000.00)
02-04	First - Jeffersonville	\$1,700.00	\$991.67	\$991.69	\$0.02
02-05	St. Paul - Liberty	\$2,000.00	\$1,166.67	\$1,558.28	\$391.61
02-06	St. John - Middletown	\$11,900.00	\$6,941.67	\$6,941.62	(\$0.05)
02-07	St. Paul - Narrowsburg	\$7,500.00	\$4,375.00	\$4,375.00	\$0.00
02-08	St. Paul - New City	\$13,200.00	\$7,700.00	\$8,800.00	\$1,100.00
02-09	King of King - New Windsor	\$18,500.00	\$10,791.67	\$7,682.00	(\$3,109.67)
02-10	Christ - Newburgh	\$1,200.00	\$700.00	\$0.00	(\$700.00)
02-11	Grace - North Branch	\$1,600.00	\$933.33	\$399.00	(\$534.33)
02-12	Good Shepherd - Pearl River	\$30,000.00	\$17,500.00	\$17,500.00	\$0.00
02-13	St. Peter - Port Jervis	\$5,000.00	\$2,916.67	\$3,333.28	\$416.61
02-14	Christ - Suffern	\$0.00	\$0.00	\$0.00	\$0.00
<i>Totals:</i>		\$100,400.00	\$58,566.67	\$54,414.20	(\$4,152.47)

Tappan Zee

Contribution Detail by Conference February 1, 2003 - August 31, 2003

<i>Synodical ID</i>	<i>Church</i>	<i>Yearly Commitment</i>	<i>Commitment To Date</i>	<i>Contributions This Period</i>	<i>Variance To Date</i>
03-01	Trinity - Brewster	\$12,840.00	\$7,490.00	\$7,490.00	\$0.00
03-02	Our Redeemer - Chappaqua	\$5,400.00	\$3,150.00	\$1,803.32	(\$1,346.68)
03-03	Our Saviour - Croton-on-Hudso	\$6,000.00	\$3,500.00	\$4,000.00	\$500.00
03-04	Dobbs Ferry - Dobbs Ferry	\$22,909.00	\$13,363.58	\$10,455.69	(\$2,907.89)
03-05	St. John - Mamaroneck	\$8,500.00	\$4,958.33	\$1,500.00	(\$3,458.33)
03-06	Resurrection - Mt. Kisco	\$22,500.00	\$13,125.00	\$13,847.00	\$722.00
03-07	United - Mt. Vernon	\$7,000.00	\$4,083.33	\$6,356.80	\$2,273.47
03-08	Holy Trinity - New Rochelle	\$5,000.00	\$2,916.67	\$2,003.00	(\$913.67)
03-09	St. Luke - New Rochelle	\$4,500.00	\$2,625.00	\$3,000.00	\$375.00
03-10	Emanuel - Pleasantville	\$34,000.00	\$19,833.33	\$17,000.00	(\$2,833.33)
03-11	St. Paul's - Rye-Brook	\$17,500.00	\$10,208.33	\$10,032.98	(\$175.35)
03-13	Grace - Scarsdale	\$4,000.00	\$2,333.33	\$0.00	(\$2,333.33)
03-14	St. Matthew - White Plains	\$0.00	\$0.00	\$1,564.00	\$1,564.00
03-15	Trinity - White Plains	\$12,000.00	\$7,000.00	\$3,700.00	(\$3,300.00)
03-16	Grace - Yorktown Heights	\$22,000.00	\$12,833.33	\$10,750.00	(\$2,083.33)
03-17	St. Andrew - Yorktown Heights	\$15,100.00	\$8,808.33	\$3,450.00	(\$5,358.33)
03-18	Christ Evangelical - Yonkers	\$0.00	\$0.00	\$0.00	\$0.00
03-19	Hope - Scarsdale	\$1,400.00	\$816.67	\$457.00	(\$359.67)
<i>Totals:</i>		\$200,649.00	\$117,045.25	\$97,409.79	(\$19,635.46)

Eastern Nassau

Contribution Detail by Conference February 1, 2003 - August 31, 2003

<i>Synodical ID</i>	<i>Church</i>	<i>Yearly Commitment</i>	<i>Commitment To Date</i>	<i>Contributions This Period</i>	<i>Variance To Date</i>
04-01	St. John - Bellmore	\$13,800.00	\$8,050.00	\$8,021.78	(\$28.22)
04-02	St. Luke - Farmingdale	\$22,000.00	\$12,833.33	\$13,200.00	\$366.67
04-03	Redeemer - Hicksville	\$3,000.00	\$1,750.00	\$2,000.00	\$250.00
04-04	St. Stephen - Hicksville	\$15,000.00	\$8,750.00	\$10,000.00	\$1,250.00
04-05	Good Shepherd - Levittown,	\$0.00	\$0.00	\$0.00	\$0.00
04-06	St. David - Massapequa Park	\$30,000.00	\$17,500.00	\$9,547.23	(\$7,952.77)
04-07	St. John - Merrick	\$20,086.00	\$11,716.83	\$6,461.50	(\$5,255.33)
04-08	Grace - North Bellmore	\$7,400.00	\$4,316.67	\$2,855.75	(\$1,460.92)
04-09	Good Shepherd - Plainview	\$21,000.00	\$12,250.00	\$13,500.00	\$1,250.00
04-10	Our Redeemer - Seaford	\$10,000.00	\$5,833.33	\$0.00	(\$5,833.33)
04-11	Faith - Syosset	\$12,000.00	\$7,000.00	\$4,000.00	(\$3,000.00)
04-12	Christ - Wantagh	\$26,000.00	\$15,166.67	\$13,658.04	(\$1,508.63)
<i>Totals:</i>		\$180,286.00	\$105,166.83	\$83,244.30	(\$21,922.53)

Western Nassau

Contribution Detail by Conference February 1, 2003 - August 31, 2003

<i>Synodical ID</i>	<i>Church</i>	<i>Yearly Commitment</i>	<i>Commitment To Date</i>	<i>Contributions This Period</i>	<i>Variance To Date</i>
05-01	Advent - Elmont	\$0.00	\$0.00	\$0.00	\$0.00
05-02	Christ - Floral Park	\$16,500.00	\$9,625.00	\$10,070.00	\$445.00
05-03	Ascension - Franklin Square	\$10,000.00	\$5,833.33	\$5,100.00	(\$733.33)
05-04	Our Savior's - Glen Head	\$7,000.00	\$4,083.33	\$2,400.00	(\$1,683.33)
05-05	Our Saviour - Manhasset	\$26,000.00	\$15,166.67	\$6,499.98	(\$8,666.69)
05-06	Our Saviour - Mineola	\$7,000.00	\$4,083.33	\$4,083.31	(\$0.02)
05-07	Christ - New Hyde Park	\$8,100.00	\$4,725.00	\$3,037.50	(\$1,687.50)
05-08	Gloria Dei - New Hyde Park	\$1,298.00	\$757.17	\$0.00	(\$757.17)
05-09	Our Savior - Port Washington	\$0.00	\$0.00	\$5,425.00	\$5,425.00
05-10	St. James - Stewart Manor	\$2,500.00	\$1,458.33	\$1,250.00	(\$208.33)
05-11	St. Paul - Valley Stream	\$0.00	\$0.00	\$0.00	\$0.00
05-12	Trinity - Valley Stream	\$0.00	\$0.00	\$2,000.00	\$2,000.00
05-13	St. Andrew's - West Hempstead	\$15,500.00	\$9,041.67	\$7,750.00	(\$1,291.67)
<i>Totals:</i>		\$93,898.00	\$54,773.83	\$47,615.79	(\$7,158.04)

Southwest Nassau

Contribution Detail by Conference February 1, 2003 - August 31, 2003

<i>Synodical ID</i>	<i>Church</i>	<i>Yearly Commitment</i>	<i>Commitment To Date</i>	<i>Contributions This Period</i>	<i>Variance To Date</i>
06-01	Bethlehem - Baldwin	\$4,200.00	\$2,450.00	\$2,800.00	\$350.00
06-02	St. Peter's - Baldwin	\$26,500.00	\$15,458.33	\$15,458.31	(\$0.02)
06-03	Incarnation - Cedarhurst	\$1,600.00	\$933.33	\$1,006.00	\$72.67
06-04	Christ - Freeport	\$3,000.00	\$1,750.00	\$2,400.00	\$650.00
06-05	Epiphany - Hempstead	\$20,000.00	\$11,666.67	\$2,000.00	(\$9,666.67)
06-06	St. John's by the Sea - Long Beach	\$0.00	\$0.00	\$0.00	\$0.00
06-07	St. John - Lynbrook	\$7,000.00	\$4,083.33	\$1,650.00	(\$2,433.33)
06-08	Grace - Malverne	\$6,030.00	\$3,517.50	\$3,015.00	(\$502.50)
06-09	Oceanside - Oceanside	\$500.00	\$291.67	\$0.00	(\$291.67)
06-10	Holy Trinity - Rockville Ctr.	\$23,250.00	\$13,562.50	\$13,400.00	(\$162.50)
06-11	Good Shepherd - Roosevelt	\$3,000.00	\$1,750.00	\$1,500.00	(\$250.00)
06-12	Grace - Uniondale	\$9,000.00	\$5,250.00	\$750.00	(\$4,500.00)
06-13	Cristo - Freeport	\$0.00	\$0.00	\$0.00	\$0.00
06-14	Resurreccion - Hempstead	\$2,000.00	\$1,166.67	\$1,000.00	(\$166.67)
<i>Totals:</i>		\$106,080.00	\$61,880.00	\$44,979.31	(\$16,900.69)

Peconic

Contribution Detail by Conference February 1, 2003 - August 31, 2003

<i>Synodical ID</i>	<i>Church</i>	<i>Yearly Commitment</i>	<i>Commitment To Date</i>	<i>Contributions This Period</i>	<i>Variance To Date</i>
07-01	St. Michael's - Amagansett	\$1,150.00	\$670.83	\$500.00	(\$170.83)
07-02	Incarnation - Bridgehampton	\$2,000.00	\$1,166.67	\$761.00	(\$405.67)
07-03	Holy Cross - Commack	\$7,500.00	\$4,375.00	\$4,200.00	(\$175.00)
07-05	St. Peter - Greenport	\$12,600.00	\$7,350.00	\$7,350.00	\$0.00
07-07	Holy Cross - Lake Ronkonkoma	\$12,000.00	\$7,000.00	\$7,000.00	\$0.00
07-08	Advent - Mattituck	\$3,500.00	\$2,041.67	\$0.00	(\$2,041.67)
07-09	Our Savior - Patchogue	\$11,700.00	\$6,825.00	\$8,157.50	\$1,332.50
07-10	St. Paul - Port Jefferson	\$12,696.00	\$7,406.00	\$1,500.00	(\$5,906.00)
07-11	St. Mark - Ridge	\$0.00	\$0.00	\$0.00	\$0.00
07-12	Trinity - Rocky Point	\$27,000.00	\$15,750.00	\$15,750.00	\$0.00
07-13	Hope - Selden	\$7,000.00	\$4,083.33	\$3,498.00	(\$585.33)
07-14	St. Andrews - Smithtown	\$21,800.00	\$12,716.67	\$11,666.66	(\$1,050.01)
07-15	St. James - St. James	\$0.00	\$0.00	\$7,794.00	\$7,794.00
<i>Totals:</i>		\$118,946.00	\$69,385.17	\$68,177.16	(\$1,208.01)

Western Suffolk

Contribution Detail by Conference

February 1, 2003 - August 31, 2003

<i>Synodical ID</i>	<i>Church</i>	<i>Yearly Commitment</i>	<i>Commitment To Date</i>	<i>Contributions This Period</i>	<i>Variance To Date</i>
08-01	Cross of Christ - Babylon	\$30,000.00	\$17,500.00	\$7,500.00	(\$10,000.00)
08-02	St. Luke - Bay Shore	\$0.00	\$0.00	\$0.00	\$0.00
08-03	Prince of Peace - Brentwood	\$0.00	\$0.00	\$0.00	\$0.00
08-04	Ascension - Deer Park	\$32,000.00	\$18,666.67	\$12,600.00	(\$6,066.67)
08-05	Christ - East Northport	\$15,000.00	\$8,750.00	\$2,000.00	(\$6,750.00)
08-06	St. Paul's - East Northport	\$12,000.00	\$7,000.00	\$7,000.00	\$0.00
08-07	Gloria Dei - Huntington Station	\$11,000.00	\$6,416.67	\$4,456.68	(\$1,959.99)
08-08	St. Peters - Huntington Station	\$28,383.00	\$16,556.75	\$20,813.00	\$4,256.25
08-09	Christ - Islip Terrace	\$8,000.00	\$4,666.67	\$2,001.00	(\$2,665.67)
08-10	St. John - Lindenhurst	\$16,000.00	\$9,333.33	\$10,666.00	\$1,332.67
08-11	King of Kings - Melville	\$1,600.00	\$933.33	\$380.00	(\$553.33)
08-12	Latvian Church of New York - Melville	\$2,800.00	\$1,633.33	\$1,400.00	(\$233.33)
08-13	Trinity - Wyandanch	\$2,000.00	\$1,166.67	\$2,000.00	\$833.33
08-14	Abiding Presence - Fort Solonga	\$21,000.00	\$12,250.00	\$12,354.17	\$104.17
08-15	Calvary - Hauppauge	\$6,500.00	\$3,791.67	\$3,708.35	(\$83.32)
<i>Totals:</i>		\$186,283.00	\$108,665.08	\$86,879.20	(\$21,785.88)

Manhattan

Contribution Detail by Conference February 1, 2003 - August 31, 2003

<i>Synodical ID</i>	<i>Church</i>	<i>Yearly Commitment</i>	<i>Commitment To Date</i>	<i>Contributions This Period</i>	<i>Variance To Date</i>
09-01	Advent - New York	\$11,000.00	\$6,416.67	\$8,250.00	\$1,833.33
09-03	Christ - New York	\$5,400.00	\$3,150.00	\$3,600.00	\$450.00
09-04	New York Finnish - New York	\$0.00	\$0.00	\$525.00	\$525.00
09-05	Grace & St. Paul - New York	\$6,500.00	\$3,791.67	\$3,541.00	(\$250.67)
09-06	Gustavus Adolphus - New York	\$18,000.00	\$10,500.00	\$7,200.00	(\$3,300.00)
09-07	Holy Trinity - New York	\$0.00	\$0.00	\$5,000.00	\$5,000.00
09-08	Immanuel - New York	\$15,000.00	\$8,750.00	\$10,000.00	\$1,250.00
09-09	Our Saviour Atonement - New York	\$11,000.00	\$6,416.67	\$6,412.00	(\$4.67)
09-10	St. John - New York	\$0.00	\$0.00	\$0.00	\$0.00
09-11	St. Luke - New York,	\$9,000.00	\$5,250.00	\$3,000.00	(\$2,250.00)
09-13	St. Paul (German) - New York	\$1,000.00	\$583.33	\$0.00	(\$583.33)
09-14	St. Peter - New York	\$24,000.00	\$14,000.00	\$13,750.00	(\$250.00)
09-15	Transfiguration - New York	\$0.00	\$0.00	\$0.00	\$0.00
09-16	Trinity of Manhattan - New York,	\$2,000.00	\$1,166.67	\$1,500.00	\$333.33
09-17	Trinity (Lower Eastside) - New York	\$2,000.00	\$1,166.67	\$2,000.00	\$833.33
09-18	Zion - Bronx	\$0.00	\$0.00	\$0.00	\$0.00
09-19	Zion - St. Mark - New York	\$0.00	\$0.00	\$0.00	\$0.00
<i>Totals:</i>		\$104,900.00	\$61,191.67	\$64,778.00	\$3,586.33

Bronx

Contribution Detail by Conference February 1, 2003 - August 31, 2003

Synodical ID	Church	Yearly Commitment	Commitment To Date	Contributions This Period	Variance To Date
10-01	Abiding Presence - Bronx	\$0.00	\$0.00	\$2,000.00	\$2,000.00
10-02	All Saints - Bronx	\$1,200.00	\$700.00	\$870.00	\$170.00
10-03	Bethlehem - Bronx	\$2,500.00	\$1,458.33	\$0.00	(\$1,458.33)
10-04	New Hope - Bronx	\$1,000.00	\$583.33	\$750.00	\$166.67
10-05	Calvary - Bronx	\$0.00	\$0.00	\$1,669.11	\$1,669.11
10-06	Epiphany - Bronx	\$2,000.00	\$1,166.67	\$1,280.00	\$113.33
10-07	First - Bronx	\$4,000.00	\$2,333.33	\$3,005.04	\$671.71
10-08	Fordham - Bronx	\$7,500.00	\$4,375.00	\$3,102.35	(\$1,272.65)
10-09	Kingsbridge - Bronx	\$0.00	\$0.00	\$1,050.00	\$1,050.00
10-10	Resurrection - Bronx	\$0.00	\$0.00	\$500.00	\$500.00
10-11	St. John - Bronx	\$0.00	\$0.00	\$1,552.00	\$1,552.00
10-12	St. Luke - Bronx	\$0.00	\$0.00	\$0.00	\$0.00
10-13	St. Paul - Bronx	\$5,500.00	\$3,208.33	\$2,725.00	(\$483.33)
10-14	St. Peter's - Bronx	\$0.00	\$0.00	\$500.00	\$500.00
10-15	St. Peter - Bronx	\$0.00	\$0.00	\$0.00	\$0.00
10-16	St. Thomas - Bronx	\$1,200.00	\$700.00	\$800.00	\$100.00
10-17	Transfiguration - Bronx	\$0.00	\$0.00	\$925.00	\$925.00
Totals:		\$24,900.00	\$14,525.00	\$20,728.50	\$6,203.50

Staten Island

Contribution Detail by Conference February 1, 2003 - August 31, 2003

<i>Synodical ID</i>	<i>Church</i>	<i>Yearly Commitment</i>	<i>Commitment To Date</i>	<i>Contributions This Period</i>	<i>Variance To Date</i>
11-01	Atonement - Staten Island	\$1,600.00	\$933.33	\$2,000.00	\$1,066.67
11-02	Christ - Staten Island	\$7,500.00	\$4,375.00	\$0.00	(\$4,375.00)
11-03	Eltingville - Staten Island	\$0.00	\$0.00	\$0.00	\$0.00
11-04	Immanuel - Staten Island	\$5,500.00	\$3,208.33	\$3,000.00	(\$208.33)
11-05	Messiah - Staten Island	\$4,600.00	\$2,683.33	\$0.00	(\$2,683.33)
11-06	Our Saviour - Staten Island	\$2,300.00	\$1,341.67	\$0.00	(\$1,341.67)
11-07	St. Paul's-St. Luke's - Staten Island	\$2,000.00	\$1,166.67	\$1,175.00	\$8.33
11-08	Trinity - Staten Island	\$16,000.00	\$9,333.33	\$7,008.00	(\$2,325.33)
11-09	Zion - Staten Island	\$16,000.00	\$9,333.33	\$8,000.00	(\$1,333.33)
<i>Totals:</i>		\$55,500.00	\$32,375.00	\$21,183.00	(\$11,192.00)

Queens Southeast

Contribution Detail by Conference

February 1, 2003 - August 31, 2003

<i>Synodical ID</i>	<i>Church</i>	<i>Yearly Commitment</i>	<i>Commitment To Date</i>	<i>Contributions This Period</i>	<i>Variance To Date</i>
12-01	Prince of Peace - Cambria Heights	\$0.00	\$0.00	\$7,174.00	\$7,174.00
12-02	Holy Trinity - Hollis	\$0.00	\$0.00	\$0.00	\$0.00
12-04	New Hope - Jamaica	\$15,500.00	\$9,041.67	\$9,041.70	\$0.03
12-05	Our Saviour - Jamaica	\$15,500.00	\$9,041.67	\$2,400.00	(\$6,641.67)
12-06	Ephiphany - Laurelton	\$1,500.00	\$875.00	\$750.00	(\$125.00)
12-07	Redeemer - Queens Village	\$6,000.00	\$3,500.00	\$2,000.00	(\$1,500.00)
12-09	St. Peter - Springfield Gar	\$3,000.00	\$1,750.00	\$3,139.00	\$1,389.00
12-10	Resurrection - St. Albans	\$0.00	\$0.00	\$1,200.00	\$1,200.00
12-11	Trinity - St. Albans	\$1,900.00	\$1,108.33	\$1,200.00	\$91.67
<i>Totals:</i>		\$43,400.00	\$25,316.67	\$26,904.70	\$1,588.03

Queens Southwest
Contribution Detail by Conference
February 1, 2003 - August 31, 2003

<i>Synodical ID</i>	<i>Church</i>	<i>Yearly Commitment</i>	<i>Commitment To Date</i>	<i>Contributions This Period</i>	<i>Variance To Date</i>
13-01	St. Phillip - Brooklyn	\$500.00	\$291.67	\$0.00	(\$291.67)
13-02	Ascension - Glendale	\$1,000.00	\$583.33	\$0.00	(\$583.33)
13-03	St. Barnabas - Howard Beach	\$4,400.00	\$2,566.67	\$1,732.00	(\$834.67)
13-04	Christ - Ozone Park	\$900.00	\$525.00	\$450.00	(\$75.00)
13-05	St. James-St. Matthew's - Ozone Park	\$6,600.00	\$3,850.00	\$4,950.00	\$1,100.00
13-07	St. John - Richmond Hill	\$3,000.00	\$1,750.00	\$2,000.00	\$250.00
13-08	St. Pauls - Rich. Hill (114 St)	\$2,500.00	\$1,458.33	\$2,000.00	\$541.67
13-09	St. Paul - Rich. Hill (129 St)	\$9,000.00	\$5,250.00	\$3,700.00	(\$1,550.00)
13-10	Covenant - Ridgewood	\$1,800.00	\$1,050.00	\$682.00	(\$368.00)
13-11	St. Luke - Woodhaven	\$4,650.00	\$2,712.50	\$1,738.07	(\$974.43)
<i>Totals:</i>		\$34,350.00	\$20,037.50	\$17,252.07	(\$2,785.43)

Queens Northeast

Contribution Detail by Conference

February 1, 2003 - August 31, 2003

<i>Synodical ID</i>	<i>Church</i>	<i>Yearly Commitment</i>	<i>Commitment To Date</i>	<i>Contributions This Period</i>	<i>Variance To Date</i>
14-01	Good Shepherd - Bayside	\$2,000.00	\$1,166.67	\$1,100.00	(\$66.67)
14-02	Holy Trinity - Bellerose	\$7,000.00	\$4,083.33	\$4,666.64	\$583.31
14-03	St. Paul - Floral Park	\$2,500.00	\$1,458.33	\$1,458.31	(\$0.02)
14-04	Christ - Flushing	\$0.00	\$0.00	\$0.00	\$0.00
14-05	Messiah - Flushing	\$0.00	\$0.00	\$12,366.23	\$12,366.23
14-06	Redeemer - Flushing Hgts.	\$1,400.00	\$816.67	\$0.00	(\$816.67)
14-08	All Saints - Jamaica	\$504.00	\$294.00	\$378.00	\$84.00
14-09	Christ - Little Neck	\$4,000.00	\$2,333.33	\$3,000.00	\$666.67
14-10	Ashirwad -Floral Park	\$0.00	\$0.00	\$0.00	\$0.00
<i>Totals:</i>		\$17,404.00	\$10,152.33	\$22,969.18	\$12,816.85

Queens Northwest
Contribution Detail by Conference
February 1, 2003 - August 31, 2003

<i>Synodical ID</i>	<i>Church</i>	<i>Yearly Commitment</i>	<i>Commitment To Date</i>	<i>Contributions This Period</i>	<i>Variance To Date</i>
15-01	Grace - Astoria	\$0.00	\$0.00	\$0.00	\$0.00
15-02	Augustana - East Elmhurt	\$1,200.00	\$700.00	\$0.00	(\$700.00)
15-03	Bethany - Elmhurst	\$0.00	\$0.00	\$406.00	\$406.00
15-04	Grace - Forest Hills	\$0.00	\$0.00	\$0.00	\$0.00
15-05	Atonement - Jackson Heights	\$3,000.00	\$1,750.00	\$1,500.00	(\$250.00)
15-06	Trinity - Long Island Cty	\$4,800.00	\$2,800.00	\$3,200.00	\$400.00
15-07	Trinity-St. Andrew's - Maspeth	\$5,200.00	\$3,033.33	\$1,300.00	(\$1,733.33)
15-08	Trinity - Middle Village	\$10,500.00	\$6,125.00	\$1,000.00	(\$5,125.00)
15-09	St. Jacobus - Woodside	\$9,200.00	\$5,366.67	\$4,604.00	(\$762.67)
15-10	Grace Chinese - Elmhurst	\$2,650.00	\$1,545.83	\$1,300.00	(\$245.83)
<i>Totals:</i>		\$36,550.00	\$21,320.83	\$13,310.00	(\$8,010.83)

Brooklyn Bridges

Contribution Detail by Conference

February 1, 2003 - August 31, 2003

<i>Synodical ID</i>	<i>Church</i>	<i>Yearly Commitment</i>	<i>Commitment To Date</i>	<i>Contributions This Period</i>	<i>Variance To Date</i>
16-01	Bethlehem - Brooklyn	\$1,500.00	\$875.00	\$0.00	(\$875.00)
16-04	Epiphany - Brooklyn	\$0.00	\$0.00	\$0.00	\$0.00
16-05	Espiritu Santo - Brooklyn	\$1,200.00	\$700.00	\$100.00	(\$600.00)
16-07	Messiah - Brooklyn	\$0.00	\$0.00	\$474.00	\$474.00
16-08	Reformation - Brooklyn	\$1,250.00	\$729.17	\$0.00	(\$729.17)
16-09	St. John - Brooklyn	\$0.00	\$0.00	\$0.00	\$0.00
16-10	St. John - St. Matthew - Emanuel - Bro	\$20,000.00	\$11,666.67	\$13,333.36	\$1,666.69
16-11	St. Luke - Brooklyn	\$2,400.00	\$1,400.00	\$0.00	(\$1,400.00)
16-14	St. Peter - Brooklyn	\$1,000.00	\$583.33	\$0.00	(\$583.33)
16-15	Zion - Brooklyn	\$0.00	\$0.00	\$0.00	\$0.00
<i>Totals:</i>		\$27,350.00	\$15,954.17	\$13,907.36	(\$2,046.81)

South Shore (Brooklyn)
Contribution Detail by Conference
February 1, 2003 - August 31, 2003

<i>Synodical ID</i>	<i>Church</i>	<i>Yearly Commitment</i>	<i>Commitment To Date</i>	<i>Contributions This Period</i>	<i>Variance To Date</i>
17-01	Advent - Brooklyn	\$2,740.00	\$1,598.33	\$2,740.00	\$1,141.67
17-02	Holy Redeemer - Brooklyn	\$5,000.00	\$2,916.67	\$2,918.00	\$1.33
17-03	Holy Trinity - Brooklyn	\$10,540.00	\$6,148.33	\$6,153.00	\$4.67
17-04	Redeemer - Brooklyn	\$1,000.00	\$583.33	\$0.00	(\$583.33)
17-05	St. James - Brooklyn	\$0.00	\$0.00	\$0.00	\$0.00
17-07	St. Paul's - Brooklyn	\$3,000.00	\$1,750.00	\$1,750.00	\$0.00
17-08	St. Paul - Brooklyn	\$0.00	\$0.00	\$0.00	\$0.00
17-09	St. Stephen - Brooklyn	\$4,500.00	\$2,625.00	\$1,500.00	(\$1,125.00)
17-10	Trinity - Brooklyn	\$900.00	\$525.00	\$570.00	\$45.00
<i>Totals:</i>		\$27,680.00	\$16,146.67	\$15,631.00	(\$515.67)

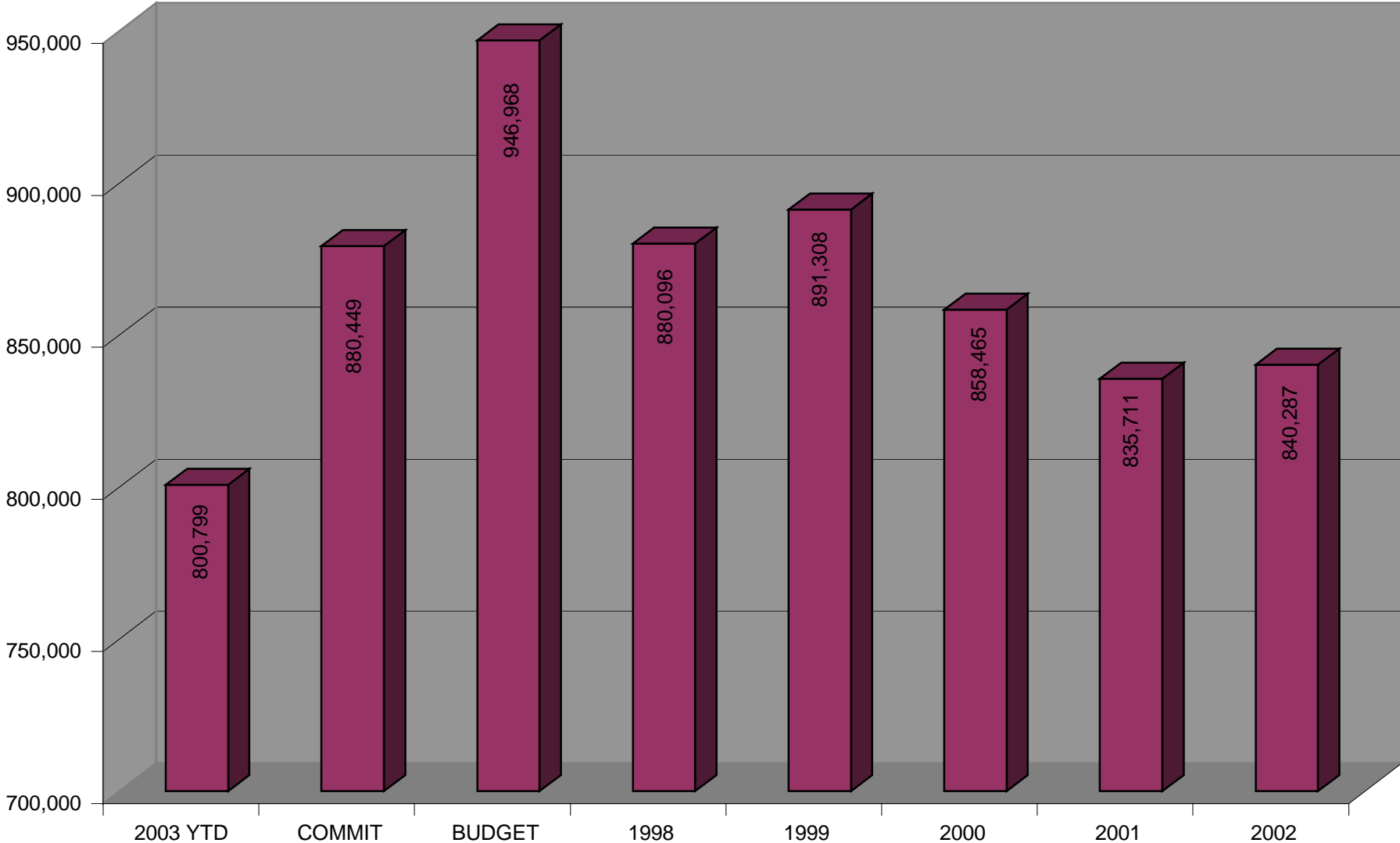
Southwest Brooklyn

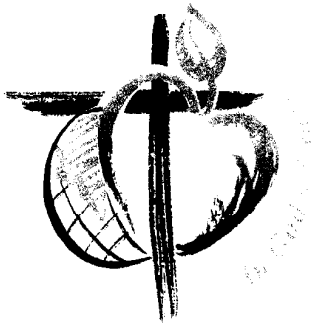
Contribution Detail by Conference

February 1, 2003 - August 31, 2003

<i>Synodical ID</i>	<i>Church</i>	<i>Yearly Commitment</i>	<i>Commitment To Date</i>	<i>Contributions This Period</i>	<i>Variance To Date</i>
18-01	Bethlehem - Brooklyn	\$7,000.00	\$4,083.33	\$7,000.00	\$2,916.67
18-02	Bethany - Brooklyn	\$3,500.00	\$2,041.67	\$0.00	(\$2,041.67)
18-03	Christ - Brooklyn	\$0.00	\$0.00	\$0.00	\$0.00
18-05	Good Shepherd - Brooklyn	\$18,000.00	\$10,500.00	\$4,500.00	(\$6,000.00)
18-07	Our Saviour - Brooklyn	\$8,500.00	\$4,958.33	\$4,958.35	\$0.02
18-08	Redeemer - St. John's - Brooklyn	\$0.00	\$0.00	\$0.00	\$0.00
18-09	St. Jacobi - Brooklyn	\$1,500.00	\$875.00	\$750.00	(\$125.00)
18-11	Salem - Brooklyn	\$1,800.00	\$1,050.00	\$900.00	(\$150.00)
18-12	Trinity - Brooklyn	\$12,000.00	\$7,000.00	\$6,000.00	(\$1,000.00)
18-13	Zion - Brooklyn	\$0.00	\$0.00	\$0.00	\$0.00
18-14	Salam Arabic Church - Brooklyn	\$1,500.00	\$875.00	\$0.00	(\$875.00)
<i>Totals:</i>		\$53,800.00	\$31,383.33	\$24,108.35	(\$7,274.98)

Mission Support Comparison as of August 31





Evangelical Lutheran Church in America

South-Central Synod of Wisconsin

July 18, 2003

Dear Colleagues in Mission,

This past April the ELCA hosted a Summit on First Call Theological Education. Each Synod sent representatives. Again and again the testimonies of participants bore witness to the value and importance of First Call Theological Education. There is a strong desire that this program continue in each Synod. It is a matter of health for the entire Church. Further, there was encouragement that the Division for Ministry continue its oversight and nurturing of FCTE as it takes shape in each synod.

Churchwide responsibilities and oversight, coordination, evaluation and communication of FCTE were stated clearly in the ELCA Study of Theological Education document passed by the 1995 Churchwide Assembly. To this point in time, some eight years after FCTE was adopted at the ELCA Churchwide Assembly, no budgeted monies have been assigned to FCTE oversight provided by the Division for Ministry. The FCTE Coordinator's position has relied on grants for its funding source. This does not allow for consistency.

The delegates to the FCTE Summit were unanimous in their desire to invite each Synod Council to pass a resolution encouraging the allocation of ELCA funds to the Division for Ministry to be used for FCTE oversight, coordination, evaluation and communication. Any such passed resolution should be forwarded to the Church Council of the ELCA. A proposed resolution is enclosed for your council's consideration at its next meeting. Please include it on the agenda.

Thank you for your consideration of this matter and your support of the ongoing development and enrichment of our newly rostered leaders.

In Christ,

Michael C. Rehak
Associate with the Bishop
South-Central Synod of WI

Kriste Jaramillo
Pastor
St. Paul Lutheran, Kenosha, WI

Greg Kaufmann
Assistant to the Bishop
Northwest Synod of WI

A Call for Churchwide Support for First Call Theological Education

Whereas First Call Theological Education (FCTE) is a three-year structured program of theological education designed to assist newly called leaders in the transition to rostered ministry,

And whereas the ELCA adopted the First Call Theological Education (FCTE) program at Churchwide Assembly in 1995,

And whereas since 1996 there have been churchwide standards and guidelines for FCTE,

And whereas it is the responsibility of synods with regions, congregations and rostered leaders to plan and support FCTE,

And whereas the churchwide organization's responsibility is to assist in the overall implementation, research and evaluation of the program and be a communications link with those administering the program and provide access to resources,

And whereas to date there has been no churchwide funding for coordination of this essential program (except funds dependent on grants),

And whereas recent surveys and evaluations of FCTE all affirm the vital role the program plays in the lifelong learning of our newly rostered leaders,

Be it resolved that the Synod Council expresses to the ELCA strong encouragement to fund ongoing coordination/oversight and continued development and support of First Call Theological Education through the Division for Ministry.

<i>SYNOD COUNCIL</i>	2004	2006	2008	2010	2012	2014	2016	2018	2020	2022
CYCLE A CLERGY	HUDSON		NW QUEENS		AT LARGE		MANHATTAN		W NASSAU	
CYCLE A CLERGY	TAPPAN ZEE		S SHORE BKLYN		SW QUEENS		STATEN ISLAND		PECONIC	
CYCLE A CLERGY	W NASSAU		HUDSON		NW QUEENS		AT LARGE		MANHATTAN	
CYCLE A CLERGY	PECONIC		TAPPAN ZEE		S SHORE BKLYN		SW QUEENS		STATEN ISLAND	
CYCLE A LAY FEMALE	MANHATTAN		W NASSAU		HUDSON		NW QUEENS		AT LARGE	
CYCLE A LAY FEMALE	STATEN ISLAND		PECONIC		TAPPAN ZEE		S SHORE BKLYN		SW QUEENS	
CYCLE A LAY FEMALE	AT LARGE		MANHATTAN		W NASSAU		HUDSON		NW QUEENS	
CYCLE A LAY MALE	SW QUEENS		STATEN ISLAND		PECONIC		TAPPAN ZEE		S SHORE BKLYN	
CYCLE A LAY MALE	NW QUEENS		AT LARGE		MANHATTAN		W NASSAU		HUDSON	
CYCLE A LAY MALE	S SHORE BKLYN		SW QUEENS		STATEN ISLAND		PECONIC		TAPPAN ZEE	
CYCLE B MCL - FEMALE	AT LARGE		AT LARGE		AT LARGE		AT LARGE		AT LARGE	
YOUTH*	AT LARGE	AT LARGE	AT LARGE	AT LARGE	AT LARGE	AT LARGE	AT LARGE	AT LARGE	AT LARGE	AT LARGE
CYCLE B CLERGY	DELAWARE-HDSN	DELAWARE-HDSN		SW BROOKLYN		NE QUEENS		BRONX		SW NASSAU
CYCLE B CLERGY	E NASSAU	E NASSAU		AT LARGE		BKLYN BRIDGES		SE QUEENS		W SUFFOLK
CYCLE B CLERGY	SW NASSAU	SW NASSAU		DELAWARE-HDSN		SW BROOKLYN		NE QUEENS		BRONX
CYCLE B CLERGY	W SUFFOLK	W SUFFOLK		E NASSAU		AT LARGE		BKLYN BRIDGES		SE QUEENS
CYCLE B LAY FEMALE	BRONX	BRONX		SW NASSAU		DELAWARE-HDSN		SW BROOKLYN		NE QUEENS
CYCLE B LAY FEMALE	SE QUEENS	SE QUEENS		W SUFFOLK		E NASSAU		AT LARGE		BKLYN BRIDGES
CYCLE B LAY FEMALE	NE QUEENS	NE QUEENS		BRONX		SW NASSAU		DELAWARE-HDSN		SW BROOKLYN
CYCLE B LAY MALE	BKLYN BRIDGES	BKLYN BRIDGES		SE QUEENS		W SUFFOLK		E NASSAU		AT LARGE
CYCLE B LAY MALE	SW BROOKLYN	SW BROOKLYN		NE QUEENS		BRONX		SW NASSAU		DELAWARE-HUDSON
CYCLE B LAY MALE	AT LARGE	AT LARGE		BKLYN BRIDGES		SE QUEENS		W SUFFOLK		E NASSAU
CYCLE B MCL - MALE	AT LARGE	AT LARGE		AT LARGE		AT LARGE		AT LARGE		AT LARGE

METROPOLITAN NEW YORK SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOMINATION FORM

Nomination for: _____ *(fill in office)*

1. Name _____
Last First Middle Initial
Address _____

Phone _____ **E-mail (optional)** _____

2. Age bracket <19 _____ 20-29 _____ 30-39 _____ 40-49 _____
50-59 _____ 60+ _____

3. Congregation _____ **Conference** _____
Name Community

4. Racial/Ethnic Information African American/Black Asian/Pacific Islander
Caucasian Hispanic Native American
Primary Language other than English _____

5. Current Position/Employment _____

6. Church Leadership Positions (maximum of 3)

7. Community Leadership Positions (maximum of 3)

8. Candidate Statement: (maximum of 25 words) _____

9. Submitted by: _____
Name Phone Number E-mail
(optional)

10 Affirmation: I understand the requirements of the office for which I am nominated and intend to serve if elected.

Candidates Signature

Items 1,2,3, 4 , 9 and 10 and designation of the office nominated for are required for a valid nomination.

Report from the Conference Meeting at which Nominations for Synod Council Office
are Made:

This report shall be transmitted in writing to the Secretary of the Synod by the date
as established by the synod council. Any conference which does not present a
completed report by the established date will be considered to provide no
nominations as per S9.20.

The report must contain the following information:

Meeting Date & Place

Nature of Meeting as Called (caucus or meeting)

Report of the Registration Committee

of congregations represented

of lay representatives present from member congregations

of clergy present from the conference

Report of the Elections Committee

List of Nominees

Results of each ballot

Attestation by Conference Secretary

Attached to the report shall be validly completed nomination forms for those persons
declared nominated by the conference.

Financial Management Committee
Meeting Minutes
August 5, 2003

Present: Richard Case, Connie Duever, Candy Eng, John Heller, David Hutson, Paul Jensen, Robert Parker, Kathy Schmidt, Eileen Weber

Excused: John Scibilia

Absent: Walter Jensen

- I. **Call to Order:** Meeting began at 4:30 p.m.
- II. **Opening Prayer**
- III. **Review Minutes of Prior Meeting:** Not yet available. Will be distributed before next meeting
- IV. **Financial and Mission Support Reports:** Mission Support reports of February—July 2003 were reviewed. Dramatic fluctuations can be seen on the monthly receipts this year and July 2003 is almost half the prior year. However, overall, Mission Support is down 5.4% from the year prior—continuing a trend seen since 1998.

According to Paul Jensen, the decline of mission support is a similar problem throughout the church.

Dick Case provided a summary tracking report of Mission Support from 1991-2002 that illustrates monthly cash flows and the overall numbers. A clear sign is that almost always, a good month is followed by a bad month.

Probable Conclusions: 1. MNYS will most likely not hit the revenue targets projected in the budget for this year (though perhaps the commitment figure).

2. We will collect less in Mission Support monies this year than last year.

What else can be done?: in the past, deficits have been made up by transferring assets from the MNYS Fund or from the sale of closed congregations. In the future, the budget needs to plan for the continued decline. The Synod needs to address the declining Mission Support issue as a whole. While the committee's discussion focused on income, it was noted that a careful review of expenditures must be a part of the upcoming budget process. The income issue is only half of the problem, expenditures also need to be closely examined and will at a later time during the budget process.

*Next meeting should have available a budget vs. actual comparison for the year.

Financial Management Committee
Meeting Minutes
August 5, 2003

- V. **Management Letter Response:** Reviewed Rob Parker's response to concerns addressed by the auditors.

Bank Reconciliations: In addition to listed issues, make sure they are done at the end of the month to reflect the monthly budget reports for the committee.

Payroll & Personnel: Good progress. Proper oversight is an area that will always be a challenge in a small organization. There is a larger concern over the personnel process: evaluations, how the numbers or percentages for raises are determined—would like to see targeted evaluations and merit-based raises. Questions regarding the Synod Office's organizational chart and clear lines of reporting for evaluations and other issues.

Candy Eng presented a motion, which was seconded by Eileen Weber, that **“The FMC recommend to the Synod Council that a Personnel Committee be created to oversee personnel issues and concerns, including compensation, benefits, and policies, composed of people independent of the staff with one liaison from staff.”** The motion passed unanimously.

Corporate Credit Cards—AMEX: Progress here is also good. FMC recommends that Pr. Mills and Bishop Bouman turn in full expense reports each month for their Amex charges, not just receipts as charges occur. The FMC also recommends that any travel expenses need prior approval from the Personnel Officer or Business Manager and the Bishop.

Travel & Cash Advances: It is possible to wire funds to the ELCT and dispersing large amounts of cash has significant accountability, legal, and safety issues. Consensus of the FMC is that cash advances of such a nature is a poor business practice and needs to be changed.

Paul Jensen moved that **“All disbursements from MNYS in excess of the current petty cash limit must be made by check or wire transfer.”** Seconded by Kathy Schmidt. Motion passed unanimously.

Additional items in the management letter are being adequately addressed.

Paul Jensen moved that, **“The FMC inform the Synod Council that the response from management (staff) has been reviewed and that the FMC is satisfied that each of the auditor's comments have been or are being dealt with and**

Financial Management Committee
Meeting Minutes
August 5, 2003

that the same problems will not reoccur.” Seconded by Kathy Schmidt. Motion passed unanimously.

VI. **Support Staff Addition:** Dick Case motioned that, **“The Synod Council approve the addition of a support person for the Development and Business Offices to the Synod Staff to begin October 1, 2003 for a salary of no more than \$35,000 per year with full pension and benefits.”** Eileen Weber seconded. Motion passed unanimously.

VII. **Christ-Yonkers Sale Proceeds Distribution:** The history of the sale was reviewed. There is concern about the distribution of the funds being part of the sale documents—especially with funds going into the Bishop’s Mission Fund and not the MNYS Fund. Prior approved policy was that all proceeds of a sale go towards the Synod’s endowment (MNYS Fund). It brings to light a larger concern about the processes and procedures involved in the closing and or sale of congregations.

VIII. **Synod Funds Charters & Purposes:** Christ-Yonkers discussion led to questions about the distinction between the Bishop’s Mission Fund and the Metro Synod Fund. Reviews the fund distributions Connie Duever has put together from prior audits.

History of the BMF is that it was created as a development tool for ministries that lacked resources—which has parallels to the loan fund discussed at the previous meeting. BMF was established in 1991 and never formally approved or created by the Synod Council. There was a board of trustees that received grant proposals and evaluated them, recommending some to the Synod Council for approval. Now there is no board, it is lumped in with other Synod assets, and any projects are done ad hoc (currently home of various projects for Tanzania, general BMF, LDRNY funds before it split off, and location of the funds for the Tanzania KEMPS endowment).

There is a distinction between Operating Funds and other funds. Operating operates with Budget vs. Actual, but nothing similar has been done for the other funds available. All existing funds need to be re-examined for their purpose, have a written charter that codifies their existence if necessary, restrictions, and purposes clearly laid out.

If an account or fund is not an endowment, then the interest earned from the monies designated go into the general MNYS fund and can be used for that purpose as temporarily restricted, or others. The principal can be drawn down. The Youth Ministry fund is an example of a funds designated for specific purpose and does not therefore generate interest, but can be drawn down for operational items that fit

Financial Management Committee
Meeting Minutes
August 5, 2003

its purpose—though this has not been done in recent years.

Connie Duever will move forward with the project to clearly identify each fund's history, balances, past purpose, charter, and any recommended changes. She may need help from Eileen Weber and Walter Jensen on this, as well possibly John Scibilia and Bob Wollenburg. Each fund will then be reviewed and approved by the FMC and sent as a whole revision of all non-operating funds to the Synod Council for their approval. This may be done in time for the next meeting, if not, the following.

- IX. **Loan Fund:** Discussion became part of the overall topic of non-operating funds. There was a resolution from the Synod Council in March 1989 approving of such a fund and then directing the staff to come up with a proposal or plan to support the idea. Nothing has happened with it since.
- X. **Hope-Scarsdale:** Reviewed memo by Rob Parker and Pr. Meier's response after a meeting that morning. Caveat must be made that without the costs of Pr. Santmire, the ministry at Hope will be within the funds allotted and there was also confusion over the length of the initial project, 2-3 years. Pr. Meier has been operating under a difficult situation without clear direction on the project. She has re-signed her lease for one year and a pre-kindergarten will be opening in September. FMC recognizes the commitments and time involved force this ministry to operate as is for the next year. There are definite concerns about investing so much money in one area of the Synod, especially if questions have been raised about the compatibility of the mission and its current location. Why put more money into the facility? Pr. Meier will provide a detailed fiscal plan for Hope over the next year and the 2-4 after that for an evaluation by the FMC. The FMC can examine the proposal and make any additional recommendations to the Synod Council before their next meeting.

The consensus among the committee was that there is serious concern over the project and they are hesitant to move forward—especially regarding any further outlays of cash. Any work done for the ministry should be leveraged against the current assets of the mission.

- XI. **Closing Prayer was the Lord's Prayer & Adjourn at 7:30 p.m.**