

**SYNOD COUNCIL MEMBERS**

Present

The Rev. William Baum  
The Rev. Dr. Stephen P. Bouman, Bishop  
Ms. Rene Chapman  
Mr. Alan Chen  
Ms. Elizabeth Hoffmann  
Ms. Elizabeth Hurst  
Mr. Paul Jensen, Treasurer  
The Rev. James G. Krauser, Secretary  
Mr. John Litke, Vice President  
The Rev. Abraham Lu  
The Rev. Barbara Lundblad  
Mr. Kamy Moghbeli  
Dcn. Gayle Ruege

Excused

The Rev. Christine Bohr  
The Rev. Paul Johnsen  
Dcn. Paul Lumpkin  
Ms. Joanne Means  
Dcn. Carol Straub  
Dcn. Edward Tatlian

Absent

Mr. Matthew Geiser

**STAFF**

The Rev. Cherlyne Beck  
The Rev. William Hurst  
Mr. Robert Parker  
Ms. Joanne Strunck

I. CALL TO ORDER Vice President Litke

Mr. Litke called the meeting to order at 5:10 pm

II. DEVOTIONS Vice President Litke

III. ADOPTION OF AGENDA

The prepared agenda was adopted without objection.

IV. MINUTES, 18 November 2003, consideration of

Without additions or corrections the November minutes were approved.

With regard to Item D on page 5 of the November minutes, the secretary reported that further investigation indicated the original resolution SC01:7/6 read that the initial funding was for two years.

V. REPORT OF THE BISHOP

A. The bishop reported on a number of personal concerns for rostered persons.

B. Congregation issues: Redeemer, Hicksville will be closing on February 22, 2004

C. Synod Issues

1. Consultations

a) St. Paul's Valley Stream

A letter of concern from members of the congregation raised some issues that the bishop felt deserved follow-up. The bishop is initiating a consultation process to further explore the situation. He briefly explained what such a process entails.

The report of the Consultation Panel becomes binding, once it is approved by synod council.

b) Zion St. Mark's German

It was felt that the consultation discussed last month for this congregation should be delayed until the pending excommunication appeal case is resolved.

c) St. John's Bronx

Many requests for a consultation have come from members of the congregation; it will begin in the near future.

2. Advisory Panel:

An Advisory Panel, as opposed to a Consultation Panel, will offer assistance to Atonement, Staten Island in assessing their future. This is not a conflicted situation but one of very low membership. Atonement is in a key strategic location on Staten Island.

3. Pastor Kris Baudler. Notes from the meeting with Pastor Baudler have been sent to the ELCA attorney, Mr. Phil Harris, who is preparing next steps.
4. A meeting with pastors in specialized calls will be held on March 22. Pastor George Handzo is helping with the convening of this meeting
5. Survey of Missions (**Attachment A**)

Bishop Bouman discussed the conversation at the Bishop's Academy with regard to the broad concerns throughout the church on clergy supply and mission. He has prepared a summary of 60 ministries which are supported by the synod, especially those which are multicultural in their scope and staffing. He reviewed many of the details of the summary.

D. Public Issues

Lutheran Ministries in Higher Education (LMHE). Issues at LMHE and lack of resources have made necessary a consultation to look at campus ministry. The consultation will include the LMHE board, Pastor Gaylon Barker representing the MNYS, and a representative from the Atlantic District.

E. Appointments

1. Nominating Committee  
Pastor Bill Bogholtz, Our Savior Staten Island, has previously been appointed chair. The charter calls for 9 members including the chair.

**ACTION: (SC04:1/1) RESOLVED that synod council approve the appointments of the Rev. Joanne Bond (Cross of Christ, Babylon), the Rev. William Baum (St. Barnabus, Howard Beach) and the Rev. Marvin Henk (St. John, Mamaroneck) to the Nominating Committee.**

**BE IT FURTHER RESOLVED that synod council authorize Vice-president John Litke, Secretary James Krauser, and the Rev. Cherlyne Beck to appoint the remaining members.**

**ADOPTED**

2. Reference & Counsel members  
Amandus Derr has been appointed chair. The charter calls for five members, including the chair.

**ACTION (SC04:1/2) RESOLVED that synod council approve the appointments of Mr. Alan Chen (Grace, Forest Hills) and the Rev. Elisabeth Aurand (Incarnation, Cedarhursts) to serve on the Reference & Counsel Committee for the 2004 Synod Assembly.**

**ADOPTED**

3. Constitution Committee: no new appointees
4. Election Committee chair: no new appointees

F. Committees/Commissions

Vice-President Litke

1. Mr. Litke suggested to members that for small committee meetings they can use the teleconferencing service associated with the Interchurch Center to cut down on travel and scheduling problems.
2. *Journey Together Faithfully* (ELCA sexuality study). The planning committee for the study of this document is fully staffed, dates are being set, locations being sought. Dates will be advertised in the synod eletter. Bishop Bouman added that the Conference of Bishops is also studying this document..
3. Audit Committee met for the first time today
4. Personnel Policy. We are waiting for input from other synods
5. Synod administration procedures. A proposal for a Mission Development Board is being drafted and will be circulated for feedback and discussion in March.

G. Staff Reports

VI. REPORT OF THE TREASURER

Mr. Paul Jensen

- A. Balance Sheet (**Attachment B**) – reviewed by Mr. Robert Parker
- B. Statement of Support, Revenue & Expenses, and Change in Net Assets (**Attachment C**) – reviewed by Mr. Robert Parker
- C. Mission Support: This is the first year in five years that mission support has not declined
  - a. Mission Support FY03 YTD (**Attachment D**) – reviewed by Mr. Robert Parker
  - b. Mission Support Comparison as of December 31 (**Attachment E**)

c. Contributions by Conference (**Attachment F**)

D. Financial Management Committee recommendations

1. Closing of funds

**ACTION (SC04:1/3) RESOLVED that the Learning Ministry (212) and Multi-Communications (213) funds be closed and their remaining balances, \$790 and \$1,718 respectively, transferred to the Winston Bone Scholarship Fund (208).**

**ADOPTED**

2. Winston Bone Scholarship Fund

**ACTION (SC04:1/4) RESOLVED that the Winston Bone Scholarship Fund (208) be reclassified from Unrestricted (Designated) to Temporarily Restricted.**

**ADOPTED**

3. Bishop P. F. Ressmeyer Fund (209)

**ACTION (SC04:1/5) RESOLVED that the Bishop R. F. Ressmeyer Fund (209) be reclassified from Unrestricted (Designated) to Temporarily Restricted.**

**ADOPTED**

4. Women Leaders Fund (309)

**RESOLVED:** That the Women Leaders Fund (309) be closed and the remaining balance (\$10,000) be transferred to the general operating fund provided that there is supporting documentation to verify expenditures for the designated purpose.

**ACTION (SC04:1/6): RESOLVED that synod council postpone consideration of this motion until documentation to verify expenditures for the designated purpose has been provided.**

**ADOPTED**

5. Ministerial Education Fund (501) and Stechman/Berwager Seminary Scholarship (507)

**ACTION (SC04:1/7): RESOLVED that the Ministerial Education Fund (501) and the Stechman/Berwager Seminary Scholarship (507) be merged and renamed the Stechman/Berwager Ministerial Education Fund and the purpose be to provide financial assistance to seminary students from this synod.**

**ADOPTED**

E. OLD BUSINESS

A. Adoption of 2003 Synod Assembly Minutes

**ACTION (SC04:1/8):RESOLVED that the 2003 Synod Assembly Minutes be adopted.**

**ADOPTED**

Pastor Krauser suggested that in the future a committee of the synod council be appointed to review the Synod Assembly minutes so that the whole council will not have to study it. Mr. Litke will put this on the agenda for the retreat of the new synod council in June.

B. Congregational visitation calls

Mr. Litke emphasized the importance of the congregation visitation calls. He also asked visitors to urge everyone to sign up for the synod eletter. People can sign up online from the home page of the website.

C. Congregations under synodical administration:

- Hope Lutheran Church, Scarsdale – no report
- Christ Lutheran Church, Yonkers – no report
- Holy Trinity, Hollis

Mr. Litke described the status of the issues at Holy Trinity, namely that the scope of repairs remain beyond our ability to pay – approximately \$1,000,000. In order for the synod to pay for these repairs, we would have to mortgage the building and make payments of approximately \$80,000 per year for the next 30 years. At this time we cannot make a recommendation to go forward, and the inability to do so probably means the school would not be able to open next year. Mr. Kamy Moghbeli questioned the reliability of the architect's \$1,000,000 estimate to make the necessary repairs. Pastor Cherlyne Beck assured him that this number was investigated carefully.

- Zion, Harlem – no report

D. Synod Council membership

Mr. Litke reviewed the requirements of attendance and noted that as of the conclusion of this meeting we would have four vacancies, one due to resignation (the Rev. Amandus Derr), one having left the synod (the Rev. Stephen Marsh), and two for non-attendance (Ms. Joanne Means and Mr. Matt Gieser). Since there is insufficient time to fill these vacant seats before the next election, Mr. Litke noted that future quorum counts would be based on the number of seats held (17).

E. Congregation Constitutions

The Rev. Jim Krauser

No report

F. NEW BUSINESS

A. Synod Assembly

1. Voting member apportionment for 2004 Assembly:

**ACTION (SC04:1/9): RESOLVED that the apportionment of voting members for the 2003 Synod Assembly be as follows:**

<b>“authorized worshipping communities”</b>	<b>1 lay voting member</b>
<b>Up to 699 baptized members</b>	<b>2 lay voting members</b>
<b>700-999 baptized members</b>	<b>3 lay voting members</b>
<b>1,000 and more baptized members</b>	<b>4 lay voting members</b>

**ADOPTED**

There was discussion as to the definition of an “authorized worshipping community”. Mr. Litke will provide this definition to council and we will include this definition in the mailing to the synod announcing the assembly.

Pastor Bill Hurst suggested that in the future we use average attendance at worship rather than baptized membership as a basis for this apportionment.

2. Registration fees

In the past the registration fee has not covered meals, which have been optional. Hotel contracts require meal guarantees and meals not purchased still have to be paid for by the synod. This has meant a cost to the synod of \$40,000 to \$50,000 per year. The assembly planning committee determined that the only way to prevent wasted costs would be to include the meal package with the registration fee. Cost of rooms would be in addition. The following resolution was moved and seconded:

**MOVED:** That the registration fee covering both registration and meals, for the 2004 synod assembly be set at \$300 with a discount of \$25 for early registrations (before March 1) and a late fee of \$25 for those paying at the door.

After lengthy discussion it was moved and seconded to amend this resolution. The following action was adopted:

**ACTION (SC04:1/10) RESOLVED that the registration fee for the 2004 Synod Assembly be set at \$175, which includes the meal for Thursday evening, and that separate meal tickets be offered for purchase.**

**ADOPTED**

Thursday evening’s meal was included because there will be the recognition of this year’s Distinguished Disciples at this time. The synod’s communication to the congregations will include strong encouragement to buy into the meal plan.

3. Distinguished Disciple

There will be three Distinguished Disciples recognized at this year’s assembly. Names will be presented at the February synod council meeting.

4. Mission Moments will focus on worshipping communities; videos from congregations are encouraged

B. Offices to be elected and nominations received from conferences – The Rev. Jim Krauser

Pastor Krauser reported that the synod council nominations process has worked well. One conference has made no nominations; one conference has nominated only one candidate. Current lay members of the council are invited to consider running for at-large seats.

C. Housing Allowances

Section 107 of the Internal Revenue Code permits a minister of the gospel to exclude from gross income (in computing federal income taxes) a church-designated allowance paid as part of compensation to the extent used for actual expenses in owning or renting a home.

The following ordained staff have requested that the Synod Council approve their respective housing allowances, which take effect January 1, 2004:

Pastor A. David Anglada	\$26,100.00
Bishop Stephen P. Bouman	\$56,500.00
Pastor Cherlyne V. Beck	\$23,100.00
Pastor Robert Hoffman	\$75,000.00
Pastor Carla Meier	\$45,520.00
Pastor Gary Mills	\$43,710.50
Pastor Robert G. Wollenburg	\$62,982.00

**ACTION (SC04:1/11): RESOLVED that the housing allowances listed above be approved for the calendar year beginning January 1, 2004.**  
**ADOPTED**

G. Thank you to the Rev. Dr. Gary Mehl

**ACTION (SC04:1/12) RESOLVED that the Synod Council express its appreciation to the Rev. Dr. Gary Mehl for the many hours (yea even years) establishing and maintaining the synod's website. He also has inspired and aided many congregations in entering the cyber age in creating their own websites. His work has been so useful and efficient that he has worked himself out of a job. We thank him for this gift of leadership and vision.**

**ADOPTED**

H. AUXILLIARY ORGANIZATIONS

A. Women of the ELCA Ms. Delores Gray

Ms. Gray reported briefly on the upcoming spring "Celebrating Women" event on May 1 at The Wartburg, Mt. Vernon: "Bad Women of the Bible".

B. Lutheran Men in Mission Mr. Charles Kalthorn

A printed report was distributed in Mr. Kalthorn's absence. (**Attachment G**)

I. NEXT MEETING TOPICS

The next synod council meeting is on Tuesday February 17. Included on the agenda are a presentation from the Rev. Glen Miller , Lutheran Theological Seminary in Philadelphia; the candidacy resolution; nomination of a new synod treasurer; and the appeal from an excommunicated member of Zion St. Mark's in Manhattan.

Mr. Litke distributed the information regarding the excommunicated member of Zion St. Mark's. Mr. Litke made clear to council members the importance of reading this information carefully, paying particular attention to different opinions about the congregation constitution. This discussion will occur in executive session. In the bishop's absence, Pr. Cherlyne Beck will be bishop designate. Mr. Litke said that if anyone knows persons involved in this situation, they should be recused from the discussion and decision. The decision of the council on this matter is to be made on the documents only. The information is confidential; the decision is public. The decision does not have to be made at the next meeting if we require more information.

J. CLOSING PRAYER AND ADJOURNMENT

The meeting was closed with prayer at 9:02 pm



Attachment

A

Bishop's Report to Metropolitan New York Synod Council  
Our Shared Missions  
Bishop Stephen P. Bouman  
Commemoration of Martin Luther King  
September 19, 2004

### **The Conversion of the Church**

In Acts Chapter 11 Peter reports to the church about the conversion of Cornelius. But what he is really reporting is his own conversion and the conversion of the Church to this mission among the Gentiles. "If then God gave them (Cornelius' household) the same gift that he gave us when we believed in the Lord Jesus Christ, who was I that I could hinder God? Then God has given even to the Gentiles the repentance that leads to life." (Acts 11:17,18) Peter recognized, and reported to his own synod council in Jerusalem that God was already at work in other cultures before he showed up.

The conversion of the Church to outreach in our neighborhoods and this new wave of immigration among us is the point of the Commission for Evangelical Outreach which our synod assembly enabled last Spring. That conversion is ongoing in our synod. It is bringing us new life and vitality, and is reshaping our life and mission. In the days after Christmas I had several sessions with our mission leaders to get an accurate picture of our shared missions in this synod and our outreach to ethnic specific groups and people in poverty. We analyzed every single new mission start, including who was being served, how many were involved, mission leadership and partners, and the resources needed to accomplish the ministries. Tony Aguilar has been leader and developer of our Black Mission Strategy; David Anglada is leader and developer of our Latino Mission Strategy and our Division for Outreach ministries; Lily Wu coordinates our Asian Mission Strategy; and Gary Mills coordinates our international ministries. They, with Bob Wollenburg our director for resource development, participated in these planning sessions. Here is a report on our shared missions, a glimpse into a synod being converted in its encounter with Cornelius in our own time.

### **A Mission Snapshot**

Here is a summary of our ministries, with detailed commentary to follow in the next sections of this report. There are more than sixty ministries, and most of them involve people in poverty and immigrants\refugees. We are a Great Commission Synod "in the breach."

**Black Strategy:** Although the ELCA uses a number of 30% Black to identify Black ministries, we use 50% in our synod.

\*There are 29 congregations with over 50% Black membership.

\*13 are being served by Black pastors (including one from the Reformed Church), 11 are being served by White pastors, 2 are being served by Black synodically authorized lay leaders. 6 congregations are vacant. Two black pastors are serving White congregations.

Four Black pastors are Diakonia graduates, and several graduates are in the TEEM candidacy program. We are growing our own future leaders.

\*These churches have a membership of 7398 and an average attendance of 2841. (Our synod has many other Black members who are not in these 29 congregations)

\*Mission support is 9% of the total income. The congregations as 13% of our total congregations.

\*The Black Strategy is coordinated and planned by the Black pastors group (which includes White pastors of Black churches and lay leadership) convened by Tony Aguilar. Key to the strategy is to invest in existing ministries rather than start new ministries.

Several of these ministries are now resources for the entire synod. St. Paul, Parkchester; Epiphany, Brooklyn; Holy Redeemer, Brooklyn; New Hope, Queens, and Our Savior, Queens are examples of ministries sharing leadership, new mission initiatives and strong internal growth with the synod. The Black Strategy received significant funding from Thrivent for the training of lay mission leadership through an annual leadership institute.

\*Five of our Black congregations receive partnership funding (national division for outreach or synod) and three were Jubilee congregations receiving 750k in debt relief.

\*Black Lutherans are about 12% of our synod membership. The ELCA is about 1.5%.

***Latino Strategy:*** There are 15 Latino ministries in our synod, from Kingston in the north through the five boroughs to Amagansett in the East end of Long Island. This strategy is directed by David Anglada, who meets regularly with those serving these ministries.

\*7 are new ministries started in established congregations; 4 are established Latino ministries within established congregations; 3 are Latino congregations; 1 is a redevelopment of a dormant ministry (Sion in East Harlem).

\*these ministries are being served by 7 deacons (graduates of the Spanish Diakonia program), 3 White pastors, 2 Latino ordained pastors from other traditions (Reformed and Pentecostal, both in candidacy process), 2 Latino candidates approved for ordination (one a Diakonia graduate) and 2 ordained Lutheran pastors (a Diakonia graduate). Again, we are growing our own leaders.

\*These ministries have an average of 650 at worship. There are about 2000 Latino members of the MNYS.

\*There are currently 8 TEEM candidates, 16 graduates of Diakonia, and 12 in the candidacy process. There are 13 current students in the Brooklyn track of Diakonia, and 11 students in the Hempstead track.

\*Some of these ministries are growing rapidly. Last week the ministry at St. Luke's, Woodhaven had 93 at worship (they began about three months ago); the ministry at St. Peter's, Manhattan often has more than 150 at worship.

\*Most of these ministries serve a predominantly undocumented population. 80% of those at Cristo, Freeport are undocumented, and almost 100% in Hempstead.

\*We have a goal of starting two new ministries per year.

\*It costs about \$25,000 a year to support a deacon serving as a mission developer.

\*Possible new mission sites for Latino outreach in contemplation or development include: St. Lukes, Times Square; Staten Island; Tarrytown\Ossining; Haverstraw\Spring Valley; Beacon\Newburgh

**Asian Strategy:** There are 9 Asian ministries in our synod. Eight are Word and Sacrament ministries and 1 is an outreach to Fujianese immigrants in Chinatown through LSS and LDRNY, with Word and Sacrament in the planning stages. Lily Wu relates to these ministries and Abraham Lu has been a long time leader.

\*These ministries worship about 635 people weekly. There are about 1800 Asian people in the congregations of our synod.

\*A key element in drawing these ministries together was a synod wide youth retreat held recently at Koinonia. It was very well attended.

\*Our most recent Asian ministries are Kalam Taiwanese (received into membership at our last Synod assembly, and Ashirwad South Asian ministry.

\*During this week Gary Mills is meeting in Beijing with leaders of the Batak national church in Sumatra to identify our next pastor and work through other agreements.

\*We have submitted a ministry profile to the Division for Outreach for funding a new English ministry for 2<sup>nd</sup> generation Chinese at Grace.

**Companion Synod, Immigrant and Rural Ministries:** Pastor Gary Mills works with our international ministries and our Companion Synod relationship. Tony Aguilar works with the Committee for Ministry among Guyanese.

\*Our synod supports two ministries in the more rural part of our territory at Ellenville and Jeffersonville. These are small, but vibrant ministries which could not exist without our partnership.

\*We have developed “church to church” agreements with the churches in Finland, The EKD in Germany, Sweden, and Norway. Our agreement with EKD includes synodical involvement with St. Paul’s in Manhattan, and the sending of interns and pastors to serve in our synod from Germany. Finland has sent much support and resources for our synod’s outreach to immigrant and expatriot Finns.

\*Pastor Gary Mills has made key visits in support of our Asian ministries.

\*Outreach among Liberian refugees on Staten Island has local sponsorship.

\*I had the opportunity to meet Pastor El Yatim and Grace’s family while visiting in the Holy Land with Bishop Hansen. Salaam continues to be a crucial ministry for us.

\*Our Savior, Jamaica incubated our Swahili ministry, and now hosts worship for the Tamil community.

\*New immigration ministries being considered include Russian (Washington Heights or Brooklyn), French\Creole, and German (Westchester County).

**New Ministries:** Twenty three new ministry starts (or re-starts) have been initiated since I was elected bishop in 1996. This impetus for mission planting builds on the extensive work done in previous years. They include nine Latino ministries, and six Asian ministries. Some are the merging of existing ministries: Cristo\Christ in Freeport; Grace Chinese\Bethany Elmhurst\second generation outreach. Some are local parish initiatives: Tamil at Our Savior. Most were initiated by synod and local partnerships. Two Latino ministries were initiated which were not able to be sustained (Poughkeepsie, Mt. Kisco). Four congregations have closed.

***Congregations at Risk, Congregations Renewed:*** Most of these new ministries have started in existing congregations. Of the twenty congregations who are partners or hosts of these ministries, fifteen are congregations at risk. Among them:

\*Latino mission starts in Woodhaven, New Rochelle, Jackson Heights, Flushing.

\*One is a new missions start out of a closed congregation (Hope, Scarsdale).

\*Several have the potential to develop in a similar way to Salem\Salaam in Bay Ridge, where a vulnerable congregation opens toward a new ethnic group as the primary ministry in the facility. Grace Chinese\Bethany, Elmhurst; Asihrwad\St. Paul, Floral Park; Latino ministry\Salem, Bay Ridge.

***Commission For Evangelical Outreach:*** I believe that these congregations, both strong and “at risk” who are sponsoring, initiating or hosting these ministries offer an incredible bank of experience and opportunity to a synod seeking to live into the Great Commission. It suggests that outreach to new neighbors can be a means for parish growth and vitality. These strategies and ministries must be included in the overall planning of the Commission for Evangelical Outreach. Every effort must be made to include leaders from these established and emerging missions. These ministries are providing leaders, experience, insights for all of our congregations to serve their increasingly global and multi cultural communities.

The ten social ministry organizations on our territory have just formed the Lutheran Services Alliance of New York (LSA-NY) so that as one unified body they can work together and with our congregations in ministry. Lutheran Ministries of Higher Education in New York is going through a review of its ministry. Lutheran Schools Association continues to grow in its ability to help sustain and initiate education ministries. We have the opportunity to organize the fabric of our life together so that congregations can grow through share outreach ministries; programs of social ministry (Zion and Transfiguration in Harlem are looking at the possibility of partnerships with LSS); campus ministry; and schools and early childhood ministries.

***Full Communion and Ecumenical Partnerships:*** Thirteen of these ministries are full communion partnerships or involve pastors from full communion judicatories. They include Pastor Glenn Missick (executive for Black Ministries of the RCA) serving an interim at Abiding Presence, Bronx; RCA partnership in the Latino ministry in Kingston; Episcopal partnership in Amagansset; Presbyterian partnership with Pastor Shin at Reformation Korean in Brooklyn; LCMS partnership at True Light in Chinatown in the Fujianese outreach. Episcopal partners from Trinity, Wall Street and St. Paul’s Chapel with Hope mission at Ground Zero.

***A Synod in the Breach:*** When we initiate and support these ministries we also embrace the worlds and issues from which they come. Over 75% of those served in our Latino ministries are undocumented people. Many embraced by these ministries are living in poverty. Economic migration, immigration and refugee issues will be at the center of our concern and public conversation. The Center for Public Theology will be one way for our synod to participate in these issues and the ecumenical and interfaith conversations which will allow theology to shape public life. Support for congregations involved in

church based community organizing, and the Urban Empowerment Fund are important ways for a synod to be “healers of the breach, restorers of streets to live in.” (Isaiah 58)

***Leadership, Canon 9 and Total Ministry:*** Most of these ministries are “the road not taken” by most seminarians and pastors. Yet God has provided wonderful grass roots leadership. The leadership for these ministries comes from pastors ordained in other traditions, deacons and synodically authorized ministers raised up by local communities of faith, and Metropolitan New York Synod pastors. Our Latino deacons come from three congregations which are producing wonderful leaders for the entire synod (Cristo, Freeport; Trinity, Sunset Park; Resurreccion, Hempstead). Here are some of them:

\*Jorge Ospina is a carpenter from Colombia who has served us in Poughkeepsie and now is starting the ministry at St. Luke’s in Woodhaven. Most of those he serves are undocumented and from South America. He has been approved for ordination. Pastor Barry Lawless and his wife teach first communion classes to the children. Begun several months ago the ministry averages more than fifty at worship and two Sundays ago had 93 attend liturgy. Jorge carves small crosses, hands them out at the local Laundromat, prays with the people and invites them to the ministry.

\*Andrena Ingram is a TEEM candidate nearing ordination. She is a member of Transfiguration, has the HIV virus and is a recovering addict. She shared her story with the Conference of Bishop’s at a retreat on poverty. She already has a vibrant ministry to inner city people living in poverty, and living one day at a time.

\*Perucy Buttiku began the Swahili ministry with a Bible study for East African women, many of them in neglected or abusive situations. She began the Swahili worship as a deacon and was recently ordained (attended by Anna Mkapa, the first lady of Tanzania). She is leading this East African ministry in “Journey Together Faithfully,” the study on sexuality of the ELCA.

Each of these leaders and many more are Diakonia graduates. The need for local leadership is acute in many of our parishes which cannot find or afford full time pastoral ministry. Several mission driven avenues are being explored.

1. The Conference of Bishops has been studying synodically authorized ministries and has concluded that we should embrace the possibility of local ordination similar to Canon 9 of the Episcopal Church. (Actually, Canon 9 has been folded into a more comprehensive canon for ordination which allows for this local possibility.) Our synod and the ministry situations described in this report have been driving this conversation. My position is that the Bishop is the mission director and Word and Sacrament leader in the synod. She should have the discretion to ordain missionary leaders needed for Word and Sacrament ministry in these mission situations. I believe that these local ordained leaders should be ordained in and for the whole church and rostered to place. The “place” of this local rostering could be an ethnic community, a conference, several yoked parishes, a synod. Mentoring, supervision and vocational formation would be ongoing. At some point when candidacy requirements are completed the missionary pastor would be rostered in the whole church. We will be taking this up at our March meeting of the conference.

2. Total Ministry is the term used to describe the team of ministers in a congregation, or cluster of congregations. Pastor Rich Hill has been leading us in getting to know this concept which opens the door for a variety of local ministries to lead the church in mission. The Northeast Queens cluster is looking at a Total Ministry model which will have several pastors, a youth and family director, an older adult director and others on a team to serve all the conference congregations as well as the missionary efforts in the neighborhoods. The role of the conference as a platform for mission planning and accountability will be critical to the ministries described in this report.
3. The Ministerium last month looked at these issues, as well as a document on ministry in the absence of a presiding pastor, including an order of service for communion by extension. Use of this liturgy by Pastor Peg Wuertele at Redeemer, Queens Village is showing great promise.

**Resources: A Mission Society?** We are in the midst of a long decline in the traditional sources for funding these ministries. One source is the Division for Outreach of the ELCA. Five years ago their funding (including mission pastor's salaries) was about \$700k. In this present budget they are funding nine ministries at \$157k. Our request for new funding for this coming year is an additional \$110k for six ministries bringing the total to \$267k from national D.O. We anticipate that we will not get the total requested. Figure around \$225k from the ELCA. Add in about \$70k for funding for Daniel Peter which we also receive from D.O. That means that in five years our national funding has decreased by almost 50%

Five years ago our synod was budgeting about \$60k for our outreach ministries (our synod is one of the only ones to fund shared outreach ministries from their own budget). Currently we are funding 16 ministries for \$185k from our synod budget. Add in about \$25k to make up for funding requested which we will not get from D.O. and you have the picture. We have increase our local funding of these ministries in five years from \$60k to \$215k at a time when our synod mission support from congregations has been decreasing for the past five years. Our annual deficits of \$200\250k are almost the exact amount of the budgeted synod support for these ministries.

A good sign is that it appears that for the first time in several years our mission support will be more than last year. Another critical source of funding is for the mission leaders of our staff. David Anglada's salary is paid by the national Division for Outreach; much of the international travel for Gary Mills is funded outside of our budget. Outside grants pay for all of Lily Wu's stipend and pick up some of Tony Aguilar's remuneration as well.

In recent years thirteen supported ministries have gone off partner support. In 2005 Cristo Freeport will also be on their own. This does not mean that support for these ministries does not continue to happen. Local conferences, the Bishop's Discretionary and Mission funds and other grants and local partnership continue all the time.

It is clear that in the future we are going to have to take primary responsibility for maintaining these ministries and starting new ones. I would like to dream with you about starting a Missionary Society among us to nurture these ministries, train and maintain these leaders, seed congregation outreach through the Commission for Evangelical Outreach, maintain our strong companion synod relationship. Perhaps now is the time to think about undergirding these ministries with a capital fund raising effort.

In the following pages will be snapshots of each of these ministries, lists of ministries funded by synod and national Division for Outreach, churches which have gone off partnership support, full communion partnerships, new ministries started during my term as bishop, and congregation partners (including congregations at risk) for these ministries. What I hope has been conveyed is that this is not a report about “them,” but a report about what we are becoming together as a synod. We are being changed as much as the church in the time of Peter and Cornelius is being changed. Our new Lutherans are bringing renewed vigor in evangelism, witness to the power of Jesus in their lives, a love of the Bible. South Asian and Korean evangelists canvass the neighborhood for a new suburban ministry. Chinese members are seeking to bring Bibles back to their homeland. Revivals are springing up throughout the synod. Support of these ministries is a sign of hope for the future of the Lutheran family in this incredible metropolis. All our parishes were begun by newcomers to this Mars Hill called New York. May it continue to be true among us as we live every day into a Great Commission Synod.

Stephen Paul Bouman  
Commemoration of Martin Luther King  
January 19, 2004



# Attachment B

**METROPOLITAN NEW YORK SYNOD**  
**Evangelical Lutheran Church in America**  
Balance Sheet as of 12/31/03

	Act	12/31/03	FY 2002
<b>ASSETS</b>			
Cash	\$	1,219,082	\$ 576,629
Investments at Value	\$	2,970,954	\$ 2,837,418
Accrued Interest Recievable	\$	2,156	\$ 2,065
Pledges Recievable	\$	207,820	\$ -
Advances & Other Assets	\$	260,500	\$ 269,077
Property, equipment & Leasehold improvements	\$	622,350	\$ 730,555
<b>Total Assets</b>		<b>\$ 5,282,862</b>	<b>\$ 4,415,744</b>
<b>LIABILITIES</b>			
Accounts Payable & Accrued Expenses	\$	37,697	\$ 508,791
Deferred Revenue	\$	6,200	\$ 76,992
Notes Payable	\$	235,995	\$ 132,454
Other Liabilities	\$	5,015	\$ 137,837
<b>Total Liabilities</b>		<b>\$ 284,907</b>	<b>\$ 856,074</b>
<b>NET ASSETS</b>			
Unrestricted			
Undesignated	\$	(178,597)	\$ (395,521)
Designated	\$	2,131,482	\$ 2,466,200
Net investment in property, equipment, & leashold improvements	\$	520,329	\$ 598,101
<b>Total Unrestricted Net Assets</b>		<b>\$ 2,473,214</b>	<b>\$ 2,668,780</b>
Temporarily Restricted	\$	2,192,099	\$ 596,550
Permanently Restricted	\$	332,642	\$ 294,340
<b>Total Net Assets</b>		<b>\$ 4,997,955</b>	<b>\$ 3,559,670</b>
<b>Total Liabilities and Net Assets</b>		<b>\$ 5,282,862</b>	<b>\$ 4,415,744</b>

**Note** Net proceeds from Sale of Kingston & CELC was \$2,298,930  
Notes Payable includes Copiers, Computers, and Office Rent (Copiers only item prev. record)

**FY 2001**

\$ 337,131  
\$ 3,460,380  
\$ 2,650  
\$ -  
\$ 137,939  
\$ 860,866

**\$ 4,798,966**

\$ 154,437  
\$ 5,539  
\$ 177,422  
\$ 140,222  
\$ 477,620

\$ (220,152)  
\$ 3,019,592

\$ 683,444  
\$ 3,482,884

\$ 589,269  
\$ 249,193  
\$ 4,321,346

**\$ 4,798,966**

led)

# Attachment D

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# *Hudson*

## *Contribution Detail by Conference*

*February 1, 2003 - December 31, 2003*

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<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	\$4,125.00	\$4,165.00	\$40.00
01-02	Redeemer - Kingston	\$20,000.00	\$18,333.33	\$20,000.00	\$1,666.67
01-03	Trinity - Kingston	\$12,000.00	\$11,000.00	\$12,000.00	\$1,000.00
01-04	Redeemer - New Paltz	\$7,000.00	\$6,416.67	\$6,416.63	(\$0.04)
01-05	First - Poughkeepsie	\$1,050.00	\$962.50	\$0.00	(\$962.50)
01-06	Mount Calvary - Ruby	\$100.00	\$91.67	\$100.00	\$8.33
01-07	St. John's - Poughkeepsie	\$50,000.00	\$45,833.33	\$51,413.00	\$5,579.67
01-09	St. Paul - Red Hook	\$5,500.00	\$5,041.67	\$0.00	(\$5,041.67)
01-10	Memorial - Rhinebeck	\$5,500.00	\$5,041.67	\$5,041.63	(\$0.04)
01-12	Third - Rhinebeck	\$1,000.00	\$916.67	\$3,267.00	\$2,350.33
01-13	Atonement - Saugerties	\$8,500.00	\$7,791.67	\$7,799.00	\$7.33
01-14	St. Paul - West Camp	\$1,500.00	\$1,375.00	\$1,500.00	\$125.00
01-15	Christ - Woodstock	\$12,698.00	\$11,639.83	\$14,589.41	\$2,949.58
<i>Totals:</i>		\$129,348.00	\$118,569.00	\$126,291.67	\$7,722.67

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## *Delaware/Hudson*

### *Contribution Detail by Conference*

*February 1, 2003 - December 31, 2003*

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<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	\$1,833.33	\$0.00	(\$1,833.33)
02-02	Christ - Ellenville	\$1,800.00	\$1,650.00	\$1,800.00	\$150.00
02-03	Grace - Greenwood Lake	\$4,000.00	\$3,666.67	\$3,999.97	\$333.30
02-04	First - Jeffersonville	\$1,700.00	\$1,558.33	\$1,700.04	\$141.71
02-05	St. Paul - Liberty	\$2,000.00	\$1,833.33	\$2,224.92	\$391.59
02-06	St. John - Middletown	\$11,900.00	\$10,908.33	\$11,900.00	\$991.67
02-07	St. Paul - Narrowsburg	\$7,500.00	\$6,875.00	\$6,250.00	(\$625.00)
02-08	St. Paul - New City	\$13,200.00	\$12,100.00	\$13,200.00	\$1,100.00
02-09	King of King - New Windsor	\$18,500.00	\$16,958.33	\$12,957.00	(\$4,001.33)
02-10	Christ - Newburgh	\$1,200.00	\$1,100.00	\$1,200.00	\$100.00
02-11	Grace - North Branch	\$1,600.00	\$1,466.67	\$1,596.00	\$129.33
02-12	Good Shepherd - Pearl River	\$30,000.00	\$27,500.00	\$30,000.00	\$2,500.00
02-13	St. Peter - Port Jervis	\$5,000.00	\$4,583.33	\$4,999.92	\$416.59
02-14	Christ - Suffern	\$0.00	\$0.00	\$0.00	\$0.00
<i>Totals:</i>		\$100,400.00	\$92,033.33	\$91,827.85	(\$205.48)

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# *Tappan Zee*

## *Contribution Detail by Conference*

*February 1, 2003 - December 31, 2003*

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<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	\$11,770.00	\$11,770.00	\$0.00
03-02	Our Redeemer - Chappaqua	\$5,400.00	\$4,950.00	\$4,057.47	(\$892.53)
03-03	Our Saviour - Croton-on-Hudso	\$6,000.00	\$5,500.00	\$5,500.00	\$0.00
03-04	Dobbs Ferry - Dobbs Ferry	\$22,909.00	\$20,999.92	\$15,548.62	(\$5,451.30)
03-05	St. John - Mamaroneck	\$8,500.00	\$7,791.67	\$1,500.00	(\$6,291.67)
03-06	Resurrection - Mt. Kisco	\$22,500.00	\$20,625.00	\$19,282.00	(\$1,343.00)
03-07	United - Mt. Vernon	\$7,000.00	\$6,416.67	\$13,306.80	\$6,890.13
03-08	Holy Trinity - New Rochelle	\$5,000.00	\$4,583.33	\$2,400.00	(\$2,183.33)
03-09	St. Luke - New Rochelle	\$4,500.00	\$4,125.00	\$4,500.00	\$375.00
03-10	Emanuel - Pleasantville	\$34,000.00	\$31,166.67	\$25,500.00	(\$5,666.67)
03-11	St. Paul's - Rye-Brook	\$17,500.00	\$16,041.67	\$10,032.98	(\$6,008.69)
03-13	Grace - Scarsdale	\$4,000.00	\$3,666.67	\$2,000.00	(\$1,666.67)
03-14	St. Matthew - White Plains	\$0.00	\$0.00	\$1,564.00	\$1,564.00
03-15	Trinity - White Plains	\$12,000.00	\$11,000.00	\$10,700.00	(\$300.00)
03-16	Grace - Yorktown Heights	\$22,000.00	\$20,166.67	\$20,250.00	\$83.33
03-17	St. Andrew - Yorktown Heights	\$15,100.00	\$13,841.67	\$5,750.00	(\$8,091.67)
03-18	Christ Evangelical - Yonkers	\$0.00	\$0.00	\$0.00	\$0.00
03-19	Hope - Scarsdale	\$1,400.00	\$1,283.33	\$1,027.00	(\$256.33)
<i>Totals:</i>		\$200,649.00	\$183,928.25	\$154,688.87	(\$29,239.38)

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## *Eastern Nassau*

### *Contribution Detail by Conference*

*February 1, 2003 - December 31, 2003*

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<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	\$12,650.00	\$13,966.47	\$1,316.47
04-02	St. Luke - Farmingdale	\$22,000.00	\$20,166.67	\$19,800.00	(\$366.67)
04-03	Redeemer - Hicksville	\$3,000.00	\$2,750.00	\$4,078.00	\$1,328.00
04-04	St. Stephen - Hicksville	\$15,000.00	\$13,750.00	\$15,000.00	\$1,250.00
04-05	Good Shepherd - Levittown,	\$0.00	\$0.00	\$800.00	\$800.00
04-06	St. David - Massapequa Park	\$30,000.00	\$27,500.00	\$19,810.48	(\$7,689.52)
04-07	St. John - Merrick	\$20,086.00	\$18,412.17	\$10,271.25	(\$8,140.92)
04-08	Grace - North Bellmore	\$7,400.00	\$6,783.33	\$5,868.75	(\$914.58)
04-09	Good Shepherd - Plainview	\$21,000.00	\$19,250.00	\$20,500.00	\$1,250.00
04-10	Our Redeemer - Seaford	\$10,000.00	\$9,166.67	\$10,000.00	\$833.33
04-11	Faith - Syosset	\$12,000.00	\$11,000.00	\$4,000.00	(\$7,000.00)
04-12	Christ - Wantagh	\$26,000.00	\$23,833.33	\$21,421.24	(\$2,412.09)
<i>Totals:</i>		\$180,286.00	\$165,262.17	\$145,516.19	(\$19,745.98)

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## *Western Nassau*

### *Contribution Detail by Conference*

*February 1, 2003 - December 31, 2003*

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<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	\$15,125.00	\$16,151.50	\$1,026.50
05-03	Ascension - Franklin Square	\$10,000.00	\$9,166.67	\$9,400.00	\$233.33
05-04	Our Savior's - Glen Head	\$7,000.00	\$6,416.67	\$7,000.00	\$583.33
05-05	Our Saviour - Manhasset	\$26,000.00	\$23,833.33	\$9,499.98	(\$14,333.35)
05-06	Our Saviour - Mineola	\$7,000.00	\$6,416.67	\$6,416.63	(\$0.04)
05-07	Christ - New Hyde Park	\$8,100.00	\$7,425.00	\$3,600.00	(\$3,825.00)
05-08	Gloria Dei - New Hyde Park	\$1,298.00	\$1,189.83	\$0.00	(\$1,189.83)
05-09	Our Savior - Port Washington	\$0.00	\$0.00	\$13,020.00	\$13,020.00
05-10	St. James - Stewart Manor	\$2,500.00	\$2,291.67	\$2,500.00	\$208.33
05-11	St. Paul - Valley Stream	\$0.00	\$0.00	\$0.00	\$0.00
05-12	Trinity - Valley Stream	\$9,000.00	\$8,250.00	\$4,500.00	(\$3,750.00)
05-13	St. Andrew's - West Hempstead	\$15,500.00	\$14,208.33	\$15,500.00	\$1,291.67
<i>Totals:</i>		\$102,898.00	\$94,323.17	\$87,588.11	(\$6,735.06)

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## *Southwest Nassau*

### *Contribution Detail by Conference*

*February 1, 2003 - December 31, 2003*

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<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	\$3,850.00	\$4,200.00	\$350.00
06-02	St. Peter's - Baldwin	\$26,500.00	\$24,291.67	\$24,291.63	(\$0.04)
06-03	Incarnation - Cedarhurst	\$1,600.00	\$1,466.67	\$1,553.00	\$86.33
06-04	Christ - Freeport	\$3,000.00	\$2,750.00	\$3,300.00	\$550.00
06-05	Epiphany - Hempstead	\$20,000.00	\$18,333.33	\$16,000.00	(\$2,333.33)
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	\$6,416.67	\$2,184.50	(\$4,232.17)
06-08	Grace - Malverne	\$6,030.00	\$5,527.50	\$4,866.00	(\$661.50)
06-09	Oceanside - Oceanside	\$500.00	\$458.33	\$600.00	\$141.67
06-10	Holy Trinity - Rockville Ctr.	\$23,250.00	\$21,312.50	\$18,425.00	(\$2,887.50)
06-11	Good Shepherd - Roosevelt	\$3,000.00	\$2,750.00	\$2,250.00	(\$500.00)
06-12	Grace - Uniondale	\$9,000.00	\$8,250.00	\$5,750.00	(\$2,500.00)
06-13	Cristo - Freeport	\$0.00	\$0.00	\$0.00	\$0.00
06-14	Resurreccion - Hempstead	\$2,000.00	\$1,833.33	\$1,000.00	(\$833.33)
<i>Totals:</i>		\$106,080.00	\$97,240.00	\$84,420.13	(\$12,819.87)

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# *Peconic*

## *Contribution Detail by Conference*

*February 1, 2003 - December 31, 2003*

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<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	\$1,054.17	\$750.00	(\$304.17)
07-02	Incarnation - Bridgehampton	\$2,000.00	\$1,833.33	\$1,261.00	(\$572.33)
07-03	Holy Cross - Commack	\$7,500.00	\$6,875.00	\$6,600.00	(\$275.00)
07-05	St. Peter - Greenport	\$12,600.00	\$11,550.00	\$11,550.00	\$0.00
07-07	Holy Cross - Lake Ronkonkoma	\$12,000.00	\$11,000.00	\$11,000.00	\$0.00
07-08	Advent - Mattituck	\$3,500.00	\$3,208.33	\$3,500.00	\$291.67
07-09	Our Savior - Patchogue	\$11,700.00	\$10,725.00	\$13,848.00	\$3,123.00
07-10	St. Paul - Port Jefferson	\$12,696.00	\$11,638.00	\$1,500.00	(\$10,138.00)
07-11	St. Mark - Ridge	\$0.00	\$0.00	\$0.00	\$0.00
07-12	Trinity - Rocky Point	\$27,000.00	\$24,750.00	\$27,166.67	\$2,416.67
07-13	Hope - Selden	\$7,000.00	\$6,416.67	\$4,567.00	(\$1,849.67)
07-14	St. Andrews - Smithtown	\$21,800.00	\$19,983.33	\$21,666.65	\$1,683.32
07-15	St. James - St. James	\$0.00	\$0.00	\$12,124.00	\$12,124.00
<i>Totals:</i>		\$118,946.00	\$109,033.83	\$115,533.32	\$6,499.49

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# *Western Suffolk*

## *Contribution Detail by Conference*

*February 1, 2003 - December 31, 2003*

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<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	\$27,500.00	\$12,500.00	(\$15,000.00)
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	\$29,333.33	\$22,000.00	(\$7,333.33)
08-05	Christ - East Northport	\$15,000.00	\$13,750.00	\$6,000.00	(\$7,750.00)
08-06	St. Paul's - East Northport	\$12,000.00	\$11,000.00	\$11,000.00	\$0.00
08-07	Gloria Dei - Huntington Station	\$11,000.00	\$10,083.33	\$9,956.70	(\$126.63)
08-08	St. Peters - Huntington Station	\$28,383.00	\$26,017.75	\$31,196.00	\$5,178.25
08-09	Christ - Islip Terrace	\$8,000.00	\$7,333.33	\$2,668.00	(\$4,665.33)
08-10	St. John - Lindenhurst	\$16,000.00	\$14,666.67	\$14,666.00	(\$0.67)
08-11	King of Kings - Melville	\$1,600.00	\$1,466.67	\$1,600.00	\$133.33
08-12	Latvian Church of New York - Melville	\$2,800.00	\$2,566.67	\$2,800.00	\$233.33
08-13	Trinity - Wyandanch	\$2,000.00	\$1,833.33	\$2,000.00	\$166.67
08-14	Abiding Presence - Fort Solonga	\$21,000.00	\$19,250.00	\$19,354.17	\$104.17
08-15	Calvary - Hauppauge	\$6,500.00	\$5,958.33	\$6,416.70	\$458.37
<i>Totals:</i>		\$186,283.00	\$170,759.42	\$142,157.57	(\$28,601.85)

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# *Manhattan*

## *Contribution Detail by Conference*

*February 1, 2003 - December 31, 2003*

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<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	\$10,083.33	\$11,000.00	\$916.67
09-03	Christ - New York	\$5,400.00	\$4,950.00	\$5,400.00	\$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	\$5,958.33	\$6,246.00	\$287.67
09-06	Gustavus Adolphus - New York	\$18,000.00	\$16,500.00	\$12,200.00	(\$4,300.00)
09-07	Holy Trinity - New York	\$0.00	\$0.00	\$9,000.00	\$9,000.00
09-08	Immanuel - New York	\$15,000.00	\$13,750.00	\$14,920.00	\$1,170.00
09-09	Our Saviour Atonement - New York	\$11,000.00	\$10,083.33	\$10,076.00	(\$7.33)
09-10	St. John - New York	\$0.00	\$0.00	\$0.00	\$0.00
09-11	St. Luke - New York,	\$9,000.00	\$8,250.00	\$3,000.00	(\$5,250.00)
09-13	St. Paul (German) - New York	\$1,000.00	\$916.67	\$0.00	(\$916.67)
09-14	St. Peter - New York	\$24,000.00	\$22,000.00	\$21,549.31	(\$450.69)
09-15	Transfiguration - New York	\$0.00	\$0.00	\$9,750.00	\$9,750.00
09-16	Trinity of Manhattan - New York,	\$2,000.00	\$1,833.33	\$2,000.00	\$166.67
09-17	Trinity (Lower Eastside) - New York	\$2,000.00	\$1,833.33	\$2,000.00	\$166.67
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
<b>Totals:</b>		\$104,900.00	\$96,158.33	\$107,666.31	\$11,507.98

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# **Bronx**

## **Contribution Detail by Conference**

**February 1, 2003 - December 31, 2003**

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<b>Synodical ID</b>	<b>Church</b>	<b>Yearly Commitment</b>	<b>Commitment To Date</b>	<b>Contributions This Period</b>	<b>Variance To Date</b>
10-01	Abiding Presence - Bronx	\$0.00	\$0.00	\$3,000.00	\$3,000.00
10-02	All Saints - Bronx	\$1,200.00	\$1,100.00	\$1,870.00	\$770.00
10-03	Bethlehem - Bronx	\$2,500.00	\$2,291.67	\$2,000.00	(\$291.67)
10-04	New Hope - Bronx	\$1,000.00	\$916.67	\$1,250.00	\$333.33
10-05	Calvary - Bronx	\$0.00	\$0.00	\$2,696.01	\$2,696.01
10-06	Epiphany - Bronx	\$2,000.00	\$1,833.33	\$1,820.00	(\$13.33)
10-07	First - Bronx	\$4,000.00	\$3,666.67	\$4,561.79	\$895.12
10-08	Fordham - Bronx	\$7,500.00	\$6,875.00	\$4,476.96	(\$2,398.04)
10-09	Kingsbridge - Bronx	\$0.00	\$0.00	\$1,575.00	\$1,575.00
10-10	Resurrection - Bronx	\$0.00	\$0.00	\$500.00	\$500.00
10-11	St. John - Bronx	\$0.00	\$0.00	\$1,795.25	\$1,795.25
10-12	St. Luke - Bronx	\$0.00	\$0.00	\$0.00	\$0.00
10-13	St. Paul - Bronx	\$5,500.00	\$5,041.67	\$4,000.00	(\$1,041.67)
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	\$1,100.00	\$1,300.00	\$200.00
10-17	Transfiguration - Bronx	\$3,700.00	\$3,391.67	\$3,700.00	\$308.33
<b>Totals:</b>		<b>\$28,600.00</b>	<b>\$26,216.67</b>	<b>\$35,045.01</b>	<b>\$8,828.34</b>

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# *Staten Island*

## *Contribution Detail by Conference*

*February 1, 2003 - December 31, 2003*

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<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	\$1,466.67	\$2,000.00	\$533.33
11-02	Christ - Staten Island	\$7,500.00	\$6,875.00	\$2,122.87	(\$4,752.13)
11-03	Eltingville - Staten Island	\$0.00	\$0.00	\$1,200.00	\$1,200.00
11-04	Immanuel - Staten Island	\$5,500.00	\$5,041.67	\$3,000.00	(\$2,041.67)
11-05	Messiah - Staten Island	\$4,600.00	\$4,216.67	\$5,301.50	\$1,084.83
11-06	Our Saviour - Staten Island	\$2,300.00	\$2,108.33	\$0.00	(\$2,108.33)
11-07	St. Paul's-St. Luke's - Staten Island	\$2,000.00	\$1,833.33	\$1,835.00	\$1.67
11-08	Trinity - Staten Island	\$16,000.00	\$14,666.67	\$11,010.00	(\$3,656.67)
11-09	Zion - Staten Island	\$16,000.00	\$14,666.67	\$12,000.00	(\$2,666.67)
<i>Totals:</i>		\$55,500.00	\$50,875.00	\$38,469.37	(\$12,405.63)

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## *Queens Southeast*

### *Contribution Detail by Conference*

*February 1, 2003 - December 31, 2003*

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<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	\$12,299.00	\$12,299.00
12-02	Holy Trinity - Hollis	\$0.00	\$0.00	\$0.00	\$0.00
12-04	New Hope - Jamaica	\$15,500.00	\$14,208.33	\$14,208.34	\$0.01
12-05	Our Saviour - Jamaica	\$15,500.00	\$14,208.33	\$2,400.00	(\$11,808.33)
12-06	Ephiphany - Laurelton	\$1,500.00	\$1,375.00	\$1,500.00	\$125.00
12-07	Redeemer - Queens Village	\$6,000.00	\$5,500.00	\$5,500.00	\$0.00
12-09	St. Peter - Springfield Gar	\$3,000.00	\$2,750.00	\$3,139.00	\$389.00
12-10	Resurrection - St. Albans	\$0.00	\$0.00	\$1,200.00	\$1,200.00
12-11	Trinity - St. Albans	\$1,200.00	\$1,100.00	\$1,200.00	\$100.00
<i>Totals:</i>		\$42,700.00	\$39,141.67	\$41,446.34	\$2,304.67

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# *Queens Southwest*

## *Contribution Detail by Conference*

*February 1, 2003 - December 31, 2003*

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<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	\$458.33	\$0.00	(\$458.33)
13-02	Ascension - Glendale	\$1,000.00	\$916.67	\$500.00	(\$416.67)
13-03	St. Barnabas - Howard Beach	\$4,400.00	\$4,033.33	\$3,401.00	(\$632.33)
13-04	Christ - Ozone Park	\$900.00	\$825.00	\$750.00	(\$75.00)
13-05	St. James-St. Matthew's - Ozone Park	\$6,600.00	\$6,050.00	\$6,600.00	\$550.00
13-07	St. John - Richmond Hill	\$3,000.00	\$2,750.00	\$3,000.00	\$250.00
13-08	St. Pauls - Rich. Hill (114 St)	\$2,500.00	\$2,291.67	\$2,000.00	(\$291.67)
13-09	St. Paul - Rich. Hill (129 St)	\$9,000.00	\$8,250.00	\$8,450.00	\$200.00
13-10	Covenant - Ridgewood	\$1,800.00	\$1,650.00	\$942.00	(\$708.00)
13-11	St. Luke - Woodhaven	\$4,650.00	\$4,262.50	\$2,817.73	(\$1,444.77)
<i>Totals:</i>		\$34,350.00	\$31,487.50	\$28,460.73	(\$3,026.77)

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# *Queens Northeast*

## *Contribution Detail by Conference*

*February 1, 2003 - December 31, 2003*

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<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	\$1,833.33	\$2,200.00	\$366.67
14-02	Holy Trinity - Bellerose	\$7,000.00	\$6,416.67	\$6,999.96	\$583.29
14-03	St. Paul - Floral Park	\$1,500.00	\$1,375.00	\$2,291.63	\$916.63
14-04	Christ - Flushing	\$0.00	\$0.00	\$0.00	\$0.00
14-05	Messiah - Flushing	\$0.00	\$0.00	\$18,202.80	\$18,202.80
14-06	Redeemer - Flushing Hgts.	\$1,400.00	\$1,283.33	\$0.00	(\$1,283.33)
14-08	All Saints - Jamaica	\$504.00	\$462.00	\$546.00	\$84.00
14-09	Christ - Little Neck	\$4,000.00	\$3,666.67	\$4,000.00	\$333.33
14-10	Ashirwad -Floral Park	\$0.00	\$0.00	\$1,500.00	\$1,500.00
<i>Totals:</i>		\$16,404.00	\$15,037.00	\$35,740.39	\$20,703.39

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## *Queens Northwest*

### *Contribution Detail by Conference*

*February 1, 2003 - December 31, 2003*

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<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	\$1,100.00	\$1,200.00	\$100.00
15-03	Bethany - Elmhurst	\$700.00	\$641.67	\$638.00	(\$3.67)
15-04	Grace - Forest Hills	\$0.00	\$0.00	\$2,579.00	\$2,579.00
15-05	Atonement - Jackson Heights	\$3,000.00	\$2,750.00	\$3,300.00	\$550.00
15-06	Trinity - Long Island Cty	\$4,800.00	\$4,400.00	\$5,200.00	\$800.00
15-07	Trinity-St. Andrew's - Maspeth	\$5,200.00	\$4,766.67	\$2,600.00	(\$2,166.67)
15-08	Trinity - Middle Village	\$10,500.00	\$9,625.00	\$10,500.00	\$875.00
15-09	St. Jacobus - Woodside	\$9,200.00	\$8,433.33	\$9,034.00	\$600.67
15-10	Grace Chinese - Elmhurst	\$2,650.00	\$2,429.17	\$2,950.00	\$520.83
<i>Totals:</i>		\$37,250.00	\$34,145.83	\$38,001.00	\$3,855.17

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# ***Brooklyn Bridges***

## ***Contribution Detail by Conference***

***February 1, 2003 - December 31, 2003***

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<b><i>Synodical ID</i></b>	<b><i>Church</i></b>	<b><i>Yearly Commitment</i></b>	<b><i>Commitment To Date</i></b>	<b><i>Contributions This Period</i></b>	<b><i>Variance To Date</i></b>
16-01	Bethlehem - Brooklyn	\$1,500.00	\$1,375.00	\$0.00	(\$1,375.00)
16-04	Epiphany - Brooklyn	\$0.00	\$0.00	\$0.00	\$0.00
16-05	Espiritu Santo - Brooklyn	\$1,200.00	\$1,100.00	\$100.00	(\$1,000.00)
16-07	Messiah - Brooklyn	\$0.00	\$0.00	\$2,047.30	\$2,047.30
16-08	Reformation - Brooklyn	\$1,250.00	\$1,145.83	\$0.00	(\$1,145.83)
16-09	St. John - Brooklyn	\$0.00	\$0.00	\$500.00	\$500.00
16-10	St. John - St. Matthew - Emanuel - Bro	\$20,000.00	\$18,333.33	\$20,000.04	\$1,666.71
16-11	St. Luke - Brooklyn	\$2,400.00	\$2,200.00	\$0.00	(\$2,200.00)
16-14	St. Peter - Brooklyn	\$1,000.00	\$916.67	\$0.00	(\$916.67)
16-15	Zion - Brooklyn	\$0.00	\$0.00	\$0.00	\$0.00
<b><i>Totals:</i></b>		\$27,350.00	\$25,070.83	\$22,647.34	(\$2,423.49)

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## ***South Shore (Brooklyn)***

### ***Contribution Detail by Conference***

***February 1, 2003 - December 31, 2003***

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<b><i>Synodical ID</i></b>	<b><i>Church</i></b>	<b><i>Yearly Commitment</i></b>	<b><i>Commitment To Date</i></b>	<b><i>Contributions This Period</i></b>	<b><i>Variance To Date</i></b>
17-01	Advent - Brooklyn	\$2,740.00	\$2,511.67	\$2,740.00	\$228.33
17-02	Holy Redeemer - Brooklyn	\$5,000.00	\$4,583.33	\$4,586.00	\$2.67
17-03	Holy Trinity - Brooklyn	\$10,540.00	\$9,661.67	\$9,669.00	\$7.33
17-04	Redeemer - Brooklyn	\$1,000.00	\$916.67	\$1,000.00	\$83.33
17-05	St. James - Brooklyn	\$0.00	\$0.00	\$0.00	\$0.00
17-07	St. Paul's - Brooklyn	\$3,000.00	\$2,750.00	\$2,750.00	\$0.00
17-08	St. Paul - Brooklyn	\$0.00	\$0.00	\$0.00	\$0.00
17-09	St. Stephen - Brooklyn	\$4,500.00	\$4,125.00	\$2,625.00	(\$1,500.00)
17-10	Trinity - Brooklyn	\$900.00	\$825.00	\$949.00	\$124.00
<b><i>Totals:</i></b>		\$27,680.00	\$25,373.33	\$24,319.00	(\$1,054.33)

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## ***Southwest Brooklyn***

### ***Contribution Detail by Conference***

***February 1, 2003 - December 31, 2003***

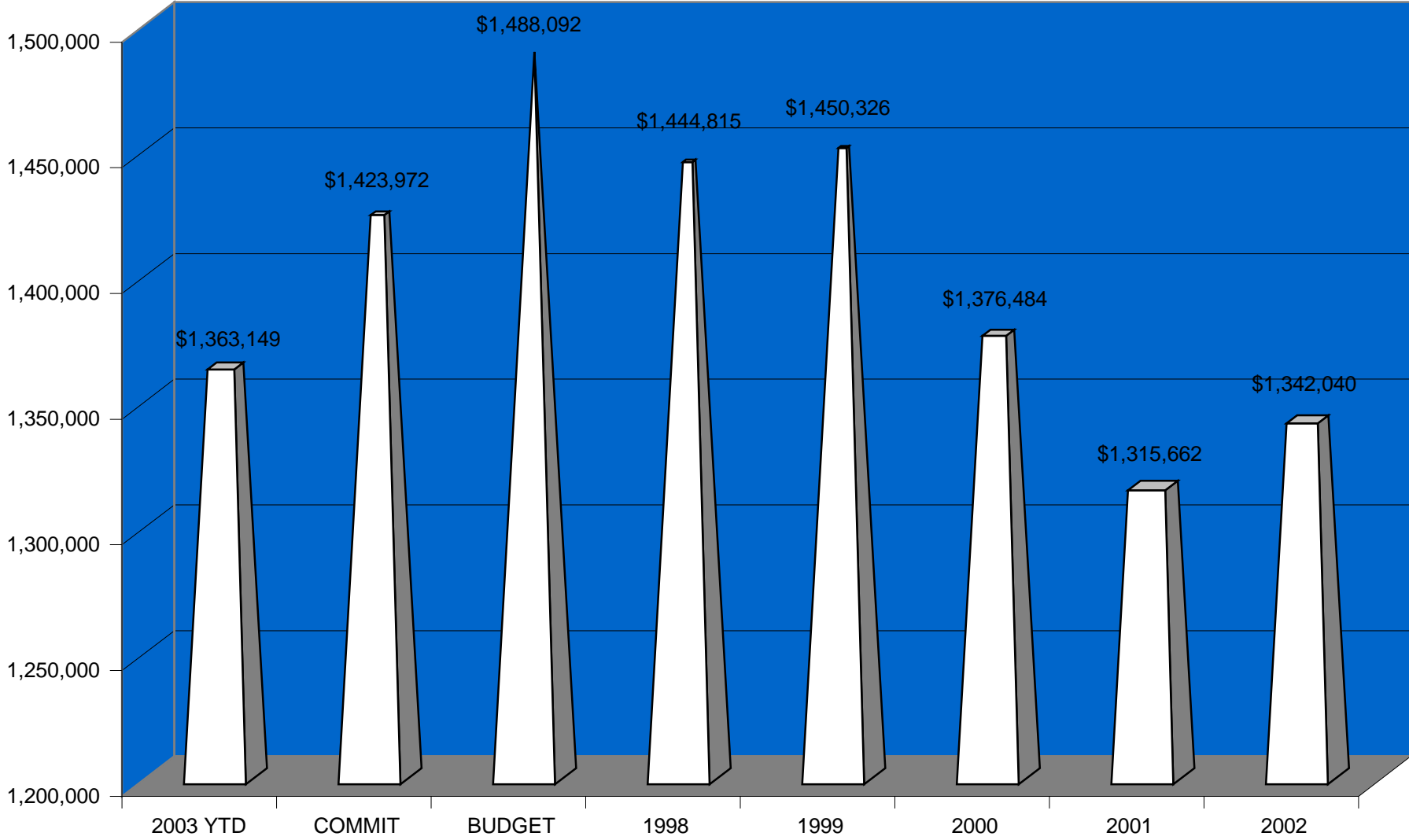
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<b><i>Synodical ID</i></b>	<b><i>Church</i></b>	<b><i>Yearly Commitment</i></b>	<b><i>Commitment To Date</i></b>	<b><i>Contributions This Period</i></b>	<b><i>Variance To Date</i></b>
18-01	Bethlehem - Brooklyn	\$7,000.00	\$6,416.67	\$7,000.00	\$583.33
18-02	Bethany - Brooklyn	\$3,500.00	\$3,208.33	\$3,500.00	\$291.67
18-03	Christ - Brooklyn	\$0.00	\$0.00	\$0.00	\$0.00
18-05	Good Shepherd - Brooklyn	\$18,000.00	\$16,500.00	\$9,000.00	(\$7,500.00)
18-07	Our Saviour - Brooklyn	\$8,500.00	\$7,791.67	\$8,500.00	\$708.33
18-08	Redeemer - St. John's - Brooklyn	\$0.00	\$0.00	\$1,000.00	\$1,000.00
18-09	St. Jacobi - Brooklyn	\$1,500.00	\$1,375.00	\$750.00	(\$625.00)
18-11	Salem - Brooklyn	\$1,800.00	\$1,650.00	\$1,500.00	(\$150.00)
18-12	Trinity - Brooklyn	\$12,000.00	\$11,000.00	\$12,000.00	\$1,000.00
18-13	Zion - Brooklyn	\$0.00	\$0.00	\$0.00	\$0.00
18-14	Salam Arabic Church - Brooklyn	\$1,500.00	\$1,375.00	\$0.00	(\$1,375.00)
<b><i>Totals:</i></b>		<b>\$53,800.00</b>	<b>\$49,316.67</b>	<b>\$43,250.00</b>	<b>(\$6,066.67)</b>

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# Attachment E

### Mission Support Comparison as of December 31





# METROPOLITAN NEW YORK SYNOD, ELCA

## Comparison of Mission Support Receipts

	2003 Actual		2003		Actual Prior Years to Date					YTD Percent Variances From:						
	MTD	YTD	Commit.	Budget	1998	1999	2000	2001	2002	Commit	Budget	1998	1999	2000	2001	2002
FEB	110,020	110,020	129,452	135,281	123,459	105,372	104,565	97,826	137,395	-15.0%	-18.7%	-10.9%	4.4%	5.2%	12.5%	-19.9%
MAR	114,061	224,081	258,904	270,562	249,573	235,450	253,642	226,229	216,904	-13.5%	-17.2%	-10.2%	-4.8%	-11.7%	-0.9%	3.3%
APR	137,710	361,791	388,356	405,843	401,270	399,598	384,813	364,083	389,111	-6.8%	-10.9%	-9.8%	-9.5%	-6.0%	-0.6%	-7.0%
MAY	110,804	472,595	517,808	541,124	525,109	522,788	540,682	486,589	546,447	-8.7%	-12.7%	-10.0%	-9.6%	-12.6%	-2.9%	-13.5%
JUN	138,754	611,350	647,260	676,405	642,585	647,341	659,157	606,871	624,258	-5.5%	-9.6%	-4.9%	-5.6%	-7.3%	0.7%	-2.1%
JUL	88,428	699,777	776,712	811,687	785,181	770,588	761,069	722,869	741,065	-9.9%	-13.8%	-10.9%	-9.2%	-8.1%	-3.2%	-5.6%
AUG	101,022	800,799	906,164	946,968	880,096	891,308	858,465	835,711	840,287	-11.6%	-15.4%	-9.0%	-10.2%	-6.7%	-4.2%	-4.7%
SEP	94,975	895,774	1,035,616	1,082,249	1,012,518	1,002,035	949,600	930,873	920,946	-13.5%	-17.2%	-11.5%	-10.6%	-5.7%	-3.8%	-2.7%
OCT	119,494	1,015,268	1,165,068	1,217,530	1,133,746	1,151,623	1,088,064	1,056,765	1,064,681	-12.9%	-16.6%	-10.5%	-11.8%	-6.7%	-3.9%	-4.6%
NOV	149,493	1,164,761	1,294,520	1,352,811	1,267,613	1,250,132	1,234,948	1,151,526	1,161,643	-10.0%	-13.9%	-8.1%	-6.8%	-5.7%	1.1%	0.3%
DEC	198,388	1,363,149	1,423,972	1,488,092	1,444,815	1,450,326	1,376,484	1,315,662	1,342,040	-4.3%	-8.4%	-5.7%	-6.0%	-1.0%	3.6%	1.6%
JAN			1,553,424	1,623,373	1,695,777	1,670,714	1,616,732	1,591,386	1,561,721							
2003 Commitment Response: 179/220 = 81% (Last Year: 92%)																

# Attachment F

***Contribution Summary by Conference  
February 1, 2003 - December 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	\$118,569.00	\$126,666.67	\$8,097.67
02	Delaware/Hudson	\$100,400.00	\$92,033.33	\$91,827.85	(\$205.48)
03	Tappan Zee	\$200,649.00	\$183,928.25	\$154,848.87	(\$29,079.38)
04	Eastern Nassau	\$180,286.00	\$165,262.17	\$145,516.19	(\$19,745.98)
05	Western Nassau	\$102,898.00	\$94,323.17	\$87,588.11	(\$6,735.06)
06	Southwest Nassau	\$106,080.00	\$97,240.00	\$84,420.13	(\$12,819.87)
07	Peconic	\$118,946.00	\$109,033.83	\$115,533.32	\$6,499.49
08	Western Suffolk	\$186,283.00	\$170,759.42	\$142,157.57	(\$28,601.85)
09	Manhattan	\$104,900.00	\$96,158.33	\$107,666.31	\$11,507.98
10	Bronx	\$28,600.00	\$26,216.67	\$35,045.01	\$8,828.34
11	Staten Island	\$55,500.00	\$50,875.00	\$38,469.37	(\$12,405.63)
12	Queens Southeast	\$42,700.00	\$39,141.67	\$41,446.34	\$2,304.67
13	Queens Southwest	\$34,350.00	\$31,487.50	\$28,460.73	(\$3,026.77)
14	Queens Northeast	\$16,404.00	\$15,037.00	\$35,740.39	\$20,703.39
15	Queens Northwest	\$37,250.00	\$34,145.83	\$38,001.00	\$3,855.17
16	Brooklyn Bridges	\$27,350.00	\$25,070.83	\$22,647.34	(\$2,423.49)
17	South Shore (Brooklyn)	\$27,680.00	\$25,373.33	\$24,319.00	(\$1,054.33)
18	Southwest Brooklyn	\$53,800.00	\$49,316.67	\$43,250.00	(\$6,066.67)
<b><i>Totals:</i></b>		\$1,553,424.00	\$1,423,972.00	\$1,363,604.20	(\$60,367.80)

# Attachment G



### **Psalm 37**

*3 Trust in the LORD and do good; dwell in the land and enjoy safe pasture. 4 Delight yourself in the LORD and he will give you the desires of your heart. 5 Commit your way to the LORD ; trust in him and he will do this: 6 He will make your righteousness shine like the dawn, the justice of your cause like the noonday sun. 7 Be still before the LORD and wait patiently for him; do not fret when men succeed in their ways, when they carry out their wicked schemes.*

As we consider the ministry God has put before us, let us **trust** in Him and do good. Only then can we **delight** in Him. Let us **commit** everything- including this ministry- to Him

Our mission is to build men's faith, relationships and ministry through the events we produce, the resources we publish, ongoing leadership development and small group men's ministry. In addition, we are intentionally refraining from asking for any monetary support for this ministry to men in our synod. Our intent is to give back to the church, financial resources for men's ministry as we are able, through the "Journeyman100 Fund."

**Alligators:** The study of sexuality is affecting our ministry to men. Men are reluctant to become involved. New partnerships have not been developing as they were during previous years, and while it may seem distressing, it isn't alarming. Despite this, our ministry to men is moving on an "even keel" and I still meet many men involved in various ministries in their church and in the community.

**Events:** We held two events. Our usual Annual Breakfast/Business Meeting and lieu of an Annual Men & Boy's Gathering, we planned and participated in the Region 7 Fall Retreat. This was a great Retreat at the Koinonia Retreat Center in Highland, NY. Men from all parts of Region 7 were in attendance, and I am still hearing how lives were touched and changed. But as always we learn what we will do differently the next time around. I believe the events we do are very important as the men that attend receive new encouragement and regeneration in their walk towards the cross

### **Metro NY LMM Annual Meeting – March 27, 2004 8AM to 11AM**

This year, our Annual Breakfast/Business meeting will be hosted by New Hope Lutheran Church in Laurelton, Queens. Pastor Brenda Smith and their Men's Ministry are planning a sumptuous breakfast of food for our body and soul. Please reserve this date on your calendars and plan to attend.

Our theme for this year is for all pastors and men to engage in "Each One Reach One." We feel if taken this call to invite men to Christ seriously, not only will our Synod's ministry to men be affected, but congregational life will be as well.

This year we have an unusual amount of Officer nominations to fill: President, Vice-president, and Treasurer. I have completed my terms for a total of 6 years as President, and now it's time for a change in leadership. "Skip" Schumann has completed his 2-year term as Vice-president, and has declined to be a nominee. We have not been able to fill the Treasurer's position for the past 2 years, so I have been performing that task as well. I will accept the nomination to be Treasurer. In addition, all our Mission Leader positions are up for election (not unusual). However, some of the men have moved on to other ministry areas.

In keeping with our theme of "Each One Reach One," this year, ***"The Metro NY LMM board members are encouraging all it's Partners in Ministry, and Synod Council Members to reach out to other men, and to their Pastors (male & female) and encourage them to attend this forthcoming Annual Meeting, and, to bring at least another man with them."***

**WE ARE REJOICING** that there are 14 Lutheran Men in Mission Bible pen pals with Seafarers. This means 28 men are sharing the Word of God! Halleluiah! We hope to increase participation this year.

I will still be active in my final term as Region 7 Director for LMM, which continues until July 2005.

Charlie Kalhorn, President