

April 19, 2005

Synod Council of the Metropolitan New York Synod  
Evangelical Lutheran Church in America

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SYNOD COUNCIL MEMBERS

Present

The Rev. Albert Ahlstrom  
Mr. William Anderson  
The Rev. Edward Barnett  
Mr. Leonard Bartkus  
The Rev. William Baum  
Bishop Stephen Bouman  
Mr. Bob Buescher, Treasurer  
Ms. Maria del Toro  
The Rev. Kathleen Koran  
The Rev. James Krauser, Secretary  
Mr. John Litke, Vice President  
Ms. Christina Lord-Barry  
The Rev. Fred McElderry  
The Rev. Annemarie Noto, PhD  
Mr. Patrick O'Brien  
Ms. Beverly Small  
Ms. Marion Steadman  
Mr. John Vercelletto  
Ms. Sharon Wilson

Excused

The Rev. James Anderson  
Mr. Alan Chen  
Ms. Chris Connell, DM  
Ms. Elizabeth Hoffmann

Absent

Mr. Carl Blomke  
Dr. Earl Marsan

STAFF

The Rev. Dr. Gary Mills  
Ms. Joanne Strunck

AUXILLIARY MEMBERS

Ms. Delores Gray, Women of the ELCA

I. CALL TO ORDER

The meeting was called to order at 5:18pm.

II. DEVOTIONS

Ms. Maria del Toro

III. ADOPTION OF AGENDA

The agenda was adopted with minor adjustments.

IV. MINUTES, March 15, 2005, consideration of

The minutes were accepted as submitted.

V. REPORT OF THE BISHOP

A. Comments on issues of the wider church, synod, congregations, and the public arena

1. Bishop Bouman began his report with reflections on the election of Pope Benedict XVI.

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2. ELCA Church Council recommendations on report of the task for on sexuality **(Exhibit A)**

There are still many unanswered questions, but the bishop believes this recommendation allows us to move forward in a situation where there is no consensus. Under the circumstances he believes the recommendations presented by Church Council are remarkable. They will be presented to the Churchwide Assembly in August. He expressed the frustration at getting the discussion started, as the Church Council was hesitant to rewrite the recommendation of the task force. He briefly explained the contents of the recommendations and the process that will be used to grant “exceptions” to the policy. The bishop also explained the process the synod’s Reference and Counsel Committee is using to work with the memorials and resolutions which have been submitted to our assembly regarding the ELCA sexuality issue. .

3. Clifford Chance/Capell & Vishnick

Attorney Jim Paul of Clifford Chance is representing Howard Capell and the synod, on a pro bono basis, in a dispute with Mr. Capell’s former partners at Capell & Vishnick.

4. Synodically authorized ministries **(Exhibit B)**

Bishop Bouman welcomed the new guidelines which he described as “tightening up” the rules and processes for these authorizations. He added that our synodical Diaconate rests on these rubrics, as they clarify the ministry of laity.

5. Zion-St. Mark’s Lutheran Church

The Consultation Panel (Bishop Bouman, Mr. James Paul, the Rev. Jeff Laustsen, and the Rev. David Rommereim) has met with members of the congregation and is in the process of finalizing their report. The pastor declined to participate.

6. St. John’s in South Bronx.

The report of the consultation panel is expected by April 29.

7. Immigration/Migration **(Exhibit C)**

Bishop Bouman recalled the *Proposal Regarding Refugees, Asylum Seekers, and Immigrants* which originated in the Northeast Minnesota Synod and is being submitted to all of the ELCA’s 65 synod assemblies. Bishop Bouman and MNYS are taking a lead in promoting this throughout the country. Part of the MNYS tithe to the ELCA from the sale of church buildings will be used for funding. Bishop Hanson is considering a match; funding from Thrivent is also expected. This proposal is endorsed by the Lutheran Immigration and Refugee Service (LIRS) and

the ELCA's Division for Church in Society. The bishop will speak to this from the floor of the assembly.

8. Staffing considerations – The bishop will share his ideas at the June council meeting
9. Ten year budget plan.

Bishop Bouman addressed the 10 year budget plan proposed by the Financial Management Committee (see Treasurer's report). He sees four parts to the plan:

- 5% growth in mission support, utilizing a "growth team" to teach discipleship
- Reduction in spending. Our largest effort to date has been to cut staff
- Movement toward self-sufficiency for the congregations we support (for those who can). Seeking greater latitude in support from the ELCA by requesting Division for Outreach money in the form of block grants rather than the current practice of funding for specific ministries.
- A capital fund campaign. Bishop Bouman will present a case statement at council's June meeting.

B. Mission Development Board – John Litke

1. Hope, Scarsdale Development Resolution (**Exhibit D**)

**ACTION (SC43): RESOLVED that synod council grant permission to sell the Hope Scarsdale property, including consideration of a land lease if someone should propose such an offer.**

**ADOPTED**

2. Holy Trinity Hollis panel report (**Exhibit E**)

The panel report is under review by the Mission Development Board.

3. Overview of Mission Planning Team meetings  
The team is developing a process and a strategy for planning mission reinvestment on a synod-wide basis. The process includes close collaboration between the Evangelical Outreach Commission, the Division for Outreach mission coordinator for the synod (David Anglada), the Deans, the Office of the Bishop and the Mission Development Board.

4. Annual report of Mission Development Board(**Exhibit F**)

C. Appointments

The Rev. Joanne Bond as chaplain to the 2005 Synod Assembly, to replace the Rev. Christine Bohr Anderson who is unable to do it because of impending surgery. No

objection.

- D. Calls - none
- E. Staff reports - none
- F. Diaconal Council report – **Exhibit G**
- G. Letter from the Rev. George Muenich, Zion Lutheran Church, Brooklyn

**ACTION (SC05:4/2): RESOLVED that synod council is aware of a letter from Pastor George Muenich to some congregations of the synod. Synod council asks the bishop to respond pastorally. When synod council receives a copy of the letter it will consider the matter.**

**ADOPTED**

Bishop Bouman's pastoral response will include inviting himself to preach at Zion, Brooklyn and do a Bible study of their choosing.

VI. REPORT OF THE TREASURER

- A. Financial reports
  - 1. Mission support has not shown improvement in FY 2005.
    - Contribution Summary by Conference (**Exhibit H**)
    - Mission Support Summary for 2005 (**Exhibit I**)
    - Results of 2005 Commitments (**Exhibit J**)
    - Monthly Mission Support Receipts 1991-2004 (**Exhibit K**)
  - 2. 2006 (Operating) Budget
    - Detailed (**Exhibit L**). At its March meeting, the synod council recommended the 2006 budget for submission to the synod assembly granting authority to the Financial Management Committee to "tweak" it.
    - Abbreviated, as will presented to the Synod Assembly (**Exhibit M**)
    - Budget narrative (**Exhibit N**). Contains a very direct statement that if we continue to take money from unrestricted funds we will be out of money by the end of 2006.
- B. Motion from the Financial Management Committee

**ACTION (SC05:4/3): RESOLVED that the Synod Council direct the staff to develop a comprehensive 10 year operating budget plan, which will lead to break-even performance within 10 years without the undue use of unrestricted fund balances for the achievement. The first such plan should be presented to the Financial Management Committee for evaluation of reasonableness by September 1 of 2005, and updates for subsequent annual reviews should occur by the**

**same September 1 date.**

**ADOPTED**

VII. OLD BUSINESS

- A. Constitutions: Trinity Brewster – submitted
- B. Synod Assembly

1. 2005 Synod Assembly

- Update. Resolutions were due last Friday. Site has been visited for planning purposes. There have been 50 requests for financial support, not all granted. Grants have been given in the amount of \$6,100. Vice president Litke said synod council members are expected to be there, as all have voice and vote.
- Voting membership apportionment

**ACTION (SC05:4/4) RESOLVED that the apportionment of voting members for the 2005 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>

For next year we may consider a new formula reduce the number of voting members, thus reducing the cost to congregations. It was suggested that we consider confirmed members rather than baptized in the apportionment.

- Approval of synod assembly agenda (**Exhibit O**)

**ACTION (SC05:4/5): RESOLVED that synod council recommend the 2005 synod council agenda, as printed, to the Assembly for adoption, noting that it is subject to change.**

**APPROVED**

Pastor Gary Mills reported that, due to time constraints, all recognitions (including anniversaries and 35<sup>th</sup> year of the ordination of women) will occur Friday evening during the Festival Eucharist rather than during the business plenary sessions.

2. 2006 Synod Assembly.

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**ACTION (SC05:4/6): RESOLVED that Synod Council approve the dates of May 18-20 for the 2006 Synod Assembly, to be held at St. John Lutheran Church in Poughkeepsie.**

VIII. NEW BUSINESS

A. Audit report (**Exhibit P**)

**ACTION (SC05:4/7): RESOLVED that Synod Council accept the auditor's report for FY2005.**

**ADOPTED**

Secretary Krauser requested that the management letter associated with the audit be shared with the council.

B. Resignation from Synod Council

Vice-president Litke announced that Pastor Patt Margolis has resigned from the Synod Council. Her term expires in 2006. The person filling her position needs to be clergy but does not need to be from her conference (Delaware-Hudson).

C. Election of youth representative to Synod Council.

Vice-president Litke asked if there were any nominees for the vacant youth position on council. There being none, he said both vacant positions would be taken up at the next meeting. It was recommended that Lutheran Youth Organization and Children, Youth and Family Ministries be approached for suggestions.

D. St. Luke's, Bay Shore

Bishop Bouman reviewed the synod's history with St. Luke's, who sent us a letter requesting to be removed from the MNYS roster (**Exhibit Q**). The bishop wishes to be keep door open for them to return to the fold.

**ACTION (SC05:4/8): RESOLVED, that the secretary will respond to the letter from St. Luke's Lutheran Church, Bay Shore to inform them we will grant them peaceful release from membership in the ELCA. Since they have submitted a registration of voting members for the Synod Assembly, we will set their release date as of June 1, 2005.**

Pr. Kris Baudler can not be a voting member since he is no longer an ELCA pastor.

E. Housing allowance for the Rev. Robert Hoffman: \$75,000

Vice-president Litke explained that Pastor Hoffman's housing allowance should have been included with the others on the March agenda. The effective date for this request is

January, 2005. The IRS permits a pastor to deduct any amount they can substantiate.

**ACTION (SC05:4/9): RESOLVED that Synod Council approve the Rev. Robert Hoffman’s housing allowance for FY2005 in the amount of \$75,000. ADOPTED**

F. Samuel Trexler Grants

Seven requests were received; five were submitted for approval. Pastor Mills reported that the staff will be revising the guidelines for Trexler grants before the next round of grants in the fall so that we have a more professional reporting system.

**ACTION (SC05:4/10):RESOLVED that Synod Council approve the following Samuel Trexler grants. ADOPTED**

Eggers, William	To attend the Interim Ministry Network Annual Convention June 6-9 in Danvers, MA	\$ 650.00
Lu, Abraham	To support retention of a professional proofreader for his D.Min thesis (since English is not his first language)	\$ 750.00
Gaeta, Jane	To help cover expenses to attend Churchwide Assembly this summer as volunteer on Eric Shafer’s team	\$ 300.00
Kennedy, Tim	To attend the Ecumenical Institute at Tantur, Occupied West Bank, Israel, June 27-August 4 to enhance course preparation for a series on ecumenism in the Middle East	\$ 500.00
Havrilla, John	To participate in a study trip in October, 2005 to Vienna and Bratislava to study 16 <sup>th</sup> and 17 <sup>th</sup> century Lutheran history	\$ 500.00

IX. DEANS REPORT – no report

X. YOUTH REPORT

Pastor Kathleen Koran reported on the work of the Youth and Family Ministry Committee. The servant event being planned with the Arkansas-Oklahoma Synod is progressing. Thrivent has provided a very generous grant for this. Fifteen youth from our synod are participating and represent most of our conferences and a good ethnic diversity. Pr. Koran added how critical this kind of ministry is for our synod and encouraged making it a more formal part of the synod structure. Those currently volunteering do not have time to do it justice. The goal is to bring together all youth related organizations within the synod.

Pastor Koran encouraged participation in workshops in the September Youth, Children and Family Ministry event.

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XI. AUXILLIARY ORGANIZATIONS

Women of the ELCA.

Ms. Delores Gray expressed disappointment in the number of women honored at their convention on April 16. They will strive for better response in future years. Otherwise the event went well and was well attended.

XII. OTHER

The next meeting will be the retreat/meeting on June 4 from 9 am – 3 pm. The Comfort and Renew Center at the Lutheran Disaster Response of New York office was a suggested venue. There will be and Executive Committee meeting on June 21, but no Synod Council.

XIII. CLOSING PRAYER AND ADJOURNMENT

Meeting adjourned with prayer at 7:07 pm.

Respectfully submitted,

Joanne P. Strunck  
Administrative Assistant to the Bishop



Attachment

A

## **RECOMMENDATIONS ON SEXUALITY STUDIES**

### **Introduction**

The seventh Churchwide Assembly of the Evangelical Lutheran Church in America, meeting in August 2001, directed this church 1) to study homosexuality with reference to two issues—the blessing of same-sex unions and the ordination, consecration, and commissioning of people in committed same-sex unions; and 2) to develop a social statement on sexuality.

In November 2001 and April 2002, the Church Council of the ELCA bundled the two resolutions into one mandate for study and recommendations. The council established the Task Force for ELCA Studies on Sexuality and called for the appointment of a director for the ELCA Studies on Sexuality.

From the outset the task force attempted to make clear that the study process was indeed a *study*, not a poll or a survey. The experience was to be a time of learning and discerning that would:

- 1) Increase awareness of how Lutherans understand the Word of God and interpret the Bible;
- 2) Provide reflection on the teachings of our theological heritage;
- 3) Enable greater clarity on the findings and contribution of social and scientific research;
- 4) Help members to understand each other better as we explore with one another the diverse views we hold on questions of homosexuality and the church;
- 5) Help the church to discern what is a faithful response to the question of blessing same-sex unions and admitting people in such committed unions into the rostered ministries of the ELCA.

As indicated in the report of the Task Force for ELCA Studies on Sexuality (Exhibit I, Part 2a), important points for the study process included these convictions:

- 1) To remain clear on the distinction between homosexuality, which refers to sexual orientation to people of the same sex, and homosexual conduct, which refers to acts of sexual intimacy between members of the same sex. Homosexual orientation in itself is not something this church has condemned. The question of whether or not all acts of homosexual intimacy are sinful is the question being debated among us.
- 2) To recognize that people who are homosexual, like the heterosexual majority, are a diverse group in their moral outlook. Our Christian sisters and brothers in this church who are lesbian or gay and who seek the blessing of their unions and the admission of those in such committed unions to the ministries of our church profess a commitment to high moral standards of fidelity, love, and justice in their partnerships. Their access to the possibility of communal recognition and support of their partnerships and the church's ministries is a focus of our study.

### **Recommendation 1:**

*Note:* For background material, refer to the report of the Task Force for ELCA Studies on Sexuality [Churchwide Assembly citation to be provided].

#### ***Recommendation***

#### ***for Action:***

#### ***Majority required***

**WHEREAS, the people of this church are joined and united by the love of Jesus Christ;  
WHEREAS, this unity is God's gift to us in Jesus Christ and we are called as a church to cherish, nurture, and safeguard this gift;**

**WHEREAS, within this unity is also a God-given diversity that we honor in the body of Christ;**

**WHEREAS, we give thanks to God for the precious gift of unity and the richness of diversity within the body of Christ, for each other, and for the desire and strength to live faithfully within our God-given unity and diversity;**

**WHEREAS, we respect the integrity of convictions of conscience and faith “with all humility and gentleness, with patience, bearing with one another in love, making every effort to maintain the unity of the Spirit in the bond of peace” (Ephesians 4:2-3); and**

**WHEREAS, we see throughout this church that a commitment to the authority of Scripture is not solely the concern of those who seek to maintain the tradition and, similarly, compassion for gay and lesbian persons and a commitment that they be treated justly are not solely concerns of those advocating change; therefore, be it**

**RESOLVED, that the Evangelical Lutheran Church in America—its members, congregations, synods, churchwide organization, and agencies and institutions—be urged to concentrate on finding ways to live together faithfully in the midst of disagreements, recognizing the God-given mission and communion that we share as members of the body of Christ.**

**Recommendation 2:**

*Note:* For background material, refer to the report of the Task Force for ELCA Studies on Sexuality [Churchwide Assembly citation to be provided].

***Recommendation  
for Action:***

***Majority required***

**WHEREAS, this church holds that “marriage is a lifelong covenant of faithfulness between a man and a woman” (*Message on Sexuality: Some Common Convictions (1996)*, page 3); and WHEREAS, the Conference of Bishops in October 1993 stated, “We, as the Conference of Bishops of the ELCA, recognize that there is basis neither in Scripture nor tradition for the establishment of an official ceremony by this church for the blessing of a homosexual relationship. We, therefore, do not approve such a ceremony as an official action of this church’s ministry. Nevertheless, we express trust in and will continue dialogue with those pastors and congregations who are in ministry with gay and lesbian persons, and affirm their desire to explore the best ways to provide pastoral care for all to whom they minister” (CB93.10.25); therefore, be it**

**RESOLVED, that the Evangelical Lutheran Church in America continue to respect the guidance of the 1993 statement of the Conference of Bishops; and, be it further RESOLVED, that this church welcome gay and lesbian persons into its life (as stated in Churchwide Assembly resolutions from 1991, 1995, and 1999), and trust pastors and congregations to discern ways to provide faithful pastoral care to same-sex couples.**

**Recommendation 3:**

Background: The Task Force for the ELCA Studies on Sexuality issued its report and recommendations, making primary its recommendation that this church "live together" during this time of tension and disagreement on these matters. Throughout this church there exist differing perspectives on homosexuality. Yet within this uncomfortable tension there exists a widely shared yearning that sexuality issues not overshadow or weaken the essential mission of this church to proclaim the gospel of Jesus Christ and serve the world.

What follows is a proposal for implementation of a limited process for exceptions to the normative policies of this church regarding the rostering of gay and lesbian people in committed, same-sex relationships. This proposal holds the promise of enabling this church to continue to journey together faithfully for the sake of the mission of this church. The proposal is introduced by examples of two differing positions on this matter which summarize voices heard in this church throughout this study process. These positions are well documented in *Journey Together Faithfully Part 2*, and the report of the Task Force for ELCA Studies on Sexuality [Churchwide Assembly citation to be provided]. Each position is accompanied by a rationale which could be used to support the resolution that follows. Scriptural citations for both positions can be found in *Journey Together Faithfully Part 2*.

*Note:* For further background material, refer to the report of the Task Force for ELCA Studies on Sexuality [Churchwide Assembly citation to be provided].

## **Position One: Homosexuality as sin and brokenness**

### **Overview of this position**

As described in the report of the Task Force for ELCA Studies on Sexuality, there are those in this church who understand homosexual behavior to be addressed several places in Scripture always as sin. This view has been held virtually unanimously by the Christian community throughout 2,000 years of history and continues to be the view held by most Christian church bodies around the world today. Regardless of whether an individual chooses such behavior or finds that orientation within himself or herself, such behavior is understood to be contrary both to the Scriptural witness and to God's creative design. Therefore, any church policy that seems to approve of such behavior is a betrayal of the authority of Scripture and an ignoring of the natural order.

### **Rationale for Support of the Proposed Process**

Every minister of the Church is a sinful being. This church in its structures of oversight makes decisions about every person who presents himself or herself for the rostered ministries of this church. Where this church judges that a person might serve the gospel and mission of this church well, she or he is approved for ministry. The most instructive parallel for this moment may be clergy who are divorced and remarried, a condition specifically condemned in Scripture by Jesus. Without contradicting Scriptural teaching this church examines such persons and their witness, and may endorse their call to ministry. In a similar way, this church could agree to a particular review of partnered gay and lesbian persons called to specific contexts, and agree that they may be able to serve this church and the gospel well. Leaving the language reflective of the traditional view intact and requiring the additional steps for granting exceptions respects what this church believes to be the extra-ordinary nature of these calls.

## **Position Two: Homosexuality as condition, not choice**

### **Overview of this position**

As described in the report of the Task Force for ELCA Studies on Sexuality, there are those in this church who believe that homosexuality is a condition, not a choice. There is recognition in scientific studies and in personal experience that life-long, committed, loving relationships are life-giving for homosexual persons, their congregations and communities. Like all Christians, gay and lesbian people are baptized into the body of Christ. There is significant study which suggests that biblical texts that condemn same-gender sexual activity do not address homosexual people who are

in committed relationships. Rather, these texts are understood as condemning behavior that is abusive or God-denying. The life in Christ to which we are called in Scripture is a life lived in the radical grace of God, bearing the fruits of the Spirit, and many see these fruits evident in the lives of gay and lesbian people. There are growing numbers of congregations ministering to gay and lesbian persons whose mission might both accept and be enriched by gay and lesbian pastors and rostered leaders.

### **Rationale for Support of the Proposed Process**

People holding this view believe all language excluding gay and lesbian persons in committed relationships is unjust and should be removed. However, there can be support for this proposal for two reasons: (a) while the language of *Vision and Expectations* continues, there would exist an avenue by which gay and lesbian persons in committed relationships may be called into the ministry of this church, and (b) just as it took the Church and the world many years to understand other critical issues, such as the re-marriage of divorced people, this process provides the opportunity for continued discernment of where the Holy Spirit is leading the church.

### **Description of the Proposed Process**

This is a process for determining whether an otherwise qualified gay and lesbian person in a committed relationship might be granted an exception. The process would involve the following elements:

1. Any person considered for exception under the bylaw is expected to be in compliance with the policies of this church, except for being in a committed, same-sex relationship.
2. There shall be a reasonable assumption or confirmation that a congregation or other ministry will extend or continue a call to the person being considered for an exception.
3. If the bishop is in support of extending or continuing such a call, he or she will seek endorsement by the Synod Council and, upon endorsement, shall ask the Synod Council to make a request for an exception to the Conference of Bishops, in much the same manner as other roster exceptions are currently processed.
4. The Conference of Bishops shall consider and act on the request of the bishop and the Synod Council.
5. If the exception is authorized and the candidate is approved for call and enters the roster through this process, he or she shall not be subject to discipline by a subsequent bishop and/or council making a decision on the same set of facts.
6. It shall be the expectation that any candidate or rostered minister who is in a same-sex relationship shall be subject to the same level of commitment and fidelity that this church expects of heterosexual pastors in marriage. We understand this to mean a commitment of life-long fidelity. Deviation from this level of expectation will be subject to the same discipline as exists for all others.
7. We acknowledge that the recommendation leaves in place all previous policies and guidelines. There exists no inherent right either of a congregation or a candidate to stand apart from the possibility of discipline. Rather, the recommendation opens the possibility of a bishop, synod, and a synodical Candidacy Committee, reaching common agreement that the mission of this church would be served by such a decision.

**Recommended:**

***Two-thirds required at assembly***

***To recommend the following resolution to the 2005 Churchwide Assembly:***

WHEREAS, within this church we continue to share a profound commitment to the authority of Scripture as the norm for faith and life;

WHEREAS, we recognize there are deeply held yet different interpretations of Scripture to which consciences are bound;

WHEREAS, within this church we confess that all people are sinful beings, including those who serve in rostered ministry;

WHEREAS, within this church there are both those who believe that same-sex sexual conduct is inherently sinful, and those who believe that same-sex sexual conduct in a committed relationship is morally defensible for those who are of homosexual orientation;

WHEREAS, there are those in this church who believe that the ELCA should affirm and uphold current policy and practice regarding people in same-sex committed relationships;

WHEREAS, there are those in this church who believe that the Holy Spirit is calling into public ministry persons who are in committed, same-sex relationships, and congregations are indicating a willingness to call such persons to service; and

WHEREAS, within this church there is a desire to maintain the continuity of the church's traditional teaching and practice while also providing opportunity for ongoing discernment of new ways in which the Spirit might be speaking to this church in our time, and both may be honored by taking the step to create a process for consideration of exceptions; therefore be it

**RESOLVED**, that the Evangelical Lutheran Church in America shall:

1. Affirm and uphold the standards for rostered leaders as set forth in *Vision and Expectations*;
2. Create a process for the sake of outreach, ministry, and the commitment to continuing dialogue, which may permit exceptions to the expectations regarding sexual conduct for gay and lesbian candidates and rostered leaders in life-long, committed, and faithful same-sex relationships who otherwise are determined to be in compliance with *Vision and Expectations*;
3. Adopt the following bylaws to permit implementation of this limited process for exceptions to the normative policies of this church:

**7.31.18. Ordination for Particular Service. For pastoral reasons and for the sake of mission in the synod, under policy and procedures approved by the Church Council, upon recommendation by a synodical bishop to the Synod Council and upon endorsement by the Synod Council, a synodical bishop shall seek an exception from the Conference of Bishops to permit the assignment of a candidate who provides evidence of intent to live in a life-long, committed, and faithful same-sex relationship, and has been approved through the synodical candidacy process. When such an exception is granted, the synodical bishop may ordain—as authorized in the governing documents of this church and policy adopted by the Church Council—a candidate who has received and accepted a properly issued, duly attested letter of call for service in the ministry of Word and Sacrament by a congregation that has indicated its openness to call a candidate who provides evidence of intent to live in a life-long, committed, and faithful same-sex relationship. Likewise, upon recommendation by a synodical bishop to the Synod Council and upon endorsement by the Synod Council, a synodical bishop shall seek an exception through the Conference of Bishops—under policy and procedures**

approved by the Church Council—to maintain on the roster of ordained ministers an individual, under call for service in an ELCA ministry setting, who provides evidence of intent to live in a life-long, committed, and faithful same-sex relationship. All requirements of policies of this church related to ordained ministers apply to such an individual, except those that preclude living in such relationships.

7.52.16. Approval for Particular Service. For pastoral reasons and for the sake of mission in the synod, under policy and procedures approved by the Church Council, upon recommendation by a synodical bishop to the Synod Council and upon endorsement by the Synod Council, a synodical bishop shall seek an exception from the Conference of Bishops to permit the assignment of a candidate who provides evidence of intent to live in a life-long, committed, and faithful same-sex relationship, and has been approved through the synodical candidacy process. When such an exception is granted, the synodical bishop may—as authorized in the governing documents of this church and policy adopted by the Church Council—commission as an associate in ministry or consecrate as a diaconal minister or deaconess a candidate who has received and accepted a properly issued, duly attested letter of call for such service by a congregation that has indicated its openness to call a candidate who provides evidence of intent to live in a life-long, committed, and faithful same-sex relationship. Likewise, upon recommendation by a synodical bishop to the Synod Council and upon endorsement by the Synod Council, a synodical bishop shall seek through the Conference of Bishops—under policy and procedures approved by the Church Council—to maintain on the roster of associates in ministry, diaconal ministers, or deaconesses an individual, under call for service in an ELCA ministry setting, who provides evidence of intent to live in a life-long, committed, and faithful same-sex relationship. All requirements of policies of this church related to the official lay rosters apply to such an individual, except those that preclude living in such relationships.

4. Amend bylaw 20.71.11. to allow for the implementation of new bylaw 7.31.18. and new bylaw 7.52.16.:

20.71.11. The Committee on Appeals shall establish definitions and guidelines, subject to approval by the Church Council, to enable clear and uniform application of the grounds for discipline in each of the above categories, provided, however, that nothing therein shall require the application of discipline where bylaws 7.31.18. and 7.52.16. have been applied.

5. Direct that the Church Council, in consultation with the Conference of Bishops and the appropriate churchwide units, adopt policy and procedures for the implementation of bylaws 7.31.18. and 7.52.16.; and
6. Direct that this process be evaluated periodically by the Division for Ministry and reviewed by the Conference of Bishops and the Church Council.

# Attachment C





122 C Street, N.W., Suite 125  
Washington, D.C. 20001  
202/783-7509

fax: 202/783-7502  
dc@lirs.org  
www.lirs.org

March 31, 2005

Dear Senator:

**The Evangelical Lutheran Church in America (ELCA) and Lutheran Immigration and Refugee Service (LIRS) urge you to oppose the REAL ID Act (H.R. 418), which the House included in its fiscal year 2005 supplemental spending bill.** The REAL ID Act would hurt the most vulnerable immigrants -- asylum seekers, torture victims, unaccompanied children and immigrant families. Under the asylum provisions in this bill, many refugees who have fled human rights abuses including religious persecution, torture, rape and other horrific violence could be barred from receiving asylum in the United States.

Lutheran churches have a history of hospitality for refugees. Following World War II, when one out of every six Lutherans in the world was a refugee or displaced person, Lutherans, with the participation of 6,000 congregations, resettled some 57,000 refugees in the United States. To this day we continue to welcome refugees, asylum seekers and other immigrants into our congregations. Newcomer immigrants remind us of our earlier generations who entered this country through Angel Island, Ellis Island and Miami. This ministry also teaches us how our society is daily being strengthened and renewed by the contributions of newcomers.

Let us be clear: we are deeply committed to U.S. national security. Terrorism haunts our times. We understand the difficult decisions members of Congress must make in order to balance our national security with other responsibilities of government and with the very ideals on which this great nation was founded. H.R. 418 would not protect us from terrorism. Terrorists are already barred from receiving asylum in the United States. Instead, this bill would harm the most vulnerable refugees who come to the United States seeking protection and the liberty and freedom we so deeply cherish as a nation.

The United States must balance our need for security with our tradition of humanitarian relief to persecuted people. H.R. 418 would close the door of freedom to people most in need of our protection. Specifically, we object to the following provisions in H.R. 418:

- Section 101 could deny asylum to a refugee if he or she is unable to show documents that prove his or her case, even though he or she has testified credibly in the asylum case.
- Section 101 requires a refugee to prove that a "central reason" for the persecution was race, religion, political opinion, nationality or membership in a particular social group as opposed to personal vengeance, hatred or some other reason. It is unrealistic to

require victims to read the mind of their persecutors. Section 101 also places emphasis on the refugee's perceived demeanor, ignoring the fact that survivors of rape, forced abortions or similar abuses may appear lacking in emotion or have difficulty making eye contact.

- Sections 103 and 104 allow victims of terrorist or militant groups to be deported or barred from receiving asylum based on overly broad definitions of what constitutes engaging in terrorism. Some people who come to the United States seeking asylum are doing so because they were forced at gunpoint to pay money to a terrorist organization or may have given money to a school or hospital without knowing the ties to a terrorist organization. Under the REAL ID Act, these innocent people would be barred from asylum for the same reason they are seeking it -- persecution by terrorists.
- Section 202 would undermine states' efforts to create driver's license systems that assure that all drivers are certified to drive, are insured, and are carrying valid licenses. Undermining these efforts would force undocumented people further into the shadows, and weaken rather than improve security.

The presence of immigrants in our churches and society heightens our awareness of the experience of new immigrants, refugees and asylum seekers in the United States. This awareness makes us more appreciative of the gifts our new neighbors bring and of the barriers as well as the opportunities they encounter. It deepens our belief that "all people are God's creatures, sinners for whom Christ died" and our responsibility to respect the human dignity of all.

Recalling that our families were once "strangers" -- and remembering our Lord's call to love our neighbor as ourselves -- enables us to see the new "strangers" as our neighbors, and makes us open to welcome today's newcomers. We urge you to oppose H.R. 418 to ensure the United States continues to welcome the stranger and provide protection to the persecuted.

Our nation's founding father, George Washington wrote,

At best, I have only been an instrument in the hands of Providence to effect, with the aid of many virtuous fellow citizens of America, a revolution which is interesting to the liberties of mankind -and to the emancipation of a Country which may afford an asylum (if we are wise enough to pursue the paths which lead to virtue and patriotism) to the oppressed and needy of the earth. Our land is extensive - our plains are productive - and if they are cultivated with liberality and good sense, we may be happy ourselves, and diffuse it to ask those who incline to participate of it.

-- Letter from General George Washington to Mevr. Lucretia Wilhelmina van Mercken,  
March 30, 1783

Faithfully,

Bishop Mark S. Hanson  
Presiding Bishop  
Evangelical Lutheran Church in America

Ralston H. Deffenbaugh, Jr.  
President  
Lutheran Immigration and Refugee Service



122 C Street, N.W., Suite 125  
Washington, D.C. 20001  
202/783-7509

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dc@lirs.org  
www.lirs.org

March 31, 2005

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Presiding Bishop  
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Ralston H. Deffenbaugh, Jr.  
President  
Lutheran Immigration and Refugee Service

# Attachment E

Bishop's Panel Convened in Respect of  
Holy Trinity Church and Community School  
Hollis Park Gardens, New York

By June of 2004, Holy Trinity had already been subject to Synod administration for almost 20 months, a condition which persists today. The school, originally formed in close association with the Church almost 30 years ago, had grown independent and apart from the Church to the point where Church leadership tended to view it as a tenant of its property paying rent to support its dwindling membership and declining economic vigor. For its part, the school continued to offer high quality educational services to its neighborhood constituency, despite the onslaught of serious problems affecting its physical plant (significant infrastructure damage to walls, windows and passage ways caused by water seepage stemming from poor construction). The same water seepage problem has forced the entrance to the sanctuary to be, essentially, covered and closed to foot traffic, an uninviting prospect to visitors and an obvious sign of decline. This combination of inhospitable physical plant, internal conflict, and long-term economic decline brought the institution, finally, to synodical receivership.

The Panel began to meet in the Summer of 2004 and, at that time, there was some doubt that the School would re-open in the Fall. The continued support of the Synod was uncertain, the physical problems threatening the physical plant were unabated, the school's long-time principal announced her departure, and parents were not re-enrolling their children at nearly the same rate as had been experienced in prior years. The congregation was itself powerless to render the needed economic support even if that had been its desire.

While the Panel continued to meet, and individual Panel members were engaged in independent fact gathering, the school and church persevered in their mission, aided by much-needed synodical financial and administrative support. While at risk, the ensuing months have not seen a significant loss of enrollment. Rather, and for which no credit can be claimed by the Panel, the school's administration has been reconstituted, and Holy Trinity's new Pastor has initiated new and strengthening ties to the School. Specifically, current enrollment numbers 196, compared to 247 in 2003/04 (although, with the sale by the Synod of the house adjoining the school property, maximum enrollment is now reduced to 220 students). Applications for the Fall 2005 session are now being made available and the school reports an elevated interest among

parents, and even some completed forms on hand. Some parents who withdrew their children a year ago, are now looking seriously at Holy Trinity again.

The tripartite school administration that replaced Holy Trinity's former principal, reports renewal cooperation, enthusiasm, and parent confidence. The mood among students and teachers is positive and improving. From its "own funds" the School has invested some \$15,000 in the repair of its infrastructure. A new spirit of confidence in the future of the institution is reported among parents and faculty. While the Panel can not of its personal knowledge substantiate the optimistic assessments reported to it by faculty and parent representatives, we credit them. The relatively staunch enrollment figures in the face of substantial uncertainty and the financial self-help administered through the school's operational funds, do appear to be substantiating hard facts.

The relationship between the Church and the school, once typified by a mutual desire for financial and philosophical independence from one another, also seems to be slowly changing to one of mutual support. The unofficial "school board" of Holy Trinity is made up of representatives of the Synod, the School, and the Church. Pr. Perucy Butiku is a visible presence both in the school (teaching a morals and values class to seventh and eighth grade students) but in the Church as well (where daily chapel services are held and a once-monthly communion service is convened for students).

Our conclusions, then, based on site inspections, interviews with school and church staff, parents, and others, are these:

1. The school continues to supply a desirable educational experience that is in demand, despite numerous obstacles, many of which remain;
2. The school can not continue indefinitely without its physical problems being redressed in some form over some future period;
3. The school and the church have taken steps to become more united in purpose, a process that must continue;
4. The school and the church justifiably deserve the continued financial support of the Synod. It would be short-sighted to force Holy Trinity (at this time in its struggle) to sink or swim on its own. It bids fair to regain its former financial stability with patient continued support.

The Panel is not familiar with the many specific demands on scarce synodical resources, or the relative merits of other constituencies hoping to attract synodical support. We are familiar – to the extent described above – with a school in urgent need of physical repair, whose ministry is addressed to the educational and spiritual needs of children from working-class homes of an ethnically diverse neighborhood in Queens. It is meeting the needs of that community, now with increased commitment and church-school cooperation. We believe this institution is worthy of the Synod's continued and increased support.

Respectfully submitted,

Rev. Marva M. Jenkins, Convenor  
Madeline Dennis  
David Hahn  
Jim Johnstone  
Lee Shaw  
James W. Paul



**James W. Paul**  
Partner and General Counsel

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james.paul@cliffordchance.com

April 1, 2005

The Rev. Stephen P. Bouman  
Bishop, Metropolitan New York Synod  
Evangelical Lutheran Church In America  
475 Riverside Drive  
New York, NY 10115

Re: Holy Trinity Church and Community School  
Hollis Park Gardens, New York

Dear Bishop Bouman:

In June 2004 you convened a six-member panel (of which I was honored to be a member) to assess, for your benefit and that of the Synod Council, certain problems that threatened even the short-term viability of Holy Trinity Community School in Hollis Park Gardens, Queens, New York. I am pleased to enclose with this letter the Panel's report and conclusions on those problems.

Yours very truly,

James W. Paul

# Attachment F

# ***MDB Annual Report***

1

## ***Organization***

2

3 The organization of the Mission Development Board was approved by Synod Council  
4 in April 2004. The Members of the Board were elected at the July Synod Council  
5 meeting and the first meeting was in September. The Mission Planning Team was  
6 formed in January 2005 and held it's first meeting in February 2005. Because of the  
7 short time that the Mission Planning Team was organized before these reports were  
8 due, the report of the Mission Planning team will be incorporated into this report for  
9 this year.

10 The members of the Mission Development Board are below. The years in which  
11 their terms expire are in parentheses at the end of the name:

### **Mission Development Board**

12

- 13 The Rev. Dr. Stephen P. Bouman
- 14 The Rev. Joanne Bond (06)
- 15 Ms. Mary Heller (06)
- 16 Mr. Paul Jensen (Bishop's representative)
- 17 Mr. John Litke (appointment from SC) chair (08)
- 18 Mr. Kamy Moghbeli (06)
- 19 The Rev. Dr. James Thomas (08)

20 The charter of the board is to:

- 21 • Assist in the evaluation of whether or not a congregation at risk requires  
22 Synodical Administration for the purpose of reorganization, redeployment or  
23 dissolution;
- 24 • Manage the real assets of congregations that are under Synodical Administration  
25 so as to realize the most value from those assets; and
- 26 • Assist the synod in identifying and forming plans for new mission development  
27 that would use the resources released from the congregations under Synodical  
28 Administration.

29 The trustees of the board are elected to 4 year terms. They include 1 Synod Council  
30 person appointed by the Bishop, 1 member elected by the Synod Council and 3  
31 persons elected at large by the Synod Assembly. The Bishop is an advisory member  
32 of the board and appoints the chair from among the board members.

33 The Mission Planning team is a component of the Mission Development Board. The  
34 members of the Mission Planning team are below. The years in which their terms  
35 expire are in parentheses at the end of the name:

### **Mission Planning Team**

36

- 37 The Rev. William Baum (08)
- 38 The Rev. Dr. Richard Hill (05)
- 39 The Rev. J. Barrie Lawless (06)
- 40 The Rev. Richard Mueller (07)

- 1 The Rev. Frank Nelson (08)
- 2 Ms. Gayle Ruege (05)
- 3 The Rev. Gary Schulz (06)
- 4 The Rev. Brooke Swertfager (07)

5 The Mission Planning Team is charged with developing and monitoring a mission  
6 plan for the use of releasable resources, including mission plans for each mission  
7 reinvestment. Other than the Bishop, the terms of the Mission Planning team are 4  
8 years, with no member serving longer than 10 consecutive years. The Mission  
9 Planning team reports to the Synod Assembly and Synod Council annually on the  
10 overall state of the mission developments in progress. Each individual mission  
11 reinvestment will provide an annual written report to the Synod Council comparing  
12 current progress to the expectations in the original plan.

### 13 **Actions**

14 During the first year of operation, the board spent significant time developing  
15 methods and processes to ensure fair and effective management of the process.  
16 These processes included outlines of:

- 17 A discernment process and report.
- 18 A development process and report.
- 19 A mission reinvestment proposal

20 The discernment process outline is a guide for congregations to help them discern  
21 the best use of their human and property assets. A team that usually includes a  
22 member of the local ministerium, a member of the Evangelical Outreach  
23 Commission and a member of the Mission Development Board is a resource for  
24 congregations in this process. The discernment process is designed primarily to help  
25 congregations that are very fragile and complements the processes and assistance of  
26 the Evangelical Outreach Commission that is more appropriate for healthier  
27 congregations. The process has been used twice as of Feb 2005. If a congregation  
28 determines to seek Synodical Administration, the approval of the Synod Council is  
29 required. If they determine another course of action is best, the Mission  
30 Development Board will assist them enacting their decision.

31 The development process outline is a guide for members of the Mission Development  
32 Board and the Mission Planning Team as they consider what is the highest and best  
33 use of assets under synodical administration. This process has been used once as of  
34 Feb 2005, with a second instance to follow in the spring of 2005. The  
35 recommendations that result from this process require approval by the Synod  
36 Council before they are enacted.

37 When persons or congregations in the synod wish assistance for Mission  
38 Redevelopment, they prepare a proposal or request using the Mission Reinvestment  
39 Proposal outline as a guide. Mission Reinvestments are intended to support new or  
40 renewed missions that, though beyond the currently available resources of the  
41 requestors would lead to a sustainable new or renewed mission on the territory of  
42 the synod. The proposals are normally for a 3-5 year term. If they are acceptable to  
43 the Mission Planning Team and the Bishop from a missional perspective and to the  
44 Mission Development Board from a management and financial perspective, the

1 proposal is presented to the Synod Council for decision. If the proposal is approved,  
2 a Mission Guidance Team is formed to monitor progress and to help ensure that the  
3 mission renewal objectives are met. This process has been used once as of Feb 2005.

4 In addition, working with the Treasurer, the Financial Management Committee,  
5 and our auditor, a fund and account structure was designed to ensure clear and  
6 informative management of the synod's resources under the care of the Mission  
7 Development Board. This account structure will permit accurate tracking of the  
8 costs of the synodical administration process and monitoring of the mission  
9 reinvestment processes.

10 The Mission Development Board is only one component of the synod's resources for  
11 mission development and re-development. The board has pursued extended  
12 collaboration with deans and conferences by including such persons on working  
13 teams, by specific one-on-one meetings and by attending conference meetings when  
14 possible or requested. We have developed a consistent partnership with the  
15 Evangelical Outreach Commission, particularly during the discernment processes to  
16 ensure that congregations have as much expertise and support as they need to make  
17 sound plans. We have also developed a more formal coordination mechanism with  
18 Lutheran Services of New York Alliance to ensure we coordinate opportunities for  
19 the best use of our real property assets.

## 20 ***Congregations Under Synodical Administration***

21 The following congregations were under Synodical Administration during the past  
22 year.

23 **Atonement, Staten Island;** This congregation closed in mid 2004. The Synod  
24 council determined that the property was not useful for our mission needs and the  
25 parsonage was sold in late 2004. The church property requires legal work to clear  
26 an old land use map issue before we consider sale or alternative use of the church  
27 property. This congregation's experience (and that of Redeemer, Hicksville) alerted  
28 us that transitional pastoral care was a necessary part of the process when  
29 congregations close. The Staten Island conference ministerium has been in the  
30 conversation and we will continue to care for these people and assets during 2005.

31 **Christ Yonkers:** this congregation closed in 2002. The property was sold to Sunrise  
32 Development corporation to construct assisted living facilities that would include a  
33 chapel and offices so the synod could restart a mission in this location. The gross  
34 proceeds of about \$2.5M have provided a significant resource for mission  
35 reinvestment. As one result, we agreed to support a missionary, the Rev. Jim  
36 O'Hanlon, to rebuild a worshipping community. This is the first mission  
37 reinvestment project and the formal approval of the Mission Reinvestment Proposal  
38 is expected by fall of 2005.

39 **Holy Trinity, Hollis:** This congregation has been under Synodical Administration  
40 since 2003. They have an active school, but very serious building repair challenges.  
41 A committee of congregational, school, and community leadership was asked to  
42 advise on possible strategies for ensuring the stability of the school and  
43 congregation. This report, expected as of Feb 2005, will provide essential input for  
44 the development report and we hope to make a decision by mid 2005.

1 **Hope, Scarsdale:** The Evangelical Lutheran Church of the Good Shepherd  
2 congregation was closed in late 2000. Given the prime location, the synod decided to  
3 restart the ministry in mid 2001. A full time pastor was called and installed in 2002  
4 and the name changed to Hope Lutheran Church. The physical plant was in need of  
5 extensive repairs. The synod advanced the cost for operations, repair, maintenance  
6 and upkeep. The attempt to restart a mission proved to be very expensive and did  
7 not produce expected results. The decision to terminate the ministry was made in  
8 mid 2004. This property is in the development process, with no decision made as of  
9 February 2004.

10 **Redeemer, Hicksville:** This congregation closed during the early months of 2004.  
11 It was sold to the Yale Korean Presbyterian congregation and continues to be a place  
12 of worship. Working with this congregation, the Mission Development Board  
13 believes that we must be intentional about transitional pastoral care of the  
14 congregants both during and after such a closure. Our experience working with this  
15 congregation and Atonement, Staten Island, will help us do better at this necessary  
16 pastoral care in the future.

17 **St. Paul's, Valley Stream;** This congregation has been under Synodical  
18 Administration since mid 2004. They continue to discern their future and may have  
19 made a decision by the time of the 2005 synod assembly.

20 In addition to helping congregations under Synod Administration, the board has  
21 been in conversation with another 8 congregations either to help them in their  
22 discernment process or to explore means for collaboration and support for a mission  
23 reinvestment opportunity.

## 24 **Conclusion**

25 The Mission Development Board was constituted to ensure the synod administers  
26 our real assets in a manner that gives the best opportunity for mission. We have  
27 been fortunate to have the cooperation and support of the Synod Attorney, Mr.  
28 Howard Capell, and a team of real estate, property management, development, and  
29 land use planning experts to ensure we act wisely. This team of expertise is  
30 available to any congregation in the synod that is considering significant changes in  
31 the use of their real properties. Congregations need not be considering Synodical  
32 Administration to make effective use of our expert's skills. Our goal is renewed  
33 mission, and if you seek that goal, contact either the Mission Development Board or  
34 the Evangelical Outreach commission for help.

35 It has been a much larger task than we anticipated. The congregations and  
36 properties under our care will continue to grow for the next few years, and this will  
37 strain the resources of the Mission Development Board, the deans, and the people on  
38 the Evangelical Outreach Commission that are essential collaborators in this  
39 process. Inevitably the processes are sad as one deals with the death of  
40 congregations. It is also fulfilling as congregations work to understand themselves  
41 and their future, and even joyful as new missions are proposed and take shape. We  
42 are learning a lot about mutual support and accountability and that the legacy from  
43 our forebears in the faith can be a major source of renewal for the church. In this  
44 process, we appear to be leading the way for the ELCA. When one is a pioneer, there  
45 are inevitable mistakes and we hope for your pardon when they happen. There are

1 also inevitable new discoveries and unexpected rewards, and we will rejoice in them.  
2 The new mission at Christ in Yonkers could not have happened without such a  
3 process, and God willing we will see many more new beginnings in the years ahead.

# Attachment G



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The Diaconate of Metropolitan New York Synod  
Report for 2005

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*Calling of the Diaconate*

The church continues to be the self-giving servanthood of Jesus in the midst of the world. The presence of a diaconate in the world can help to remind, inspire, organize and lead the church in a renewal of its commitment to servant ministry. The primary area of service is within the congregations and other agencies of our synod. But the total calling and ministry of the deacon is formed by a combination of the needs of our congregations and community, and always with a diaconal focus on doing and enabling servant ministry. The synodical diaconate is also connected to the wider church with a ministry connected ecumenically.

The ultimate purpose for diaconate ministry is mission and outreach—to the poor, the suffering, and those without the Gospel. All of this is dedicated to the memory of the servant Jesus, whose self-giving diakonia is at the core of all ordered ministry. As the deacons witness and serve in daily life, the love and ministry of the risen Lord is brought to all that are touched by those ministries.

*Mission of the Diaconate Council*

The Synod Diaconate Council is established to organize and supervise the overall activities of the diaconate, including reviewing applications and evaluating candidates to be prospective deacons. The goal is to make available for the needs of the wider church a cadre of servants committed to the diaconal outreach throughout the synod and the communities the synod serves. The Council is also responsible for helping to keep the ministries of the deacons connected and serving actively and appropriately. In this regard, under the oversight of the Bishop and in consultation with the congregations they serve, the Council may support and recommend that deacons may be deployed from time to time, to service throughout the Synod.

*Members of the Diaconate Council*

The Rev. Jeffrey Laustsen, Synod Representative  
Deacon Peter Slingerland, Chairperson  
The Rev. David Anglada  
Deacon Thomas Farrell  
Deacon Meg Fielding  
The Rev. Rose Ann Foege

The Rev. Patt Margolis  
The Rev. John Malfatti  
Deacon Donna Nekarda  
Deacon Gayle Ruege  
Deacon Carol Straub, Ex-officio

### Diaconate Roster

- The Metropolitan New York Synod has 80 deacons on the active roster, 10 on leave and 5 retired. The ministries of the deacons include service in:

Youth	Bible Study/Teaching
Nursing Home	Prison
Visitation/Homebound	Immigration
Worship	Bereavement /Card
Substance Abuse	Hospital

- 6 new Synodically Rostered Deacons were set apart on April 2, 2005 at Gloria Dei Lutheran Church in Huntington Station. The new deacons include:

Janet Bachmore, Our Savior, Patchogue	Janet O'Mara, Christ, Islip Terrace
Alfred Felsberg, St. John's, Merrick	Luana Schilling, St. Peter's, Baldwin
Elke Hekler, Redeemer, Kingston	Richard Thyden, Gloria Dei, Huntington

- There are currently 5 candidates who have made application to the Diaconate Council to participate in an internship that might lead to a call as a Synodically rostered deacon.
- Effective with the current internships, all diaconate candidates, and their pastors, are now required to attend an orientation meeting in the fall to insure understanding of the requirements to become a rostered deacon. Pastor Rose Ann Foege administers a Personality Profile to help guide and aid the candidates in their internship.

### Diaconate Life

- A Deacon Retreat was held at Graymoor Retreat Center on March 11, 2005. 32 deacons attended and a discussion about "Healthy Congregations" was lead by Pastor Tom Taylor.
- The Diaconate Council announced in the fall 2004 a new position of Deacon Coordinator. These individuals will work with their local deacons to help with existing ministries, support deacons in their work, and to work more closely with pastors and conference deans. By grouping the conferences into 4 groups and having 2 Deacon Coordinators for each group, the Deacon Coordinators will help coordinate a more community based focus on local ministries, communications to diaconate membership, guide spiritual and technical training, and give support to deacons who are need, hurting or ill.

### Diaconate Leadership

- Pastor Bill Hurst accepted a call in California and Pastor Jeffrey Laustsen assumed the role of the Bishop's representative on the Diaconate Council.
- Pastor Rose Ann Foege and Deacon Meg Fielding joined the Diaconate Council.

Attachment

H

***Contribution Summary by Conference***  
***February 1, 2005 - March 31, 2005***

<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	\$84,300.00	\$14,050.00	\$15,741.27	\$1,691.27
02	Delaware/Hudson	\$31,800.00	\$5,300.00	\$14,232.66	\$8,932.66
03	Tappan Zee	\$81,444.00	\$13,574.00	\$15,416.93	\$1,842.93
04	Eastern Nassau	\$92,600.00	\$15,433.33	\$19,578.44	\$4,145.11
05	Western Nassau	\$85,100.00	\$14,183.33	\$20,690.03	\$6,506.70
06	Southwest Nassau	\$39,155.00	\$6,525.83	\$11,277.56	\$4,751.73
07	Peconic	\$58,000.00	\$9,666.67	\$11,787.66	\$2,120.99
08	Western Suffolk	\$68,200.00	\$11,366.67	\$29,928.34	\$18,561.67
09	Manhattan	\$73,300.00	\$12,216.67	\$19,979.83	\$7,763.16
10	Bronx	\$24,750.00	\$4,125.00	\$2,557.16	(\$1,567.84)
11	Staten Island	\$44,400.00	\$7,400.00	\$10,768.33	\$3,368.33
12	Queens Southeast	\$14,800.00	\$2,466.67	\$8,910.00	\$6,443.33
13	Queens Southwest	\$13,365.00	\$2,227.50	\$1,967.62	(\$259.88)
14	Queens Northeast	\$11,200.00	\$1,866.67	\$4,000.65	\$2,133.98
15	Queens Northwest	\$5,920.00	\$986.67	\$5,020.00	\$4,033.33
16	Brooklyn Bridges	\$24,200.00	\$4,033.33	\$3,634.32	(\$399.01)
17	South Shore (Brooklyn)	\$18,308.00	\$3,051.33	\$7,189.00	\$4,137.67
18	Southwest Brooklyn	\$53,550.00	\$8,925.00	\$6,190.33	(\$2,734.67)
<b><i>Totals:</i></b>		\$824,392.00	\$137,398.67	\$208,870.13	\$71,471.46

# Attachment I

**Metropolitan New York Synod  
Monthly Mission Support Receipts 1991-2004**

Month	1991	1992	1993	1994	1995	1996	1997	1998	1999
February	\$ 83,839.62	\$ 110,232.98	\$ 104,062.65	\$ 98,459.80	\$ 107,577.16	\$ 118,404.11	\$ 135,332.71	\$ 123,459.00	\$ 105,372.00
March	\$ 124,147.20	\$ 128,312.90	\$ 122,127.99	\$ 137,976.10	\$ 127,620.68	\$ 118,119.20	\$ 109,938.22	\$ 126,114.00	\$ 130,078.00
April	\$ 161,624.83	\$ 139,159.29	\$ 126,165.35	\$ 139,878.83	\$ 113,472.61	\$ 117,336.87	\$ 138,027.65	\$ 151,697.00	\$ 164,148.00
May	\$ 137,146.06	\$ 130,878.89	\$ 124,437.58	\$ 106,492.32	\$ 142,403.82	\$ 116,550.06	\$ 124,941.45	\$ 123,839.00	\$ 123,190.00
June	\$ 111,004.97	\$ 126,565.25	\$ 124,828.36	\$ 133,433.16	\$ 121,580.72	\$ 129,550.51	\$ 121,375.31	\$ 117,476.00	\$ 124,553.00
July	\$ 129,346.44	\$ 145,000.79	\$ 119,895.44	\$ 114,598.87	\$ 118,809.16	\$ 96,561.01	\$ 130,506.50	\$ 142,596.00	\$ 123,247.00
August	\$ 102,847.09	\$ 90,866.76	\$ 106,738.13	\$ 101,771.96	\$ 94,729.56	\$ 115,695.50	\$ 85,751.21	\$ 94,915.00	\$ 120,720.00
September	\$ 110,054.40	\$ 134,609.06	\$ 134,620.42	\$ 90,298.43	\$ 88,928.96	\$ 107,124.49	\$ 109,542.08	\$ 132,422.00	\$ 110,727.00
October	\$ 145,537.34	\$ 147,809.12	\$ 131,906.03	\$ 138,214.79	\$ 141,518.15	\$ 125,645.90	\$ 140,173.88	\$ 121,228.00	\$ 149,588.00
November	\$ 135,590.54	\$ 122,986.84	\$ 153,212.87	\$ 160,118.63	\$ 136,294.33	\$ 136,996.78	\$ 112,000.50	\$ 133,867.00	\$ 98,509.00
December	\$ 194,150.88	\$ 161,288.26	\$ 170,698.08	\$ 160,408.07	\$ 140,669.25	\$ 147,361.20	\$ 205,244.86	\$ 177,202.00	\$ 200,194.00
January	\$ 271,889.88	\$ 288,989.80	\$ 276,160.84	\$ 271,200.30	\$ 260,715.14	\$ 305,269.05	\$ 240,952.91	\$ 250,962.00	\$ 220,388.00
<b>Totals</b>	<b>\$ 1,707,179.25</b>	<b>\$ 1,726,699.94</b>	<b>\$ 1,694,853.74</b>	<b>\$ 1,652,851.26</b>	<b>\$ 1,594,319.54</b>	<b>\$ 1,634,614.68</b>	<b>\$ 1,653,787.28</b>	<b>\$ 1,695,777.00</b>	<b>\$ 1,670,714.00</b>

Month	2000	2001	2002	2003	2004	2005	2006	2007	Avg 1991-2003
February	\$ 104,565.00	\$ 97,826.00	\$ 137,395.00	\$ 110,019.65	\$ 93,463.83	\$ 107,743.06			\$ 116,982.33
March	\$ 149,077.00	\$ 128,403.00	\$ 79,509.00	\$ 116,061.37	\$ 120,424.56	\$ 101,127.07			\$ 129,931.16
April	\$ 131,171.00	\$ 137,854.00	\$ 172,207.00	\$ 137,710.07	\$ 152,430.24				\$ 141,634.48
May	\$ 155,869.00	\$ 122,506.00	\$ 157,336.00	\$ 111,670.25	\$ 103,510.42				\$ 127,197.92
June	\$ 118,475.00	\$ 120,282.00	\$ 77,811.00	\$ 137,888.28	\$ 108,279.68				\$ 119,507.37
July	\$ 101,912.00	\$ 115,998.00	\$ 116,807.00	\$ 88,427.68	\$ 104,316.52				\$ 117,715.89
August	\$ 97,396.00	\$ 112,842.00	\$ 99,222.00	\$ 101,021.56	\$ 104,903.94				\$ 102,101.48
September	\$ 91,135.00	\$ 95,162.00	\$ 80,659.00	\$ 94,976.21	\$ 76,151.00				\$ 104,029.29
October	\$ 138,464.00	\$ 125,892.00	\$ 143,735.00	\$ 119,948.32	\$ 141,087.55				\$ 136,482.01
November	\$ 146,884.00	\$ 94,761.00	\$ 96,962.00	\$ 149,492.93	\$ 128,841.72				\$ 129,037.01
December	\$ 141,536.00	\$ 164,136.00	\$ 180,397.00	\$ 198,387.88	\$ 175,905.87				\$ 172,684.24
January	\$ 240,248.00	\$ 275,724.00	\$ 219,681.00	\$ 203,501.49	\$ 182,590.11				\$ 269,867.12
<b>Totals</b>	<b>\$ 1,616,732.00</b>	<b>\$ 1,591,386.00</b>	<b>\$ 1,561,721.00</b>	<b>\$ 1,569,105.69</b>	<b>\$ 1,491,905.44</b>	<b>\$ 208,870.13</b>			<b>\$ 1,667,170.29</b>
# Commitments			210	179	174	174			
% of Cong Comm.			93.00%	81.00%	81.31%	81.31%			

Tot Commitm't				\$ 1,443,010.00	\$ -
Current Budget		\$ 1,826,000.00	\$ 1,623,373.00	\$ 1,639,607.00	\$ 1,500,000.00
% of Comm Rec'd	YTD			103.39%	
% of Bud. Rec'd	YTD			90.99%	13.92%

Attachment

J

## EXHIBIT J

RESULTS OF 2005 COMMITMENTS				
Cong ID	2004 Act	2005Comm	Variance	% Change
01-02	23,000	23,000	-	0.00%
01-04	7,200	7,500	300	4.17%
01-06	100	100	-	0.00%
01-07	57,675	52,000	(5,675)	
01-14	1,800	1,500	(300)	-16.67%
02-01	1,000	2,000	1,000	100.00%
02-02	2,000	2,400	400	20.00%
02-04	2,174	2,100	(74)	-3.40%
02-05	2,400	2,700	300	12.50%
02-06	12,000	12,000	-	0.00%
02-07	7,550	7,500	(50)	-0.66%
02-10	1,500	1,500	-	0.00%
02-11	1,596	1,600	4	0.25%
03-01	13,200	13,596	396	3.00%
03-02	3,776	4,120	344	9.11%
03-04	13,018	13,228	210	1.61%
03-08	4,072	3,000	(1,072)	-26.33%
03-09	5,200	5,500	300	5.77%
03-11	10,000	10,500	500	5.00%
03-14	4,189	3,000	(1,189)	-28.38%
03-15	11,733	12,500	767	6.54%
03-17	16,000	16,000	-	0.00%
04-01	13,625	12,500	(1,125)	-8.26%
04-05	1,200	1,700	500	41.67%
04-06	24,000	25,000	1,000	4.17%
04-08	6,272	6,400	128	2.04%
04-09	22,750	21,000	(1,750)	-7.69%
04-12	27,960	26,000	(1,960)	-7.01%
05-02	13,972	16,500	2,528	18.09%
05-04	6,980	5,000	(1,980)	-28.37%
05-05	18,000	29,000	11,000	61.11%
05-06	8,000	7,500	(500)	-6.25%
05-07	3,900	3,600	(300)	-7.69%
05-09	15,000	13,000	(2,000)	-13.33%
05-12	5,533	9,000	3,467	62.66%
05-14	1,200	1,500	300	25.00%
06-01	5,216	5,000	(216)	-4.14%
06-03	1,960	2,000	40	2.04%
06-04	600	3,600	3,000	500.00%
06-10	20,417	18,555	(1,862)	-9.12%
06-12	5,000	10,000	5,000	100.00%
07-03	3,600	4,000	400	11.11%
07-05	12,435	13,000	565	4.54%
07-12	29,412	33,000	3,588	12.20%
07-13	7,273	8,000	727	10.00%
08-04	32,000	33,000	1,000	3.13%
08-09	7,800	9,000	1,200	15.38%
08-13	-	2,200	2,200	#DIV/0!
08-14	24,250	24,000	(250)	-1.03%
09-01	12,600	14,000	1,400	11.11%









# Attachment K

**MISSION SUPPORT SUMMARY  
for 2005**

File: Mission Support Summary Analysis 3/31/05

	Total \$	FEB 2005		MAR 2005		MAR YTD - PRIOR YEARS				
		YTD	Month	YTD	Month	2002	2003	2004		
Anticipated in Synod Budget	1,500,000	110,408	110,408	Note 1	214,371	112,963	Note 1			
Commitments for 2005	not avail.	not avail.	not avail.	Note 1	not avail.	not avail.	Note 1			
Actual		107,743	107,743		208,870	101,127		226,229	216,904	226,081
Percentage Actual to Budget		97.59%	97.59%		97.43%	89.52%				
Percentage Actual to Commitment		not avail.	not avail.		not avail.	not avail.				
								Total Received in year		
								Percentage of Total Rec'd for Year>		
								1,561,721	1,569,105	1,491,905
								14.49%	13.82%	15.15%
Prediction of Total Year Actual										
(Based on 2004 % thru month)	1,378,330									
(Based on 2003 % thru month)	1,510,986									
(Based on 2002 % thru month)	1,441,887									

Note 1 - Portion of Annual Amounts based on Avg of past 10 years

# Attachment L

	A	B	C	D	E	F	G	H	I	J	
1					<b>OPERATING FUND</b>					<b>REV E</b>	
2					<b>Metropolitan New York Synod</b>					4/5/05	
3					<b>2006</b>						
4											
5		<b>CODING</b>			<b>REVENUE</b>					From	Resp
6	<b>GL Code</b>	<b>Program</b>	<b>Function</b>	<b>Category</b>	<b>FY05 Budget</b>	<b>FY06</b>	<b>Descriptions/Comments</b>	<b>Line from</b>			
7			(Suggested)		<b>Rev "N"</b>	<b>Estimated</b>	<b>If different from 2005</b>	<b>9-16-04 Budget</b>			
8			11	<b>Contributions from Congregations</b>							
9				Undesignated Mission Support	1,500,000	1,400,000	Fin Mgmt Comm 2/22/05	6			
10				Designated ELCA Projects	150,000	150,000	Moved to Fund #1, with Rev & Exp	7			
11				Designated MNYS Projects	50,000	50,000	available for each element	7			
12				<b>Total Contributions from Congregations</b>	<b>1,700,000</b>	<b>1,600,000</b>					
13											
14			11	<b>Grants &amp; Other Contributions</b>							
15				ELCA - Division for Outreach (Anglada)	95,000	101,000	3% above 2005(E) - \$98,324	9			
16				ELCA - Foundation	45,000	40,000	Dev Office Salary	11			
17				ELCA - Div for Congregational Ministries	26,673	24,673	Stew. Staff Salary -06 estimate	12			
18				ELCA - Div for Ministry - Horizon Grant	12,660	12,660	See Function 52	13			
19				ELCA - Evangelism Grant Fund (#317. fmr #403)		3,750	New - See Function 32				
20				ELCA - Directed Partnership Grants			New Source for 2005				
21				Other grants & contributions	10,000	2,000	Up to \$12,000 into #315,408,437	41		CCD	
22				Bishop's Appeal	25,000	25,000	Distributed to Various Funds	44			
23				LDRNY - GZ Mission Starts	141,586	141,586	Outreach - Ground Zero	15			
24				LDRNY - Staff Time Reim	15,000	15,000	Candidacy	18			
25				LDRNY - Immigrant Relief	36,000	36,000	Asian Ministries	19			
26				LDRNY - Expenses	2,500	2,500	Other	20			
27				LDRNY - Special Studies Grant		7,000	Safety Study	Replaces 16			
28				<b>Total Grants &amp; Other Contributions</b>	<b>409,419</b>	<b>411,169</b>					
29											
30			12	<b>Special Events</b>							
31				St. Olaf Concert	20,000	0	Only in 2005	45		GM	
32				Stewardship Education (Fund #401)			Function 60			TA	
33				Synod Assembly (Fund #407)	55,000	57,000	Function 80	36		RW	
34				Luth Identity/Ecumenical Init (Fund # 408)		0	\$4K Thrivent Grant Expected			GM	
35				Domestic Violence Task Force (Fund #409)	0	0	Function 41			CCD	
36				Students Retreat Fund (Fund #420)	0	0	Function 51			TA	
37				Deans /Retreat Fund (Fund # 421)	0	0	Function 51			GM	
38				Church Day (Fund # 427)	0	0	Function 52	35		GM	
39				Guyanese Lutheran Committee (Fund #428)	0	0	Function 41, Custodial Fund	35		ADA	
40				TZ Pilgrimage (Fund #430)	0	0	Function 31	35		TA	
41				Ministerium Fund (Fund #431)	0	0	Function 51			GM	
42				Worship Day (Fund #433)	0	0	Function 52	35		GM	
43				Lutheran Theological Center (Fund #437)	0	0	\$3K grant for "Gen. Sem" f. 51	35		JL	
44				Group Term Life Insurance (New Fund # 446)	0	0	See Function 51	35		GM	
45				Background Checks - Sem. Candidates (Fund 447)			See Function 51	n/a			
46				Other grants & contributions		0	Shld have room for all "400" #s	41		CCD	
47				<b>Total Special Events</b>	<b>75,000</b>	<b>57,000</b>					
48											

	A	B	C	D	E	F	G	H	I	J
6	GL Code	Program	Function	Category	FY05 Budget	FY06	Descriptions/Comments	Line from		
49			13	<b>Transfers from Other Funds</b>						
50				Bishop's Mission Fund						
51				TZ Teachers Current	49,700			23		
52				General Budget Support	135,000	135,000	Gen. Budget Support = 2005	24		
53				Ind. Gift flowing Through Fund	45,000	45,000	Ind Gift for Dev Off Salary thru BMF	48		
54				Theo. Educ. for Emerging Ministries (Fund#319)	7,000		Some of costs will be BMF-4603			
55				Metro New York Synod Fund						
56				General Budget Support	191,150	200,000		25		FMC
57				From Net Proceeds from Sales for Operations	200,000	200,000	Accrued from Sale Proceeds	26		FMC
58				Mission Re-Development Fund						
59				General Budget Support		227,000	New Starts, Ptn Grants			FMC
60				TZ Teachers Current		49,700	TZ Teachers Current = to 2005			FMC
61				Other funds						
62				Latino (Fund #314)	10,300	6,000	Function 51	28		ADA/GM
63				Trexler (Inc from Fund #502; #301))	6,000	6,000	Function 51	29		CCD
64				Urban Leaders Institute - ( Fund #318)	30,000	37,000	Function 51			TA
65				Urban Empowerment (Fund #308)	25,000	25,000	Function 52	31		TA
66				Women and Children in Poverty (Fund #311)	2,000	2,000	Function 41	32		TA
67				Commission on Evangelical Outreach (Fund #315)		8,000	\$8K Crusader Grant; Func 52			CCD
68				Lutheran Identity/Ecumenical Initiative (Fund #320)			Fmr #408: Function 31			CCD
69				Youth Ministry Fund (Fund #204)	19,000	19,000	Function 41	33		GM
70				Theo. Educ. for Emerging Ministries (Fund#319)	3,000	0	Function 52			GM
71				Bishops Retreat Fund (Fund #419)	3,000	0	Function 52	35		CCD
72				Christ Yonkers Housing Reserve (Fund #270)			Function 91			
73				<b>Total Transfers from Other Funds</b>	726,150	959,700				
74										
75			14	<b>Other Income</b>						
76				Investment Income	162,000	170,000	5% of 3 yr avg. of Invests.	21		
77				Mortgage Interest Income			Mort. Frm sale of St. Pauls			
78				Other	10,000	10,000		47		
79				Rental Income	22,000	22,000	Three Sub Leases	43		
80				Lutheran Schools Assoc						
81				Lutheran Counseling Services						
82				Wheatridge						
83				<b>Total Other Income</b>	194,000	202,000				
84										
85				<b>Total Revenue</b>	3,104,569	3,229,869		49		
86										



	A	B	C	D	E	F	G	H	I	J
6	GL Code	Program	Function	Category	FY05 Budget	FY06	Descriptions/Comments	Line from		Resp
87					<b>EXPENSES</b>					
88				<b>SYNOD OUTREACH (Synod Programs Beyond Synod)</b>						
89			30	<b>I. Synod Outreach - ELCA and Other Distribution</b>						
90				ELCA Mission Support	647,500	609,000	46% of MS, less \$35,000	52	Contri	
91				ELCA Designated Projects	150,000	150,000	All of ELCA Designated	53A	Des Con	
92				MNYS Designated Projects	50,000	50,000	All of Synod Designated	53B	Des. Cont.	
93				Region 7 Coordinating Council	7,435	7,435	Same as 2005	54	Des Con	GM
94				<b>Total Synod Outreach - ELCA and Other Distr</b>	854,935	816,435				
95										
96			31	<b>II. Synod Outreach - All Other Programs</b>						
97				Salaries (2005 shown as 1/2 Mills)	96,457	99,351	Anglada, 1/3 MT, 1/3 PL	248		n/a
98				Pension and Benefits (2005 shown as 1/2 Mills)	18,081	19,691	Anglada, 1/3 MT, 1/3 PL	246		n/a
99				Salaries (520X))	75,000	75,000	Hoffman	234	SO	GM
100				Benefits (520X)	24,285	26,446	Hoffman	237	SO	GM
101				Travel and Entertainment (Hoffman)	6,128	6,496	6% Inc			
102				Salaries (520X))	36,000	36,000	Wu	235	SO	ADA
103				Training and Professiona Development	4,000	4,000		266	SO	ADA
104				Travel & Entertainment (Anglada)	10,000	10,000		267	SO	ADA
105				Office Supplies	1,500	1,500		249	SO	MT
106				Lutheran Statewide Advocacy	3,500	3,500		205	SL	TA
107				Global Mission Event Scholarship	1,000	1,000		232	SO	GM
108				NYS Council of Churches	400	400		202	SL	TA
109				Council of Churches of the City of New York	500	500		203	SL	TA
110				LI Council of Churches	200	200		201	SL	TA
111				Companion Synod Tanzania (Teacher Exchange)	10,000	10,000		225	SO	GM
112				Companion Synod Teacher Salaries	24,000	24,000		226	SO	GM
113				Companion Synod Teacher Benefits	14,700	14,700		227	SO	GM
114				Travel & Entertainment (Tanzania)	23,500	10,000	See Function 500	117	CL	GM
115				Companion Synod Other	1,000	1,000		228	SO	none
116				TZ Pilgrimage (Fund #430)	0	0	Only net expense shown	229	SO	GM
117				Luth Identity/Ecumenical Init (Fund # 320)		0	\$4K Thrivent Grant Expected			CCD
118				<b>Total Other Synod Outreach - All Other</b>	350,252	343,784				
119										
120				<b>Total Synod Outreach</b>	1,205,187	1,160,219				
121										

	A	B	C	D	E	F	G	H	I	J
6	GL Code	Program	Function	Category	FY05 Budget	FY06	Descriptions/Comments	Line from		
122				<b>SYNOD LIFE (Synod Programs for Entire Synod)</b>						
123			40	<b>I. Synod Life - Education (Grants to Educational Activities by Synod)</b>						
124				Lutheran Ministries in Higher Education	42,515	42,515		162	ED	GM
125				Lutheran Schools Association	8,750	8,750		163	ED	GM
126				Student Christian Center at SUNY New Paltz	13,225	13,225		164	ED	GM
127				Philadelphia Seminary	54,000	54,000		165	ED	GM
128				<b>Total Synod Life - Education</b>	<b>118,490</b>	<b>118,490</b>				
129										
130			41	<b>II. Synod Life - Other Programs</b>						
131				Salaries	61,850	63,706	Aguilar	210	MIX	n/a
132				Pension & Benefits	21,956	23,910	Aguilar	207	MIX	n/a
133				Training & Prof. Development	1,000	1,000		212	SL	TA
134				Travel & Entertainment (Aguilar)	6,500	6,500		213-218	SL	TA
135				Office Supplies	2,000	2,000		211	SL, SO	GM
136				Commission for Gay & Lesbian Ministries	5,000	5,000		295	COM	ADA
137				Worship Events & Ordinations	3,000	3,000		70	BO	SPB
138				Youth Ministries (Supported by Fund #204)	14,000	14,000	Incl. \$4K for 1 yr of Servant Prog.	128,129	CL	GM
139				Outdoor Ministries (Supported by Fund #204)	5,000	5,000		106-109	CL	GM
140				Bishop's Retreat (Fund #419)	0	0	Moved to Function 52	n/a		CCD
141				Hunger Committee	1,500	1,500		204	SL	TA
142				Women/Children in Poverty (Sup'ted by Fund #311)	2,000	2,000		221	SL	TA
143				Domestic Violence Awareness Task Force (#409)	1,000	0		297	COM	TA
144				Ministry Among Guyanese (Fund #428)	0	0	Custodial Fund	206	SL	TA
145				Other	1,000	1,000		222	SL	TA
146				<b>Total Other Synod Life - Other Programs</b>	<b>125,806</b>	<b>128,616</b>				
147										
148				<b>Total Synod Life</b>	<b>244,296</b>	<b>247,106</b>				
149										

	A	B	C	D	E	F	G	H	I	J
6	GL Code	Program	Function	Category	FY05 Budget	FY06	Descriptions/Comments	Line from		
150				<b>CONGREGATIONAL LIFE (Programs and Services to Synod Leaders and Individual Congregations)</b>						
151			50	<b>I Congregational Life - Shared Expenses</b>						
152				Salaries	48,809	71,074	2/3 Tennermann & Lawrence	114	Mix	n/a
153				Non Staff Salaries	20,195					
154				Pension & Benefits	15,205	16,558	2/3 Tennermann & Lawrence	110	Mix	n/a
155				Non Staff Pension & Benefits	0					
156				Training & Prof. Development	2,000	2,000		116	CL	GM
157				Travel & Entertainment (Mills)	10,000	18,500	See Function 350	119-123	CL	GM
158				Office Supplies	3,500	3,500		115	CL	GM
159				<b>Total Congregational Life - Shared Expenses</b>	99,708	111,632				
160										
161			51	<b>II Congregational Life - Programs &amp; Services to Leaders</b>						
162				Candidacy						
163				Background Checks - Sem. Candidates (Fund 447)		0	As directed by ELCA	n/a		
164				Psych Evaluations	4,500	10,000		85	CL	GM
165				Hispanic Psych Evaluations	8,250	6,000	Too diff estimates, use higher	86	CL	GM.TA
166				Committee Expense (Candidacy)	3,000	0	Duplicates other areas - del.	87	CL	GM
167				Meetings (trips for Staff)	0	3,000		88	CL	GM
168				Students Retreat Fund (Fund #420)	5,000	5,000	For Candidates and Comm	89		GM
169				Deans /Retreat Fund (Fund # 421)	0	0	Deans and Bishop			GM
170				Ministerium Fund (Fund #431)	0	0	Cont Ed for Rostered Members			GM
171				Travel & Entertainment (Candidacy Committee)	2,000	2,000		90	CL	GM
172				Travel and Entertainment (Candidacy Staff)	6,000	3,000	Combined with "meetings"	91	CL	GM
173				Travel & Entertainment (Candidates)	1,000	1,000		92	CL	GM
174				Rostered Deacons & Diakona	500	500		112	CL	GM
175				Diakonia	250	250		95	CL	GM
176				Latino Diakonia (Supported by Fund #314)	300	1,000		99	CL	GM
177				Latino Laity (Supported by Fund #314)	10,000	5,000		100	CL	ADA
178				Black Pastors	500	750		199	SL	TA
179				Urban Leaders Institute (Fund #318)	23,000	30,000	Assume 7K profit, historical	220	SL	TA
180				Commission for Women	1,000	1,000		296	COM	GM
181				Group Term Life Insurance (New Fund # 446)	0	0	Only net expense shown	96	CL	GM
182				Lutheran Theological Center (Fund #437)	0	0	\$3K grant for "Gen. Seminary"	102	CL	JL
183				Orientation of New Pastors	500	500		104	CL	GM
184				Trexler Grants (Inc frm Fund # 502; #301)	6,000	6,000		124	CL	CCD
185				<b>Total Congregational Life - Programs &amp; Services to Leaders</b>	71,800	75,000				
186										

6	A	B	C	D	E	F	G	H	I	J
6	GL Code	Program	Function	Category	FY05 Budget	FY06	Descriptions/Comments	Line from		
187			52	<b>III Congregational Life - Programs &amp; Services to Congregations</b>						
188				Commission for Evangelical Outreach						
189				Building Repairs/Evaluations (Fund # 315)	2,000	2,000		288		GM
190				Cumminications/mailings (Fund # 315)	2,000	2,000		289		GM
191				Counseling Services/Research (Fund # 315)	500	500		290		GM
192				Office Supplies (Fund # 315)	1,000	1,000		291		GM
193				Travel & Entertainment (CEO Comm.)(Fund #315)	6,500	6,500	Includes Meals and Enter	292		GM
194				No longer applicable	0	0	Combined with CEO Comm	293		GM
195				Traning/ Prof Development (Fund # 315)	500	500		294		GM
196				CEO Coordinators (Fund #315)		4,500				
197				ELCA - Evangelism Grant Fund (#317)		3,750				TA
198										
199				Bishop's Retreat Fund (Fund # 419)	3,000	0	Only net exp. In 2006	Moved from Func 350		CCD
200				Church Day (Fund # 427)	0	0	Only net expense shown	93	CL	ADA
201				Worship Day (Fund #433)			Cong Ed in Stew and Evang			
202				Congregational Resources	6,000	6,000		94	CL	GM
203				HIV Task Force	200	200		97	CL	ADA
204				Horizon Intershops	25,320	25,320		98	CL	GM
205				Theo. Ed. For Emerging Ministries (Fund #319)	10,000	0	TEEM Grant	n/a		GM
206				Urban Empowerment Fnd Grts (Sup by Fund #308)	23,000	25,000		219	SL	TA
207				Partnership Grants to Congregations			Only total on Monthly Financials		SO	ADA
208				Christ, Ellenville	2,375	4,000		251		ADA
209				First/Grace, Jeffersonville	5,700	7,000		252		ADA
210				Holy Redeemer, Brooklyn	9,500	11,000		253		ADA
211				Holy Trinity (Swahili), Hollis	14,725	16,000		254		ADA
212				Iglesia Resurrection, Hempstead	8,000	10,000		256		ADA
213				Kalam Taiwanese Lutheran Church'	11,400	13,000		257		ADA
214				New Hope, Brox (PR Thomas)	27,350	29,000		258		ADA
215				Reformation LC -Brooklyn	9,500	11,000		260		ADA
216				Salam Arabic Lutheran - Brooklyn	11,400	13,000		261		ADA
217				St. Paul, Brooklyn	4,750	3,500		262		ADA
218				St. Peter, Bronx	9,500	11,000		263		ADA
219				Transfiguration, Bronx	9,500	11,000		264		ADA
220				Trinity Lower East Side, New York	14,250	16,000		265		ADA
221				Undesignaed	6,500	0		239		ADA
222				Atonement-Jackson Hieghts	3,500	6,000		240		ADA
223				Reserved	6,000	6,500		241		ADA
224				St. Luke's Latino	6,000	8,000		242		ADA
225				Trinity 18th Ave Brooklyn'	2,000	4,000		243		ADA
226				Trinity 100th Streeet	2,000	3,000		244		ADA
227				Zion 119th Street	7,200	12,000		245		ADA
228				Emergency New Starts		10,000				
229				Kingston Latino		12,000				
230				Cristo - Freeport		10,000				
231				Holy Trinity Swahili (Hollis) Support	20,000	0	Charged to Hollis Value	231	SO	GM
232				<b>Total Cong. Life - Programs and Services to Cong.</b>	<b>271,170</b>	<b>304,270</b>				
233										
234				<b>Total Congregatonal Life</b>	<b>442,678</b>	<b>490,902</b>				

	A	B	C	D	E	F	G	H	I	J
6	GL Code	Program	Function	Category	FY05 Budget	FY06	Descriptions/Comments	Line from		
235										
236			60	<b>DEVELOPMENT (Fundraising activities for Synod and Beyond)</b>						
237				Salaries	172,044	172,859	Wollenburg, Duever, 2/3 Daniels	150	GIV	n/a
238				Pension & Benefits	34,575	36,749	Wollenburg, Duever, 2/3 Daniels	136	GIV	n/a
239				Training & Professional Development	600	3,200	Includes \$2K CCD	153	GIV	RGW
240				Travel & Entertainment (Wollenburg)	10,400	13,500		155-159	GIV	RGW
241				Travel & Entertainment (Duever)		5,000				
242				Stewardship Education (Fund #401)						RW
243				Office Supplies	1,000	1,750	Includes \$500 CCD	152	GIV	DDD
244				Printing	1,900	7,900				
245				Postage & Shipping	2,000		Was Printing AND Postage	137,138	GIV	RGW
246				Special Fundraising Projects	5,000	3,000		149	GIV	RGW
247				SMO Agency Events	4,000	9,000		139-148	GIV	RGW
248				Stewardship	0	5,500		151	GIV	RGW
249				<b>Total Development</b>	231,519	258,458				
250										
251			70	<b>BISHOPS OFFICE</b>						
252				Salaries (2005 shown as Bouman, Beck, Strunck)	217,702	226,487	Bouman, Mills, Strunck	59	MIX	GM
253				Salaries (2005 shown as Beck)	81,084	0	2006 Vacant			
254				Pension & Benefits (2005-Bouman, Beck, Strunck)	67,143	73,501	Bouman, Mills, Strunck	57	MIX	GM
255				Pension and Benefits (2005 shown as Beck)	20,450	0	2006 Vacant			
256				Training & Professional Development	2,000	2,000		61	BO	GM
257				Travel & Entertainment (Bouman)	15,750	15,750		63-69	BO	GM
258				Office Supplies	2,000	2,000		60	BO	GM
259				Postage & Shipping	500	500		58	BO	GM
260				Other	5,000	5,000		71	BO	GM
261				<b>Total Bishop's Office</b>	411,629	325,238				
262										
263			80	<b>SYNOD GOVERNANCE (Expenses of Governing Entities within Synod)</b>						
264				Synod Assembly (Fund #407)	55,000	57,000		179-194	GOV	GM
265				Synod Council	5,000	5,000		195	GOV	JS
266				Synod Council Committees	8,200	8,200		170-177	GOV	JS
267				Committee Expense ( Archives and Historian)	1,200	1,200		198	SL	TA
268				Committee Expense (Worship Committee)	450	450		131	CL	GM
269				<b>Total Synod Governance</b>	69,850	71,850				
270										

6	A	B	C	D	E	F	G	H	I	J
6	GL Code	Program	Function	Category	FY05 Budget	FY06	Descriptions/Comments	Line from		
271			90	<b>COMMUNICATIONS AND PR</b>						
272				E-Letter, List Serv, hosting	1,200	1,200		278	COM	wh
273				Website Maintenance	4,000	5,000	per Wendy Healy	279	COM	wh
274				Professional Services (Public Relations)	24,000	42,000	Includes Wendy Healy	280	COM	TA
275				Synod Publications						
276				Metroscope		0		282	COM	BH
277				Lutheran New Yorker	25,000	23,925	10% over \$21,750 per WH in 05	283	COM	wh
278				Postage & Shipping - Publications	6,000	6,000		284	COM	BH
279				Printing	3,000	3,000		285	COM	MT
280				Fees & PR	500	500		286	COM	TA
281				<b>Total Communications and PR</b>	63,700	81,625				
282										
283			91	<b>OFFICE SERVICES (Shared Office Expenses)</b>						
284				Business Office						
285				Salaries	102,128	113,239	Hofstедder, 1/3 Daniels, Dicks,Torre	76	MIX	n/a
286				Pension & Benefits	21,270	24,835	Hofstедder, 1/3 Daniels, Dicks,Torre	74	MIX	n/a
287				Training & Professional Development	1,000	1,000	Same as 2005	79	BIZ	rhb
288				Travel & Entertainment (Business Office)	1,000	1,000	Same as 2005	80	BIZ	rhb
289				No longer Applicable	0	0	Included in other "off. Supplies"	78	BIZ	rhb
290				Shipping	500	500		75	BIZ	rhb
291				Professional Services (Accounting)	28,567	18,717	Kiwi Consulting, Placement Fee	77	BIZ	rhb
292				Payroll Service Fees		2,200	10% over 2004 Act			
293				Bank Fees		4,000	Same as 2004 Act			
294				Vending Machine Merchandise		4,800	Same as 2004 Act			
295				Insurance, FICA				301	OPS	Parker
296				Rent & Facility Management	177,482	200,555	Assume 13% over 2004 Act	317	OPS	None
297				Property & Liability Insurance		6,800	6% over 1/1/05 bill			
298				Workmens Comp Insurance, State Unem Ins.		8,100	10% over 2004 Act			
299				Car Insurance		1,800	8% over 2004 Act			
300				D&O Insurance		2,800	6% over 1/1/05 bill			
301				Telephone	13,000	21,000	8% over 2004 Act	319	OPS	PAL
302				Lease on Copiers	15,000	62,000	8% over 2004 Act, not GM	304	OPS	GM
303				Office Supplies	6,500	16,000	8% over 2004 Act	311	OPS	MT
304				Management Information System	16,600	20,200	8% over 2004 Act	307-310	OPS	PAL
305				Internet	3,600	3,600	6% over 2005	302		PAL
306				Maintenacnce and Repair		18,600	4% over 2004 Act			
307				Postage & Shipping	13,500	20,000	10% over 2004 Act	312-314	OPS	PAL
308				Lease on Postage Machine	4,500	4,500	10% over 2004 Act	305		DDD
309				Printing	10,000	4,400	8% over 2004 Act	315	OPS	GM
310				Printing (Xerox supplies)		6,000	Above Copier Lease Costs			rhb
311				Professional Services (Audit)	15,000	25,000	2004 was \$31,900, not	316	OPS	rhb
312				Other	1,063	0		323	BIZ	GM
313				Miscl	5,000	2,827		81		rhb
314				Christ Yonkers Housing Reserve (Fund #270)			Sunrise Development Payments			
315				<b>Total Synod Offices Services</b>	435,710	594,473				
316										
317				<b>Total Expenses</b>	3,104,569	3,229,869				
318										
319				<b>Net Income (loss)</b>	0	0				

	A	B	C	D	E	F	G	H	I	J
6	GL Code	Program	Function	Category	FY05 Budget	FY06	Descriptions/Comments	Line from		
320										
321										
322				<b>CAPITAL BUDGET</b>						
323						0				
324						0				
325						0				
326										
327				<b>Total Capital Budget</b>		0				
328										
329										
330										
331										
332		Notes of Revisions								
333										
334		Rev A -		2005 numbers matched Rev F of reformatted budget						
335		Rev B -		2005 numbers matched Rev G of reformatted budget, picking up Rev A of 2006 amounts.						
336		Rev C -		Inclusion of initial staff inputs, 2/23/05						
337		Rev D -		Inclusion of name changes in 2005 c/a exercise, adjustment of staff changes 3-7-05						
338		Rev E -		Adjustments resulting in balanced budget, 3-16-05; CCD adjustment re benefit comp						
339										
340				<b>Notes</b>						
341				General Salary Increase Factor		1.030				
342				Benefits Cost Increase (See Note (1))		1.089				
343										
344				Note (1)						
345				Benefits for 2005 budget were computed at 5% over actual 2004, but did not						
346				reflect 3.9% increase in compensation. Therefore Benefits increase over the						
347				2005 budget should be 3.9% higher than ELCA might say is						
348				increase in benefit cost 2006 over 2005						
349										
350										
351				Increase in Expenses over \$2,887,882 of 2004		11.842%				
352				Increase in Expenses over 2005		4.036%				
353										
354										

Attachment

M



## Metropolitan New York Synod 2006 OPERATING FUND BUDGET

Function Code	Category	FY05 Budget Re-Formatted	FY06 Proposed	Descriptions/Comments If different from 2005
<b>REVENUE</b>				
<b>11</b>	<b>Contributions from Congregations</b>			
	Undesignated Mission Support	1,500,000	1,400,000	Fin Mgmt Comm 2/22/05
	Designated ELCA Projects	150,000	150,000	
	Designated MNYS Projects	50,000	50,000	
	<b>Total Contributions from Congregations</b>	<b>1,700,000</b>	<b>1,600,000</b>	
<b>11</b>	<b>Grants &amp; Other Contributions</b>			
	ELCA Grants	179,333	182,083	
	Other grants & contributions	10,000	2,000	
	Bishop's Appeal	25,000	25,000	
	LDRNY - Grants	195,086	202,086	
	<b>Total Grants &amp; Other Contributions</b>	<b>409,419</b>	<b>411,169</b>	
<b>12</b>	<b>Special Events</b>			
	St. Olaf Concert	20,000	0	Only in 2005
	Synod Assembly	55,000	57,000	
	<b>Total Special Events</b>	<b>75,000</b>	<b>57,000</b>	
<b>13</b>	<b>Transfers from Other Funds</b>			
	Bishop's Mission Fund	236,700	180,000	
	Metro New York Synod Fund	391,150	400,000	1/2 is Part of Tithe from Sales
	Mission Re-Development Fund	0	276,700	Supports Cost of Ptn Grants
	Other Unrestricted Specific Purpose Funds	98,300	103,000	
	<b>Total Transfers from Other Funds</b>	<b>726,150</b>	<b>959,700</b>	
<b>14</b>	<b>Other Income</b>			
	Investment Income	162,000	170,000	5% of 3 yr avg. of Invests.
	Other	10,000	10,000	
	Rental Income	22,000	22,000	Three Sub Leases
	<b>Total Other Income</b>	<b>194,000</b>	<b>202,000</b>	
<b>Total Revenue</b>		<b>3,104,569</b>	<b>3,229,869</b>	
<b>EXPENSES</b>				
<b>SYNOD OUTREACH (Synod Programs Beyond Synod)</b>				
30	I. Synod Outreach - ELCA and Other Distributions	854,935	816,435	46% of Mission Support*
31	II. Synod Outreach - All Other Programs	350,252	343,784	
	Total Synod Outreach	1,205,187	1,160,219	
<b>SYNOD LIFE (Synod Programs for Entire Synod)</b>				
40	I. Synod Life - Education (Grants to Educational Activities by Synod)	118,490	118,490	
41	II. Synod Life - Other Programs	125,806	128,616	
	Total Synod Life	244,296	247,106	
<b>CONGREGATIONAL LIFE (Programs and Services to Synod Leaders and Individual Congregations)</b>				
50	I Congregational Life - Shared Expenses	99,708	111,632	
51	II Congregational Life - Programs & Services to Leaders	71,800	75,000	
52	III Congregational Life - Programs & Services to Congregations	271,170	304,270	
	Total Congregational Life	442,678	490,902	
60	<b>DEVELOPMENT</b>	231,519	258,458	
70	<b>BISHOPS OFFICE</b>	411,629	325,238	
80	<b>SYNOD GOVERNANCE (Expenses of Governing Entities within Synod)</b>	69,850	71,850	
90	<b>COMMUNICATIONS AND PR</b>	63,700	81,625	
91	<b>OFFICE SERVICES (Shared Office Expenses)</b>	435,710	594,473	
<b>Total Expenses</b>		<b>3,104,569</b>	<b>3,229,869</b>	Increase of 4.0%
<b>Net Income (loss)</b>		<b>0</b>	<b>0</b>	

\* Net of \$35,000 withheld in partnership with ELCA to strengthen Mission Support

Attachment

N

## **BUDGET NARRATIVE FOR 2006 (Operating) BUDGET**

May 20-21, 2005

### **Prologue**

It is a daunting task to project a detailed budget at near the beginning of a prior year. The Financial Management Committee (“FMC”) has taken some specific action to improve data collection that will hopefully improve the prediction effort.

Since the adoption of the 2005 budget, passed by the assembly in November of 2004, a consistent categorization of major functions have been incorporated, and better specific definitions of which particular activities fit each such function have been adopted. The specific nature of each is shown in parenthesis on the proposed 2006 budget.

The individual line items on the 2005 budget have been arranged in harmony with the functions above, and incorporated into the proposed 2006 budget presentation.

Underlying this effort is a complete replacement of the accounting chart of accounts, providing for a single account number for each line item on the budget, which allows specific measurement of performance against a budgeted amount – something we have been all but impossible for the past several years.

It’s only with consistent identification and measurable performance that predictions can be rationally made...

### **2004 Results**

Although 2004 results continued the trend of deficit, the recorded loss of \$108,000 is considerably below the average of the 3 prior years, which was nearly \$300,000. It is worthy of note, that the budget for 2004, when approved in 2002, acknowledged a deficit of \$256,000.

The FMC believes that with the straightforward identification of support required from unrestricted funds, and better management information from the accounting efforts, fiscal performance and accountability is being achieved.

In 2004, the loss recorded is almost entirely a result of \$147,000 lower Mission Support than anticipated in 2002 (Budget of \$1,639,000 vs. Actual of \$1,492,000). When adjusted for the lower proportional transmittal to ELCA, the loss attributed would be \$84,000.

2004 also was a year in which the Synod began to record values of property under management, as well as recording gains on actual sales. The result is that the books show a large paper surplus for the year, some of which was from actual sales of properties, but most do to the valuation change. Obviously none of that surplus is readily applicable to the operating budget, since the valuation portion is not cash, and the net proceeds from earlier sales of properties are largely being held for future mission projects.

## **2005 Progress**

With only one quarter of experience, it is much too early to predict final results. There are no known serious variances in expenses that have shown up so far, and results of Mission Support (either commitments or actual contributions) are not conclusive.

## **2006 Budget**

The proposed 2006 budget is presented alongside the same categories used for the 2005 budget.

The projected net revenue over expenses is again a break even. However, to achieve the break even budget, a number of unrestricted funds are assigned in support of the operating budget and clearly identified in the revenue part of the budget proposal. This strategy was also used in 2004 and 2005. If we continue to use such funds to balance the budget, they will be depleted in two to three years. To avoid a grave crisis at that time, there must be an immediate, serious review of the priorities of the Synod and adoption of sizeable spending adjustments. Delay in doing this difficult evaluation and adjustment would no doubt mean deeper cuts and the risk that we would use funds now marked and held for specific Designated Purposes. Such a redirection of designated funds would be a grave act, because in receiving such funds we have committed to use them only for their specified purpose.

The 2006 budget contains no new programs, although there are adjustments to several areas. A more determined effort on the part of the staff to seek grants to support existing programs is already being pursued.

You will note that the estimate for Mission Support is further reduced from the 2005 budget level, based on the 2004 results. Although some of the new 2005 commitments are salutary, and hopefully result in higher contributions, the FMC is not assured that the downward trend has truly ended, and higher estimates for 2006 are therefore not warranted.

In spite of the lower Mission Support estimate both the revenue and the expenses are 4% above the 2005 budget.

Financial Management Committee

Draft 4-13-05

# Attachment 0

**Metropolitan New York Synod**  
**Evangelical Lutheran Church in America**  
**Agenda of the 2005 the Synod Assembly**  
(Agenda subject to change)

**St. Peter Lutheran Church**  
**11 Ogden Court**  
**Huntington Station, NY**  
**631 423 1013**

*Marked with the Cross: A Great Commission Synod*

*Friday May 20*

7:30 am                      Registration

**10:00 am-12:00 pm    Plenary 1**

Opening

Welcome

Introduction of Chaplain

The Rev. Joanne Bond

Cross of Christ Lutheran Church, Babylon

Report of the Registration and Attendance Committee

The Rev. Rosalind Brathwaite, Chair

Introduction of Parliamentarian

Ms. Dorothy Demarest, PRP

Adoption of Agenda

Rules of Procedure

Report of Reference & Counsel – procedures

The Rev. Amandus Derr, Chair

Saint Peter's, Manhattan

Introduction of ELCA Representative

Bishop E. Roy Riley

New Jersey Synod

Introduction of Synod Officers

**Metropolitan New York Synod Assembly  
May 20-21, 2005**

Mr. John Litke, Vice President  
The Rev. James Krauser, Secretary  
Mr. Robert Buescher, Treasurer

Bishop's Report – Part 1  
The Rev. Dr. Stephen P. Bouman, Bishop

Mission Moment  
The Rev. Craig Miller, Dean SW Brooklyn Conference

Reference & Counsel  
The Rev. Amandus Derr, Chair

Introduction of Synod Staff

Announcements  
Ms. Louise Litke

Prayer  
The Rev. Joanne Bond, Chaplain

**12:00 – 1:00 pm**

**Lunch**

**1:00 – 4:30 pm**

**Plenary II**

Prayer  
The Rev. Joanne Bond, Chaplain

Introduction of Assembly Planning Committee  
Ms. Louise Litke, Chair

Synod Council Report  
Mr. John Litke, Vice-President

Mission Moment  
The Rev. Rich Hill, Dean Peconic Conference  
The Rev. William Munz, Dean W. Suffolk Conference

Report of the Treasurer  
Mr. Robert Buescher

ELCA Report I  
Bishop E. Roy Riley

Tanzania Video  
The Rev. Robert Wollenburg  
Assistant to the Bishop



**Metropolitan New York Synod Assembly  
May 20-21, 2005**

Mission Moment

The Rev. Gary Schulz, Dean NE Queens Conference

Reference & Counsel

The Rev. Amandus Derr, Chair

TBD

Greetings from Lutheran Theological Seminary in Philadelphia(10)

The Rev. Dr. Philip Krey, President

ELCA Report II

Bishop E. Roy Riley

Announcements

Ms. Louise Litke

Prayer

The Rev. Joanne Bond, Chaplain

**4:15 – 5:25 pm**

**Forums**

Break

**5:30 – 7:30 pm**

**Dinner**

**7:30 – 9:30 pm**

**Eucharist**

***Saturday May 21***

**Breakfast on your own**

**8:30-12:00 pm**

**Plenary III**

Morning Prayer

Break

Registration Report

The Rev. Rosalind Brathwaite

Augustana Lutheran Church, East Elmhurst

Bishop's Report – Part 2

The Rev. Dr. Stephen P. Bouman, Bishop

**Metropolitan New York Synod Assembly  
May 20-21, 2005**

Introduction of pastors new to the synod

Reference & Counsel

The Rev. Amandus Derr  
Chair, Reference and Counsel

Mission Moment

The Rev. Peggy Wuertele, Dean, SE Queens Conference

Introduction: Lutheran Church Missouri Synod, Atlantic District

The Rev. Dr. David Benke, President

Wagner College

Dr. Richard Guarasci, President

Lutheran Social Services

Mr. Ron Drews, President and CEO

Lutheran Services – New York Alliance (LSNYA)

Mr. Mark Prowatzke, Executive Director  
Mill Neck Family of Organizations

Budget

Mr. Robert Buescher, Synod Treasurer

Reference & Counsel

The Rev. Amandus Derr

Announcements

Ms. Louise Litke

Prayer

The Rev. Joanne Bond, Chaplain

**12:00 – 1:00 pm**

**Lunch**

Break

**1:10 – 4:50 pm**

**Plenary IV**

Eucharist

Announcements

Reference & Counsel

The Rev. Amandus Derr

**Metropolitan New York Synod Assembly  
May 20-21, 2005**

Mission Moment – TBD

Children, Youth & Family Ministry  
The Rev. Kathleen Koran

Trinity Lutheran Church, Brewster

Reference & Counsel  
The Rev. Amandus Derr, Chair

TBD

Report on Report of the Bishop

Registration/Attendance

Announcements

Closing Order

# Attachment P

TAIT, WELLS & BAKER



Sincerely,

We have previously discussed our comments and suggestions with various Synod personnel and would be pleased to discuss them further.

We are happy to report that all of the prior year comments were appropriately addressed by management and procedures and design changes were effectively implemented. As such, there was effective and timely fiscal oversight performed during the current fiscal year. From our review of the status of the comments noted in the prior year, it was obvious that management responded to the prior year deficiencies and was continuously providing for an effective management accounting system.

Status of Prior Year Comments

Presently, the values recorded for the congregations under synodical administration are based on estimated fair values determined and approved by the Synod. Consideration should be given to obtaining more definitive values such as real estate appraisals or sales contracts for these properties. The use of appraisals/sales contracts will help ensure that the values recorded on the financial statements are fairly presented and that the subsequent sale of the property will not produce large gains or losses to be recorded on the Synod's financial statements.

Real Estate Valuations

The comments that follow summarize our comments and suggestions. In connection with our audit of the financial statements of Metropolitan New York Synod of the Evangelical Lutheran Church in America ("Synod") as of January 31, 2005, we noted certain matters that we believe you should consider. Our observations were formed as a by-product of our audit procedures, which did not include a comprehensive review for the purpose of submitting detailed recommendations.

Ladies and Gentlemen:

Finance Committee  
Metropolitan New York Synod of the  
Evangelical Lutheran Church in America  
New York, New York 10115

March 14, 2005

*Certified Public Accountants*

TAIT, WELLS & BAKER