

Messiah Lutheran Church

Schenectady, New York

**Annual Report of the Congregation
for 2022**



**presented at
the Annual Meeting of the Congregation
on Sunday, February 5th, 2023**

Officers of the Congregation

Suzanne Collins, President
Rachel DeTeso-Mathis, Vice President
René Dunda-Martin, Treasurer
Karen Keenan, Secretary
Penny Incitti, Financial Secretary

Members of the Congregation Council

2020-2023

Eric Cawley
Karen Keenan
Crystal Murray

2021-2024

Suzanne Collins
Rachel DeTeso-Mathis
Kimlee Marquise

2022-2025

Kristen Olochnowicz
René Dunda-Martin
Penny Incitti

Parish Staff

Rev. Dustin G. Longmire, Pastor & Executive Director
Heather Zimmer, Parish Administrator
Douglas J. Chilton, Minister of Music
Dave Carkner, Parish Caretaker
Suzanne Smedes, Bookkeeper

**In memory of Paul Meluch, Dotty Diegel, Ed Underkoffler and all
our saints who will ALWAYS be with us.**

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* Denotes a ministry committee currently without a permanent chair.

President's Report

Dear Friends,

As we begin the new year, it is time to reflect on 2022, and all that we have experienced and accomplished together. Sometimes it has felt like I was stuck in time during this Pandemic, not socializing, masking, and Zooming everything. But I just returned from a vacation, and I traveled on an airplane - that's progress!

Coming back to worship was a major step forward for me, and our coffee hours do so much to help us reconnect. Seeing the littles at Sunday School warms my heart. We enjoyed Pastor and Rachel's beautiful Wedding, which brought many people back that we had not seen for a while. We appreciate our time together, but also have learned that Zooming is also a useful tool, especially in winter weather.



President Sue Collins with family.

We bonded and leaned on each other like never before during Pastor's Honeymoon and mini-sabbatical. We were navigating waters and we were used to having Pastor always lead the way. As difficult as that was at times, it was a major learning experience.

We are still in the development stage of the Community Center, but every time that I hear about a new event being held there, or a new class, a new group, I know that we are on the right path.

Our Capital Campaign was a leap of faith forward too. Every week with the construction progress, we get closer to our dream of an accessible Church. When I saw the new cross that was gifted by Wade Coton and Manchester Homes, I remember thinking, "We did it!" Let that cross, even visible from the road, always remind us and everyone else, through faith we have accomplished much.

Respectfully submitted,
Suzanne Collins, President

Pastor's Report

*The Feast of the Conversion of Paul
Wednesday, January 25th, 2023*

For everything there is a season and a time for every matter under heaven. – Ecclesiastes 3:1

Dear siblings in Christ,

Outside of how I've always really dug that classic Byrds song (a cover of Pete Seeger actually) from the 1960s, the wisdom of Ecclesiastes 3 has been a guiding force throughout various difficult times in my life. That is especially the case now, when it feels like we are FINALLY in a place of turning from one season of life to another, when it is SO important to remind ourselves that what was appropriate or even worked well during one season of life might not work in the next.



Pastor Dustin speaking at our Bread of Life Food Pantry groundbreaking in February 2022.

The pandemic of 2020 - 2022 upended every aspect of our lives, the life of our church family included, and in many ways obliterated years of growth, of organizing, of training new leaders and volunteers to expand our ability to fulfill God's mission for our congregation, to be **a Spirit filled congregation grounded in Jesus Christ, nourishing our local community in body, mind and soul.**

I like to think of 2020 and 2021 as a wintery sort of time in our collective life, one where so much of who we are died back, one where yes our main focus was simply on "getting through," but also when we dreamed of what the future might hold and thereby created space for the Holy Spirit to begin stirring new life within us.

This past year, 2022, felt like early spring... you know... that time of the year when it is occasionally sweater weather again, but a major blizzard or two might still blow through and it feels like those gray skies will never end! On the other hand, at the tail end of this time as we approach the Resurrection of Our Lord on Easter, we just begin to see shoots of new life!

Last year began with the scourge of the Omicron variant, but we then began to see new shoots break forth on Maundy Thursday, when unmasked we once again fully gathered around Christ's table again for Holy Communion for the first time in over two years!

Shortly thereafter our Bread of Life Food Pantry began operations and we fully opened our Trinity Community Center. **Since that time by the way, we served over 31,000 meals between our two pantries and welcomed over 5,500 guests through our doors!** In June we broke ground on our historic "A Place at the Table for Everyone" Accessibility Project and began bringing back much of our wonderful fellowship programming for folks of all ages, while also expanding programming at the Trinity Community Center.

Our leaders grew in skills, independence and experience while Rachel and I were away on our honeymoon, and despite great difficulties, we worked hard to create a governance and organizational structure and began fundraising efforts for the Community Center this past fall.

We also worked to raise up a new generation of leaders at Messiah. **To give you a simple metric for what this entailed, for our 2020 Annual Report, only 7 of our 28 ministry committees submitted anything at all. I had to write the rest. This year was an almost exact flip, with only 8 of our ministry committees missing keys leaders.** And we hope to continue growing our leadership capacity at our first in person Leadership Retreat since 2019 in just a couple short weeks from now!

On top of all that, our Accessibility Project is nearly complete, and we must begin asking ourselves, **“How can this building strengthen the spiritual vitality of our neighborhood the other six days of the week?”**

What you’ll see throughout the seventy pages of this report reflects the “springtime” we find ourselves in: new shoots of life breaking forth and IMMENSE possibility for the future, but also an assessment of what still needs care and repair after a VERY difficult “winter.”

Most notably, 65 or well over 25% of our total membership have not yet re-engaged with the ministry of Messiah since COVID lockdowns began, and my hope is we will make a concerted effort to re-engage with these individuals in 2023. The in-person community building that takes place each and every single Sunday cannot be replicated through online viewing alone, and getting our in-person witness back to where it was pre-pandemic will also take work. Partnering with a wide variety of new types of organizations and building community amongst new populations will also be key to getting our financial house in order in 2023.

That all said, dear friends, there is indeed NEW LIFE BREAKING FORTH here at Messiah Lutheran Church, and I could not be prouder of all the ways that YOU have worked in support of God’s mission for our Spirit filled congregation, to nurture our neighborhood in body, mind and soul!

Thank you!

In hope,
Pastor Dustin

Faith Formation Ministry Team

Cradle Roll / Nursery

PURPOSE

To support young families in faith formation in the home and to provide a nurturing learning environment for children from birth to three years of age.

REVIEW OF 2022

During 2022 there were seven families who received a monthly mailing of an at home resource called FROLIC which is provided by the Evangelical Lutheran Church in America. This resource helps parents/guardians teach the language of faith during the most critical age of development. Two children aged out of this during the year and are now ready to join Sunday School.

LOOKING AHEAD to 2023

As we come into the new year with six families (seven children) in this age group, we hope to have an active nursery and have it available for use with parents taking turns monitoring children on Sunday mornings. Along with this we hope to have services (or any other program) piped into the nursery for all to be able to enjoy. With that being said we welcome more people to become involved in this ministry.



This past fall we baptized our youngest member into God's family, Everett Russo, child of Krista & Emily Russo.

THANK YOU TO OUR MINISTRY LEADERS

Allison Bode (Chair) and we'd LOVE your help strengthening especially our nursery program in the year ahead!

Respectfully submitted,
Allison Bode, Cradle Roll Chair

Children's Sunday School

PURPOSE

To provide faith formation opportunities for pre-school and elementary school aged children and their families.

REVIEW OF 2022

Started in September with 4 leaders, Emily and Krista Russo, Heather Zimmer and myself. We have approximately 8-10 students ranging in age from 3 to 13. We are using the Whirl Lectionary series to teach, normally separated into 3 age groups.

During Christmas, we brought back, at a request from the Pastor, "Hope Comes to Earth, A star Wars Christmas". It went well although with younger children it was trickier this time around.

LOOKING AHEAD TO 2023

My hopes for 2023 is to put on a bake sale in the Spring to earn money for the Schoharie Animal Shelter. I would also like to come up with a fun project around Earth Day. Hopefully Sunday school will grow again to be what it was prior to Covid with the assistance of the congregation and my wonderful leaders.

THANK YOU TO OUR MINISTRY LEADERS

Emily Russo, Krista Russo, Heather Zimmer, Cheryl Borski (Chair)

Respectfully submitted,
Cheryl Borski, Children's Sunday School Chair



Our Star Wars Christmas Pageant Reprise was amazing!



Our kiddos LOVE learning about Jesus!

Youth

PURPOSE

Provides faith formation opportunities for middle and high school aged youth and their families, including confirmation class.



Heading back to the Double M Haunted Hayride for the first time since 2019 was AWESOME!

REVIEW OF 2022

This past year was definitely one of rebuilding in terms of Youth Ministry at Messiah Lutheran Church after so long apart. The biggest disappointment was that the 2022 ELCA Youth Gathering, which five of our teens were signed up for, was canceled last June due to uncertainties related to COVID19. That said, a wide variety of youth events were held, including an EXTREMELY successful Easter Egg Hunt at the Trinity Community Center and a trip to the Double M Haunted Hayride. Our youth participated in a wide variety of other congregation activities as well, from helping lead worship, to volunteering at our Bread of Life Food Pantry and Produce Pantries, to serving at Schenectady Help-Portrait and more. We also held a forum on Youth Mental Health this past spring.

LOOKING AHEAD TO 2023

With major COVID19 complications (hopefully) now behind us, the future looks bright for Youth Ministry at Messiah. We'll launch two new monthly opportunities for our young people beginning this February in partnership with Bellevue Reformed Church: an Intergenerational Storytelling Night at the Trinity Community Center and an Intergenerational Gym Game Night in Bellevue Reformed's gym. Another idea has been to launch a service oriented "youth group" of sorts connected with the Bread of Life Food Pantry. We also hope to bring back Youth Lock-ins and begin preparing for the 2024 ELCA Youth Gathering. I recently had a conversation with one of our young people, Sarah Olochnowicz, and another idea that came up was to strengthen our relationship with nearby Camp Fowler, run by the Reformed Church, as opposed to the long drive to Camp Calumet in New Hampshire. Finally, we look forward to celebrating the high school graduation of many of our young people this June.



Both our Family and Candlelight Christmas Eve Masses could not have been possible without our youth!

THANK YOU TO OUR MINISTRY LEADERS

Sarah Olochnowicz, Grace Olochnowicz, Kristen Olochnowicz (Chair)

Respectfully submitted,
Pastor Dustin

Adult Education

PURPOSE

To support the spiritual growth of adults in the congregation and the wider community.

REVIEW OF 2022

The Adult Education Program of Messiah Lutheran Church had a full program in 2022. The major activities were offered on Sunday mornings as Zoom sessions, coordinated by Merle Longwood, beginning at 8:45 am. From January through February the course that had begun in the fall of 2021 continued as the participants focused on "The Gospel and North American Religious Experiences: Colonization, Resistance, and Liberation." The primary text for this course was David Treuer's *The Heartbeat of Wounded Knee: Native America from 1890 to the Present*. This was supplemented by other readings and videos. The Rev Amaury Tañón-Santos, Executive Director & CEO of Schenectady Community Ministries, was the guest speaker in the final session, which focused on "Decolonizing the Church."



Dr. Merle Longwood discusses upcoming plans for adult education.

Related to the topic, but scheduled after the course was completed, was an evening session on May 17, open to the wider community, on "Mother Earth and Our Non-Human Relatives" offered by Vance Blackfox, Cherokee, Director of Indigenous Ministries and Tribal Relations of the ELCA. In January, the Worship and Music Committee and the Congregation Council approved a recommendation made by the participants in this course that worship events at Messiah Church include a "Land Acknowledgement" acknowledging and honoring the Haudenosaunee (Iroquois) and Algonquin nations, upon whose ancestral homelands we gather for worship, as well as our Indigenous siblings who continue to care for this land and call it their home.

From March 6 through May 29 the Sunday morning course focused on "The Earth and Its Distress: Restoring Creation, Justice, and a Sustainable Future." Larry Rasmussen's *Earth Community, Earth Ethics* served as the primary text for the course. This was supplemented by other readings and videos. As part of this course, participants were allowed to view remotely, or watch a recording of, a lecture by Bill McKibben, on April 19, arranged by Siena College as part of a series on "Environmental Justice and Sustainability."

In September through December the Sunday morning course that was offered focused on "The Medical Covenant and End of Life Issues." The primary readings in this course included Atul Gawande's *Being Mortal: Medicine and What Matters in the End* and William F May's *Active Euthanasia and Health Care Reform: Testing the Medical Covenant*. These were supplemented by other readings and videos.

In addition, Pastor Dustin offered three midweek courses, also on Zoom. During Epiphany he offered a course on "Reclaiming the Bible: From Text of Terror to Song of Liberation," focusing on reading of the scriptures through various liberation theologies. During Lent he and Doug Chilton offered a course "My Sweet Lord: A Consideration of How Music Affects the Body, Mind and Spirit." During Easter he



Our new hybrid Adult Faith Formation Center (far right off the renovated narthex) is nearly complete!

and Hanna Avery offered a course on "The Disabled God," looking at ableism in the church and the Bible.

LOOKING AHEAD TO 2023

A comparable Adult Education program will be offered in 2023. On Sunday mornings, a course already underway that will last until the end of May is being offered, focusing on "White Christian Nationalism: America's Original Sin." The primary text for this course is Carter Heyward's *The Seven Deadly Sins of White Christian Nationalism: A Call to Action*. This is supplemented by other readings and videos.

THANK YOU TO OUR MINISTRY LEADERS

Carly DiSanto, Jean Jones, Dr. Merle Longwood
(Chair)

Respectfully submitted,
Dr. Merle Longwood, Adult Education Ministry Chair

Fellowship Ministry Team

Arts & Culture

PURPOSE

Fosters understanding, self-expression and community through the arts.

REVIEW OF 2022

In so many ways, 2022 was a banner year for Arts & Culture at Messiah Lutheran Church, particularly through a wide variety of new groups and activities launched at the Trinity Community Center.

Monday Community Crafters met every Monday afternoon where between 10 – 15 neighbors of all ages gathered together to hang out, connect, and work on their own separate crafting projects together.

Free Movie Night began as a monthly program organized by Jill Becker, Steve Friebe and Michael Mitchel, on an amazing surround sound, movie theatre sized screen set up in the Community Center Performance Hall. Recent movies played included *Encanto*, *The Santa Clause* and *Hocus Pocus*, the



We had an awesome showing of Hocus Pocus on Halloween night!

last which coincided with a Safe Halloween Party.

Game Night, organized by Crystal Murray and Nancy Stuebner, began this past October to provide a safe space for people of all ages (children 12 and under accompanied by a parent or legal guardian) to gather and play a variety of games. We hope to encourage a sense of community through a mutual love of game playing and reach out to some people who might not be interested in church services or other community center activities. The group met for games 3 times this year (December was cancelled due to snow). A variety of church and community members of all ages participated in game night.

We hosted four concerts this year, two at the Trinity Community Center, one at Messiah and one at the Olochnowicz' home. At the Community Center, Steve Friebe led the charge in organizing an outdoor Concert & Ice Cream Social featuring folk/ rock group *The Midnight Anthem* in June and Kristen Olochnowicz and Mr. Doug hosted a Coffeehouse in September. Mr. Doug led an AWESOME campfire singalong on Saturday evening of Messiahstock VI in August. In December, Paul and Allison Bode were SO gracious to fly Mr. Doug back for our Tenth Annual Community Christmas Concert, where a freewill offering was taken to benefit Schenectady Street Soldiers.



The Community Center Yard all decked out for our Summer Concert & Ice Cream Social.

Zentangle with Russell McDonald was offered for much of the year on Monday evenings, and we very much hope to bring this program back to the community center soon.



Mr. Doug leading our Messiahstock VI campfire singalong.

LOOKING AHEAD TO 2023

As Game Night co-organizer Crystal Murray stated about playing amazing board games every third Friday of the month, “we think this is an important social outlet for people.” Without a doubt, as we work to reknit our community together post-pandemic, Arts & Culture is one of the best ways to do it!

We already have a fantastic amount of programming (all of which will continue in 2023) but the next step, particularly with Game Night and Movie Night, is to support our leaders in getting the word out amongst our friends and neighbors. Further collaborations with the Town of Rotterdam, the Rotterdam Boys and Girls Club and Schenectady Pride are also being explored. The launch of a monthly Intergenerational Storytelling night at the Community Center is also exciting!

A dream is for our beautiful soon to be completed Worship Center Narthex to be used as gallery space to display and support local artists. How else we can use our Worship Center from Monday – Saturday to nurture the arts, especially sacred/ spiritual artistic expressions, is one of the greatest areas we need to explore as a congregation. Finally, this year saw our first Arts & Culture Chair, Russell McDonald, step back leading our Arts & Culture ministry. While we already have great leaders organizing most of our individual arts & culture programs, finding a chair to oversee, coordinate and steward this important work will only help grow one of Messiah’s most vibrant ministries!

THANK YOU TO OUR MINISTRY LEADERS

Jill Becker, Steve Friebel, Michael Mitchel & Josh Carkner (Movie Night)

Crystal Murray & Nancy Stuebner (Game Night)

Cheryl Michelfelder, Mary Jane Leffingwell & Allison Bode (Monday Community Crafters)

Jill Becker, Kristen Olochnowicz, Douglas J. Chilton (Concerts)

Russell McDonald (Zentangle)

Respectfully submitted,
Pastor Dustin

Care & Concern Ministry

PURPOSE

Supports members in need of special care while connecting them to the congregation and the wider body of Christ.



Russell McDonald supporting his grandmother Gladys Cath in discussing the importance of caring for one another.

REVIEW OF 2022

Care & Concern worked to update our visitor's list of members who would appreciate home visits and also recruited a number of new members to assist in the distribution of communion this year. We also recently purchased a new communion kit for our new visitation members and also began reaching out to our many members who have not re-engaged with Messiah since pandemic lockdowns began. We also started a new Caregiver Support Group that meets every Wednesday at 1:00pm at the Trinity Community Center.

LOOKING AHEAD TO 2023

In the year ahead, we'll continue to recruit more volunteers and better support them with training as Stephen Ministers (a long time goal at Messiah). We'll also continue to grow our Caregiver's Support

Group to better resource everyone in the community who is struggling with elder care about the programs that are available to them. Other types of support groups, especially for those struggling with mental health, are also possible and greatly needed. We also want to begin planning simple birthday celebrations for members who are celebrating major milestones with cakes, visits, flowers and balloons!

THANK YOU TO OUR MINISTRY LEADERS

Linda Slovacek-Price, Annie Grzywaczewski, Barb Hallett, Bill Ellis, Allison Bode, Paul Bode, Sheri Lamb (Chair)

Respectfully submitted,
Sheri Lamb

Kitchen Ministry

PURPOSE

Assists the congregation in the use of its kitchen facilities.

REVIEW OF 2022

With the exception of the construction dust, which given the outcome of the construction, is a very minor inconvenience, things continue to go smoothly in the kitchen

Operations:

Weekly coffee hours continue and are well attended. Kudos to Don and Linda for starting that and keeping it rolling. WELCA has done an excellent job with post-event receptions such as baptisms and first communion. Credit also to Mrs. Kreischer and Mrs. Bode who are always involved.

The current kitchen space was reorganized in late 2021 to eliminate some of the clutter that has occurred over the past year. Signage was created to let everyone know where things are and what items were already available for use (e.g., plates, napkins, plasticware). For those using the kitchen, please review on-hand stock before purchasing new items.



Karen Kreischer was named our First Annual "Shrove Tuesday Steward" for the many ways she serves our community.

Once construction is done, we will be having the kitchen professionally cleaned, including walls and floors, and if we can ever find someone who wants the job, we'll have the exhaust fan cleaned. Five-dollar finder's fee to anyone who knows someone who will actually return a call and then show up and do the work. It's rarer than you might think.

Events:

We returned to a regular schedule of events, including Shrove Tuesday pancake dinner, Easter Breakfast, Rally Day and Christmas Eve pot-luck dinner. At each of the event, all the tables that were set up were full. Especially impressive was the turnout for Christmas Eve. All are on the schedule for 2023. If there are ideas for other events, please let a committee member know.

LOOKING AHEAD TO 2023

Repair the dishwasher (any volunteers? – we've had the part since Jesus was a baby.)
Full cleaning of the kitchen
Maintaining the current organization of the kitchen space

THANK YOU TO OUR MINISTRY LEADERS

We have many people who participate in kitchen committee activities. These are important fellowship opportunities, and would not happen without many hands making light work

Please be safe and take care of each other.

Respectfully submitted,
Karen Kreischer and Rich Becker, Kitchen Committee Co-Chairs

Lutheran Men in Mission

PURPOSE

Fosters a sense of fellowship, discipleship and service amongst the men of our congregation.

REVIEW OF 2022

This was a great year for our Lutheran Men in Mission group! One major goal last year was achieved! We now host monthly Men's Breakfasts at Tops Diner on the first Wednesday of the month at 10:00am. While we just got this started, the breakfasts have been well attended and have been a great way to build a sense of fellowship amongst the men of our congregation. We also hosted a Men's Christmas Party at the Bodes this year. We had a bunch of new folks in attendance, with Dave Barnett taking the grand prize of "Best Hat." Axe throwing moved to "God's Work. Our Hands" Sunday this year, and we were happy to hear it was one of Bishop Miller's favorite ministry experiences of the year throwing axes! Many thanks to Chip and the rest of the Crowther Family for hosting that cherished annual event!



Chip Crowther gives Bishop Miller a tutorial on ax throwing on "God's Work. Our Hands." Sunday.

LOOKING AHEAD TO 2023

Many of the goals we set for 2022 continue into 2023. Our Men's Breakfasts will hopefully help us develop a core group of leaders for the Lutheran Men in Mission, and we DEFINITELY need to figure out how to connect with the many new young fathers and sons who have joined our congregation in recent years. Formally joining the national Lutheran Men in Mission organization will help us share ideas and connect with other Lutheran men across the country.

We'll certainly host our classic "Brotastically Inclusive Men's Group Christmas Party" again in 2023. Other ideas for gatherings include a "Basement Ceiling Demolition Day" in the parsonage basement and outreach with local veteran's organizations.



Many thanks to Phil Davis for organizing our awesome monthly Men's Breakfasts at Tops.

THANK YOU TO OUR MINISTRY LEADERS

Paul Bode, Phil Davis, Chip Crowther, Tyler Jones

Respectfully submitted,
Pastor Dustin

Women of the ELCA

PURPOSE

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



WELCA's Inaugural Rotterdam Craft & Vendor Fair was a MASSIVE success.

REVIEW OF 2022

We were so excited to be able to meet in person this year. We had a great picnic in July at the Olochnowicz Estate but unfortunately, due to illness, we were unable to partake in the award winning Christmas Party at the Fleming Estate, but don't worry – we will be back next year. WELCA has hosted a number of receptions this year – First Communion, Baptisms, etc. Thank you so much to all of our bakers. WELCA sponsored the concessions and bake sale at the Craft and Vendor Event held in October. We also saw the return of our annual pie baking fundraiser – our numbers weren't quite as high as years past, however, we did have a group of fantastic volunteers who were able to make the pies in record time.

LOOKING AHEAD TO 2023

We look forward to getting back into our regular schedule of program, project & party. We will continue to host the Baptism, Confirmation & First Communion receptions and have compiled a list of wonderful bakers to help out. We will hold our annual pie baking project and hope to possibly consider a project meeting of making food on a Sunday afternoon for the Schenectady Street Soldiers. Should anyone have any ideas for either a project or program meeting, please contact Jill Becker.

Respectfully submitted,
Jill Becker, WELCA President



WELCA is back baking pies again right in time for Thanksgiving!

Women of the ELCA Treasurer Report

Balance Forward 12/2021	\$373.32
Interest	\$0.06
Account Balance 12/2022	\$373.38
REVENUE	
Income for Concession & Bake Sale at Craft/Vendor Sale	\$563.00
Income from Pie Sales	\$230.00
TOTAL REVENUE	\$793.00
EXPENSES	
Expenses for Concession at Craft/Vendor Sale	-\$189.03
Expenses for Pie Baking	-\$47.00
Expenses for Baptisms	-\$33.99
TOTAL EXPENSES	-\$270.02
ENDING THE YEAR	
TOTAL INCOME	\$793.00
LESS TOTAL EXPENSES	-\$270.02
TOTAL TO BE DEPOSITED INTO SAVINGS ACCOUNT AS OF 12/31/22	\$522.98

**We are currently in the process of changing the signature card on this account – so the following money has not been placed in the account yet.*

Over 55 Gang

PURPOSE

Fosters socialization and mutual support amongst members roughly over age fifty-five.

REVIEW OF 2022

This year was a slightly better year than the past few. First thing in the Spring we got together over lunch at Broadway Joes. It was great to get back together after 2 years of Covid!

We were able to get together this past summer for a picnic at Brain and Gloria Maki's house. We had beautiful weather and beautiful conversation.

We really enjoyed a beautiful Fall cruise on the Erie Canal, Mohawk River. It was extremely informative and would love to do another one.

LOOKING AHEAD TO 2023

In the year ahead, we hope to have more get-togethers and maybe even another cruise!! If you would like to get involved with our events please contact Barb Hallett.



The Over 55 Gang's cruise on the Erie Canal was an awesome afternoon!

THANK YOU TO OUR MINISTRY LEADERS

Barb Hallett (Chair)

Respectfully submitted,
Barbara Hallett

Welcome Ministry

PURPOSE

Welcomes new potential members, organizes new member classes and supports new members in their first year at Messiah.

REVIEW OF 2022

Our first year back to relative normalcy at Messiah brought us two awesome new member classes, one last winter and one this past fall, with thirteen new members joining our congregation by Affirmation of Baptism (plus the birth of baby Everett) bringing us fourteen new members for the year! In both classes we used Daniel Erlander's *Baptized We Live* resource to lead great faith conversations over four sessions. The winter session was all virtual while the fall session was conducted in a hybrid manner. Without a doubt, 2022 was a solid year in terms of growth of new members, quite similar to pre-pandemic levels. Most notably, many of our new members have engaged in extremely meaningful ways. Eddie Lopez will be joining our Congregation Council in 2023, while Ann Grzywaczewski and Sunny DeLory joined our Community Center Advisory Board. Rebecca Jones served as one of our 2022 Update New York Synod Assembly delegates.



Our Winter 2022 New Member Class with sponsors.

While we've grown significantly in terms of new members, this year also saw our first serious decline in "active members" in many years. As required by the ELCA in our *Constitution, Bylaws and Continuing Resolutions*, "... confirmed members, during the current or preceding calendar year, shall have communed in this congregation and shall have made a contribution of record to this congregation," and 65 members or over 25% of our total membership at the end of 2022, no longer fit this description, forcing our Congregation Council to move them to "inactive" status this January. This is important, as reaching quorum at congregation meetings has become exceptionally difficult with so many inactive folks on our active member roster. As a clarification, we have always considered "made a contribution of record" to mean EITHER a financial contribution AND/OR joining one of our many ministry committees, but at any rate, the sheer number of members who have yet to re-engage, despite repeated outreach, is disheartening but also something a majority of faith communities are experiencing across the country as we live into our "new normal."

LOOKING AHEAD TO 2023

Without a doubt, we will once again have two new member classes, with the first beginning shortly after Easter and the second taking place this fall, and there's already three households who have expressed interest in joining Messiah Lutheran Church. My hope however for 2023 is for our Welcome ministry, with new volunteers in place, to become a small group of volunteers who also work to reach out to those many folks who became inactive during the pandemic and encourage them to re-engage with the ministry of Messiah Lutheran Church.

Respectfully submitted,
Pastor Dustin

Young Adult Ministry

PURPOSE

Supports the spiritual and social needs of young adults in the congregation and the local community.



Our young adults were a MASSIVE help with property care this past summer! Thank you!

REVIEW OF 2022

The good news is that we have plenty of folks aged 18 – 35 (my definition of young adults) quite active in the life of our congregation. Ige Gooding and Aaron Martin, along with their significant others, were once again SO helpful in both property maintenance this year and attending a number of events. Sophie Mathis is always willing to connect and share her musical talents with us, and both Katie & Kiersten Becker are a regular presence when they're home for holidays. Most notably, we supported Hanna Avery as a Communications Intern and in running a virtual course on disability and the Church this past spring.

Still, in terms of regular programming and opportunities to connect, this is another area where we need a couple dedicated volunteers to get this

important fellowship ministry going strong again, especially as we have a large number of our youth are graduating from high school this year. Our one piece of regular programming that does seem to have a young adult focus is our monthly Game Nights at the Community Center.

LOOKING AHEAD TO 2023

So here's the problem... I'm personally aging out of being a young adult and just generationally, I will be less and less able to lead the charge in helping our young adults connect with one another. That said, from my work leading the Adirondack Mountain Club's Young member group, I KNOW there are SO many young adults in our local area hungry for community and places to connect, especially around spending time outdoors, social justice and community service. All three of these are areas Messiah Lutheran Church excels at, and I deeply believe we are uniquely positioned to help build community amongst our young adults. One possibility for the upcoming year is Rachel Longmire's interest in running a somewhat young adult oriented yoga class once our Worship Center renovations are complete. Growing Game Night as a young adult-oriented space is also a distinct possibility. If you or your young people reading this have any further suggestions, please let me know!



Game Nights provided a great place for young adults in our community to connect!

Respectfully submitted,
Pastor Dustin

Social Action Ministry Team

Bread of Life Food Pantry

PURPOSE

Serves our neighbors in need and builds community.

REVIEW OF 2022

2022 has been an exciting year as in May we moved into our new facility. Which we love! We have served 2191 guests a total of 19,809 meals. We have considered opening another day, however, we feel at this time we are unable to sustain the pantry financially. We are working on some grants and hopefully by Summer our outlook may change. We are currently open 3 days a month for the pantry and 4 days a month for deliveries. About 1000 lbs. of product is delivered each month by Food Express which is sponsored by the Food Pantries of the Capital District.

LOOKING AHEAD TO 2023

Thank you to all who help unload the truck and stock the shelves. Also, many thanks to our drivers, Jim Ryan, Dave Barnett, Karen Keenan, and Katrina Martin & Randi Dunda Martin. We are still looking for one more driver. Then, delivery would be only once every 5 weeks.



The groundbreaking for our new Bread of Life Food Pantry, supported by the Schenectady Foundation.



The ribbon cutting with Co-Chair Judy Becker & Wade Coton, our contractor from Manchester Homes, LLC.

THANK YOU TO OUR MINISTRY LEADERS

We are very grateful for all the support from the congregation. You make it possible to keep the food pantry running. To our volunteers we say a big THANK YOU!!! God has surely blessed us.

Respectfully submitted,
Judy Becker, Bread of Life Food Pantry Co-Chair

Produce Pantry

PURPOSE

Provides free and fresh produce to our neighbors in need without appointment or identification.



Just a few of our awesome Produce Pantry volunteers.

REVIEW OF 2022

Our Produce Pantry has continued to grow, and the past two months we have exceeded 100 families served, and we have run out of food several times. We have a bracelet number system, and numbers are handed out, starting at around 3:15pm. People start arriving at 1:00pm. We used to let people take two numbers, picking up for someone who was sick. Lately, the need is so great, that we are asking them to come back to get a second number after they do the first pickup.

We never know what we are going to get, and we want to have something for everyone, and nothing wasted. We are fortunate that the Regional Food Bank can deliver to us twice a month. We were also very blessed to receive a \$1,000 grant from the

Reformed Church, which has allowed us to hire our sexton, Dave Carkner, to pick up the food the other two weeks.

We have a strong volunteer group, and several new volunteers from the Community have joined us. We have 6 or 7 volunteers every Friday, working from 3 to 5:30. We welcome new volunteers!

REVIEW OF 2023

While our operations will continue to grow to support our growing number of guests, we have also started to discuss occasionally offering a simple meal or in order community space on occasion for our guests in order to help continue fostering community.

THANK YOU TO OUR MINISTRY LEADERS

Sarah Bachorik, Karen Doyle, Jenn Keenan-Fenson, Sabine Keenan-Fenson, Ashley, Rachel DeTeso-Mathis, Michael Jegabbi, Linda Santiago, Barb Hallett, Jackie DeTeso, Sue Collins (Co-Chair) and Karen Keenan (Co-Chair)

Thank you,
Sue Collins



Christian LOVED his pumpkin harvested right from our Rev. Richard Rieger Harvest Garden!

Community Center Advisory Board

PURPOSE

The Advisory Board advises the Congregation Council and Community Center staff on all matters of governance, operations, policy development and financial development of the Community Center.

REVIEW OF 2022

We had a wide variety of accomplishments at the Trinity Community Center including the following:

- Contracted with ESCOT for consultation services by David Palmquist
- Final drawings for Bread of Life Food Pantry approved
- Groundbreaking for Bread of Life Food pantry
- Ribbon cutting for Bread of Life Food Pantry with generous donations from Manchester Homes, LLC
- Operations Manual developed and approved by Council
- Community Center landing page on Messiah website created
- Community Center google calendar created
- WYZE security monitoring camera installed in Bread of Life Food Pantry
- Advisory Board formed with representatives from Messiah and Community Partners
- WiFi system upgraded throughout entire building
- Brochure and various marketing materials developed
- Community connections made with WIC, United Way, SICM, Rotterdam Town Council, Schenectady County Human Rights Commission, local churches and temples, Master Class Performance Arts
- RFQ for Affordable Housing Project developed
- Assessment of building security conducted by Wolfe Security
- First phase of Business Plan development started with Tom Collins



Advisory Board Chair Kimlee Marquise addresses our First Annual Community Gala.

Financial development successes included:

- Grants written: Tonko member item, FESMOS, First Reformed, United Way
- Little Green Light donation site created by Executive Director
- "Build A Bigger Table" End of Year Campaign created by Executive Director
- Generous donations received from Schenectady Community Ministries (SiCM)

Ongoing programs and services at the Community Center included:

- Produce Pantry
- Bread of Life Food Pantry
- Zentangle
- Zumba

- Yoga
- Community Crafters
- Girl Scouts
- Three Recovery Groups
- Movie Night
- Game Night
- Little Free Library
- Caregivers Support Group

Special events held at the Community Center included:

- Community Ice Cream Social & Concert
- Rotterdam Craft Fair
- Pride Flag Raising
- Halloween Teen Night
- Benefit Concert with Mr. Doug & Kristen Olochnowicz
- Schenectady Help Portrait
- WELCA Pie Making
- “Our First Six Months” Community Gala



Chair Kimlee Marquise and Advisory Board Member Annie Grzywaczewski sharing information at the Rotterdam Tree Lighting.

LOOKING AHEAD TO 2023

Our goals for 2023 include the following:

- Complete Business Plan
- Continue development of Advisory Board with focus on adding community members and increasing diversity
- Increase grant funding, donations, space use fees, local investments, and fund-raising events
- Appoint New Center Coordinator & Increase outreach to community
- Develop branding- Official name & logo of center
- Collaborate with other community service organizations and communities of faith
- Continue research on Affordable Housing development
- Install security system and improve exterior lighting
- Clean and organize kitchen and paint interior areas
- Hold a Grand Opening Event
- Hold 2nd Annual Ice Cream Social & Concert
- Hold 2nd Annual Craft Fair

THANK YOU TO OUR MINISTRY LEADERS

The Advisory Board would like to thank everyone (Messiah members and Community Partners) for all the hard work and dedication that helped us have a hugely successful 2022.

Respectfully submitted,
Kimlee Marquise, Community Center Advisory Board Chair

Community Center Program Budget

What you find below is NOT a formally adopted budget but rather a Program Budget, an illustrative tool showing the true cost of operating the Trinity Community Center and all its Messiah supported programming in 2023.

Revenue Category	Revenue Amount
Grants & Corporate Donations (including \$1,000 Produce Pantry & \$6,000 Bread of Life Food Pantry)	\$12,650.00
Individual Donations	\$1,000.00
Space Use Fees	\$4,800.00
Fundraisers and Events	\$6,000.00
Total Projected Revenue	\$24,450.00
Expense Category	Expense Amount
Executive Director (25% of Pastor's Salary, Benefits and Parsonage costs)	\$22,758.00
Staff Wages (50% of Sexton's Wages, 100% of Community Center Coordinator's Wages)	\$14,157.00
Staff Benefits (30% of Messiah Staff Payroll Taxes, Worker's Comp, etc.)	\$2,102.00
Rents & Utilities (Electric & Gas, Liability Insurance, Town Taxes, Trash Removal, Snow Removal, Cleaning Supplies, Building Maintenance, Telephone & Internet)	\$17,694.00
Printing & Copying	\$200.00
Postage & Shipping and Courier	\$150.00
Advertising & Marketing	\$1,000.00
Professional Development	\$0.00
Program Supplies (Office Supplies, \$11,000 Bread of Life Food Pantry & \$1,000 Produce Pantry)	\$13,150.00
Total Projected Expenses	\$71,211.00
GRAND TOTAL PROJECTED INCOME	-\$46,761.00

All four revenue lines (Grants & Corporate Donations, Individual Donations, Space Use Fees and Fundraisers/Events) currently reflect rounded end of year 2022 actuals going through 2023. Our goal for 2023 is to grow all four lines to cover our \$46,761 gap in funding for the Trinity Community Center.

Creation Care Ministry

PURPOSE

Fosters eco-justice decisions and events among all activities and offices of the congregation.



Jean Jones working in our Rev. Richard Rieger Harvest Garden.

REVIEW OF 2022

We completed the application process for becoming a certified green congregation and are ready to submit our application, pending the Council's review. We hosted Native American speaker Vance Blackfox in May who spoke on "Mother Earth and Our Non-Human Relatives." The energy audit of Trinity Community Center was completed. We toured Fehr Avenue Farm, part of the Schenectady Urban Farms program to discuss a possible collaboration between us. We had a dialog with the Albany Free Fridge program to see if having a solar powered fridge at Trinity would be a good fit for us. Smart thermostats and LED lightbulbs will be installed in the renovated church. We had many meetings regarding community solar with Rob Crauderueff and Reverend Peter Cook and we set a goal of signing up 50 subscribers by the end of 2023.

LOOKING AHEAD TO 2023

We're going to have a table in the Narthex once a month so people can learn more about community solar and sign up. We've started planning an earth day celebration in April, possibly a movie night at Trinity Community Center. We're also going to ask people about their interest in the harvest garden. There haven't been enough volunteers to keep it going. We'll continue our creation care hikes and season of creation in the fall. The Pacific Lutheran Theological Seminary is screening a film about climate change and eco justice on February 6th on zoom. We'll advertise this to the wider church

THANK YOU TO OUR MINISTRY LEADERS

Margaret Glennie, Jean Jones, Merle Longwood, Crystal Murray, Eric Telfeyan, Kären Telfeyan and Nancy Stuebner (Chair)



Our Harvest Garden produced grapes for the first time!

Respectfully submitted,
Nancy Stuebner, Creation Care Chair

Community Service Ministry

PURPOSE

Guides our members in serving Christ in the face of their neighbors.

REVIEW OF 2022

The Community Service Ministry held several events during 2022. Some of our parishioners participated in the Schenectady CROP Hunger Walk on May 1st. We served in helping weed SiCM's Vale Urban Farm on God's Work. Our Hands. Sunday on September 11th. Pete attended Food Pantry training on September 14th. About 25 parishioners helped Concerned for the Hungry with packing the baskets on November 19th. Schenectady HelpPortrait was held on December 3rd with about 30 parishioners taking 100 pictures or so for the public. In addition to the pictures multiple activities were offered to keep children busy while waiting for their photos to be processed.



Our massive team of Help Portrait volunteers make this CHERISHED annual event possible. Thank you Heather Zimmer for chairing this year!

LOOKING AHEAD TO 2023

We already have great quarterly opportunities to serve our neighbors outside of regular operations of the Trinity Community Center, but further networking with local nonprofits will help us best make use of our wonderful volunteers. The Community Service Committee will also take the lead on supporting Schenectady Community Ministries in organizing the Schenectady CROP Hunger Walk out of the Trinity Community Center in 2023. Growing this committee in the upcoming year will strengthen our ability to organize this wonderful opportunities to serve!



Our awesome "God's Work. Our Hands." Sunday volunteers in SiCM's Vale Urban Farm.

THANK YOU TO OUR MINISTRY LEADERS

Heather Zimmer (2022 Help-Portrait Chair), Pete Jones (Chair)

Respectfully submitted,
Pete Jones, Community Service Chair

Social Justice Ministry

PURPOSE

Supports our members and neighbors in living out their baptismal covenant to “strive for peace and justice in all the earth” in line with ELCA social teachings.



Pastor Dustin joined Assemblymember Pat Fahy and leaders from across the state in Albany to launch an effort to solve the global sovereign debt crisis.

unity amidst our differences and reknitting the very bipartisan fabric of our neighborhoods together in a way that focuses on ISSUES rather than bitter partisan divides. Many of my local conversations also focused on youth mental health. All of this work was done in line with extensive Evangelical Lutheran Church in America social teaching.

LOOKING AHEAD TO 2023

Rebuilding our capacity to advocate with our elected leaders to build a more just world in line with social teachings of the Evangelical Lutheran Church in America should be a major goal of 2023 at Messiah. We have a reputation throughout Upstate New York as a congregation that cares about social justice, but as we’ve (rightfully) been focused so much on internal efforts like our Accessibility Project and our Community Center in recent years, it has been hard to find folks to engage on the myriad of importance justice issues of our day.

Our new bishop, Rev. Lee Miller, II, has placed a strong emphasis on our social justice commitments and strengthened Racial Justice, Creation Care and Gender Justice Task Forces on the synodical level. Messiah has experienced leaders who could greatly strengthen this important work. We are currently in talks with the Poor Peoples’ Campaign to host a forum on medical debt in the upcoming year and are also supporting the bipartisan Jubilee USA movement in restructuring foreign sovereign debt in a way that allows developing countries to recover sustainably from the scourge of COVID19.

REVIEW OF 2022

A pattern that emerged during the pandemic at Messiah continued to grow through 2022... namely, because we have such a strong group of social justice minded clergy locally through Schenectady Clergy Against Hate, all too often advocacy has shifted into a clergy led enterprise rather than clergy supporting the leadership of our congregation’s members. Still, much good work was done. I met with our elected officials on a wide variety of issues from the Israeli occupation of Palestine to the support of efforts to alleviate hunger, combat climate change, prevent a global sovereign debt crisis and counterattack recent attacks on reproductive rights.

Locally, I spoke with Town of Rotterdam, Mohonasen Central School District and Schenectady County elected officials about the importance of practicing



Raising our nonpartisan pride flag as a symbol of welcome to EVERYONE outside the Trinity Community Center.



Pastor Dustin met with Rep. Paul Tonko regarding the ongoing occupation of Palestine.

I'm also EXTREMELY excited about Schenectady Clergy Against Hate's "No Hate Pledge," an effort we recently launched to get 1% of Schenectady County residents (about 1500 folks), to sign a pledge to rise against hate and division in our local communities... we're almost halfway to our goal!

Respectfully submitted,
Pastor Dustin

Schenectady Community Ministries (SiCM)

PURPOSE

Connects the work of Messiah Lutheran Church with Schenectady Community Ministries (SiCM).



Pastor Dustin with Rev. Amaury at the 2022 CROP Walk.

REVIEW OF 2022

Shortly before the pandemic hit, Messiah was THE leading congregation that worked for over a year to transition SiCM from being simply a Christian to an interfaith coalition of faith communities. In spring 2020 however, when I left SiCM's board, when Rev. Phil Grigsby retired and when we suddenly lost one of our beloved SiCM delegates, Nancy Stellrecht, pretty much all at once, many of our connections to the work of wider faith community in Schenectady were severed.

\This past year saw Messiah beginning to re-engage in some important ways with SiCM. We supported the Schenectady CROP Hunger Walk and welcomed Rev. Amaury to Messiah twice this past year, once to co-preside at my wedding and once to discuss postcolonial theology in one of our Sunday Forums. Most notably, SiCM supported us too with a donation of over \$2,000 of CROP Walk proceeds to the Trinity Community Center last December. They even had their staff holiday party at the Community Center shortly after the turn of the year!

LOOKING AHEAD TO 2023

On Sunday, May 7th, 2023 for the first time the Schenectady CROP Hunger Walk will take place here in Rotterdam out of our Trinity Community Center. This is SO important, as we know hunger is no longer just a rural or urban, but also a suburban issue as well. Betsy Ryan, Judy Becker and Karen Keenan have also know agreed to represent Messiah as our new SiCM Assembly Delegates, a CRITICAL step forward for our relationship with SiCM. Rev. Amaury will also be joining us as well for our annual Christian Unity Mass and we hope to field volunteers for SiCM Summer Lunch again as well.

Respectfully submitted,
Pastor Dustin

Worship & Music Ministry Team

PURPOSE

Oversees all aspects of worship, from Sunday Mass to special services, private prayer and sacred music.

REVIEW OF 2022

In 2022 our challenge was navigating a post-covid world. We had to learn how to provide engaging and spirit filled worship while maintaining the safety and wellbeing of our congregation. We were able to reinstate our choir, our children's service and in person communion.

LOOKING AHEAD TO 2023

One of our goals for 2023 is to continue to increase the congregation's involvement in worship and to continue to find new and exciting ways to engage our growing and diverse congregation. We hope to evolve the choir and find creative ways to expand our worship and music outreach. We also hope to recruit more members to the committee.



Praying with our Worship Leaders before our first regular distribution of Holy Communion in over two years on Maundy Thursday.

THANK YOU TO OUR MINISTRY LEADERS

Emily Russo (Chair), Jill Becker, Judy Becker, Doug Chilton, Rich Becker, Marge Reynheer, Linda Halbrend, Betsy Ryan, Heather Zimmer, Pastor Longmire

Respectfully submitted,
Emily Russo



Pastor Dustin and Bishop Miller leading a Children's Message on "God's Work. Our Hands." Sunday.

Stewardship Ministry Team Report

Budget & Finance Ministry

PURPOSE

Crafts the annual budget and then reviews the approved budget vs. spending throughout the year to position the church in a viable financial position.

REVIEW OF 2022

Our 2022 budget was approved at a December 2021 meeting of the Congregation and adopted at our February 2022 Annual Meeting of the Congregation. A successful internal audit was completed in March by the Audit Committee. Council approved transfer of the full balances from the Doremus and Memorial Funds with Vanguard into the Trustco checking account. The Congregation approved a \$50,000 transfer from the ELCA Endowment Fund into the Trustco checking account. The 2023 Budget was crafted by the Budget and Finance Committee and approved at a December 2022 meeting of the Congregation.



Our "A Place at the Table for Everyone" Accessibility Project groundbreaking in June 2022.

LOOKING AHEAD TO 2023

The 2023 Parish Budget will be reviewed at our February 2023 Annual Meeting of the Congregation.

An internal audit of the 2022 church finances will be conducted in March by the Audit Committee. The Committee will be seeking a new Counter as Neal Fisher has decided to step down; we thank him for his many years of service. The Budget & Finance Committee will continue to meet quarterly in 2023 to constantly assess where we are financially and, when necessary, make recommendations to Council in an effort to address concerns. The Budget & Finance Committee will continue to work with other church and Community Center committees to ensure growth of these two buildings is fiscally responsible.



Our Accessibility Project begins to take shape!

THANK YOU TO OUR MINISTRY LEADERS

Neal Fisher, Bill Fleming, Penny Incitti, Dave Barnett, René Dunda-Martin, Karen Kreisler, Kristie Becker (Chair)

Respectfully submitted,
Kristie Becker, Budget & Finance Chair

Communications Ministry

PURPOSE

Oversees the digital and print communications of the congregation to both members and the wider community that tells the story of how Messiah is nourishing its neighborhood in body, mind and soul.



Messiah was nominated as one of the “fifty most innovative congregations in the ELCA” to be part of the Congregation Leads Initiative!

REVIEW OF 2022

Well, we got exactly what we asked for last year in our look ahead to 2022.

This year saw us return to more normal church type communications but there was a lot to tell about Messiah’s great deeds, and a lot of different ways to tell it. One way was the very good digital footprint we have established in the community with our website, and existing social media platforms that continue to expand. A lot of time and effort also went toward supporting our goal to work on linkages with the communications needs of the Community Center. Those efforts have helped synchronize and promote the ministries and activities that are occurring there.

LOOKING AHEAD TO 2023

As we look ahead to the coming year, our priorities this year will be to continue promoting all the wonderful ministries and growing number of programs we will be offering to the community.

Respectfully submitted,
Tom Collins, Communications Chair

Archives Ministry

PURPOSE

Documents and interprets the historical identity of the congregation with orderly records so that heritage will be preserved and can be built on into the future.

REVIEW OF 2022

While we were certainly making a lot of history this past year at Messiah Lutheran Church, construction prevented us from a long standing goal of better categorizing and telling the story of our almost one hundred years of ministry. This will be a MAJOR project once accessibility upgrades are complete!

LOOKING AHEAD TO 2023

How do we want to tell the story of our now 95 years of ministry as Messiah Lutheran Church? In 2023, we'll begin figuring out the answer to that important question!

Respectfully submitted,
Pastor Dustin



Making history as our contractor Wade Coton installs our new Amish Cross over our beautiful new main entrance.

Mission Support Ministry

PURPOSE

Guides the congregation in its understanding of how Christian stewardship fulfills the mission of making disciples of Jesus Christ for the transformation of the world.

REVIEW OF 2022

The Mission Support Ministry is proud of the 2022 campaign.

Thanks to our training from GSB last year we have built many strategies that will help us increase revenue in the future. Thank you to all members who sent in an annual pledge, generous gifts and supported the Accessibility Campaign.

We had several Mission moments this past year. Thank you to Merle Longwood, Emily Russo, Latisha Jones, Pete Jones, Penny Incitti, Sheri Lamb, Gladys Cath, Russell McDonald, and Kristie Becker for speaking to the congregation.

LOOKING AHEAD TO 2023

Our congregational priorities for 2023 include the following:

1. Improve in-person attendance of Sunday Mass and the in-person worship experience.
2. Increase programming and strengthen operations of the Trinity Community Center.
3. Provide more fellowship opportunities for members of all ages to reconnect with God and one another.

THANK YOU TO OUR MINISTRY LEADERS

Ann Marie Gray, Marilyn Barnett, Kimlee Marquise and Penny Incitti (Chair)

Respectfully submitted,
Penny Incitti, Mission Support Chair



Our First Annual Gala at the Trinity Community Center.

Property & Grounds Ministry

PURPOSE

Organizes the maintenance and continual improvement of all congregation property in a manner consistent with the mission of the congregation.



Our new fully accessible main entrance is nearly complete!

MESSIAH CHURCH PROPERTY

2022 has been a busy year. We began our renovations at Messiah, and we have been helping Manchester Homes LLC as much as we can. We have a good percentage of our exiting lighting now LED. We hope the continue switching our exiting lighting to LED in 2023. We have been working on a new Internet equipment and infrastructure, which should be completed in 2023. Normal building maintenance has been performed. Also our riding mower has been repaired, and we are hoping to get as many more years out of the mower as we can. A big thank you to the Dunda-Martin family for mowing the lawn all season. We have a new heating system in our Narthex, and come spring 2023 Air Conditioning will be installed. An upgraded electrical panel has been installed in our fellowship hall. 2022

has been exciting with our capital campaign, with several long overdue upgrades besides what has been mention

PARSONAGE PROPERTY

The Parsonage is in need of several upgrades, and repairs. New LED Lighting has been installed on the 1st and 2nd floors. LED lighting will be replaced in the basement, and front door foyer in 2023. Also the in wall heating and cooling registers will be removed and floor vents will be installed. Smoke detectors will be replaced. My hope is as 2023 ends the parsonage will have many neglected repairs and upgrades done.

COMMUNITY CENTER PROPERTY

As the Community Center becomes more sustaining some major upgrades will happen. 2022 saw a step forward in the Building and property. Furnace repairs, beginning of switching our lighting over to LED, building maintenance, parking lot lighting update, and so much more. It is exciting to see the Community center grow. Forming an advisory board, General operation guidelines, so many successful events, and programs for our community.



Property & Grounds Chair Steve Friebel inspects our food pantry construction.

THANK YOU TO OUR MINISTRY LEADERS

Bill Ellis, Bill Olochnowicz, Karen Keenan, Michael Mitchell, Steve Friebel (Chair)

Respectfully submitted,
Steve Friebel, Property & Grounds Chair

Personnel Ministry

PURPOSE

Supports the work of the pastor and staff in carrying out the mission of Messiah Lutheran Church.

REVIEW OF 2022

In June of 2022 Sarah Bachorik resigned from her part-time position at the Community Center. The title was changed and Russell McDonald was hired to fill the position shortly thereafter and remained with us until this past fall. We also hired Hanna Avery in a short term Communications Intern role to help cover during Pastor Dustin's honeymoon

Personnel has worked hard on finalizing a revised job description for the Community Center Coordinator, waited until we completed our Operations Manual for the Community Center and began advertising for the new position online. We are currently evaluating final candidates and will announce a decision regarding the new position shortly.

Evaluations of many of our staff took place this past spring.



Communications Chair Tom Collins meets with Parish Administrator Heather Zimmer and Communications Intern Hanna Avery.

LOOKING AHEAD TO 2023

A top priority for the Personnel Committee once our Community Center Coordinator is hired is finalizing an overall Hiring Policy to help guide future hiring processes. We also need to resolve the permanent situation of our Minister of Music and of course conduct annual reviews with all staff this spring.

THANK YOU TO OUR MINISTRY LEADERS
Sue Collins, Lisa Whitman, Pete Jones (Chair)

Respectfully submitted,
Pete Jones, Personnel Chair

Grant Writing & Community Funding Ministry

PURPOSE

Researches and applies for funding opportunities in the wider community beyond the congregation.



Last spring's Grant Writing Workshop with Barb Quackenbush.

REVIEW OF 2022

Even though Messiah's newest ministry really only became official in August, we've already had AMAZING impact! This group was tasked with wrapping up reporting on our Schenectady Foundation Grant that helped fund renovations for our Bread of Life Food Pantry in the Community Center. Many thanks to Barb Quackenbush for her great work on that!

We also successfully received grants from Schenectady Community Ministries and the ELCA Hudson Mohawk Conference FESMOS program, with many thanks to Rachel DeTeso-Mathis for writing the later. Grant requests were also submitted to Representative Paul Tonko's office, to First Reformed Church of Schenectady and to the United

Way. While we did not receive what we hoped from Representative Tonko's office, we are still waiting to connect further on the later two. This group also supported our Community Center Advisory Board in hosting a very successful "mini gala" for community leaders in December reporting back after our first sixth months of operations at the Trinity Community Center.

LOOKING AHEAD TO 2023

We've already submitted one grant to CDPHP so far this year for additional food for our Bread of Life Food Pantry, but our priority really is developing a full timeline for the year ahead of when grants are regularly due, splitting up the work, etc. One of the biggest successes of last year was getting good at maintaining statistics of everything we do at the Trinity Community Center, and we'll need to continue



Rachel DeTeso-Mathis and Rabbi Matt Cutler at this past December's First Annual Community Center Gala!

growing this capacity in 2023. Organizing more "friendraisers" and planning a well thought out Community Gala in early December 2023 will be important. Finally, making sure we leverage both our Worship Center and Community Center Grand Openings this year to grow public support will be essential.

THANK YOU TO OUR MINISTRY LEADERS

Kimlee Marquise, Tom Collins, Ernie Incitti, Barb Quackenbush, Rachel DeTeso-Mathis, Heather Zimmer

Respectfully submitted,
Pastor Dustin

2023 Annual Meeting of the Congregation Agenda

- Call to Order and Opening Litany presented by Sue Collins & Pastor Dustin (five minutes)
- Approval of 2023 Congregation Meeting Agenda & 2022 Congregation Meeting Minutes presented by Sue Collins (five minutes)
- President's Report & Pastor's Report presented by Sue Collins & Pastor Dustin (five minutes)
- Financial Reports presented by Kristie Becker (fifteen minutes)
- Ministry Team Reports presented by Sue Collins (five minutes)
- Annual Report of the Upstate New York Synod presented by Pastor Dustin (five minutes)
- Old Business (twenty minutes)
 - Community Center Redevelopment Task Force Update by Pastor Dustin (ten minutes)
 - Capital Improvement Task Force Update by Neal Fisher (ten minutes)
- New Business (fifteen minutes)
 - 2023 Nominating Committee Report presented by Penny Incitti (five minutes)
 - Nominations for Members of the Congregation Council (3)
 - Crystal Murray
 - Eddie Lopez
 - Tammi Crowther
 - Nominations for Delegates to the 2023 Upstate New York Synod Assembly & 2023 Hudson-Mohawk Conference Assemblies (2)
 - Kimlee Marquise
 - Tracy Shepherd
 - Nominations for Delegates to the 2022 SiCM Assemblies (3)
 - Judy Becker
 - Betsy Ryan
 - Karen Keenan (alternate)
 - Nominations for the 2023 Nominating Committee (4)
 - Betsy Ryan
 - Suzanne Collins
 - Rachel DeTeso-Mathis
 - Kimlee Marquise
 - Discussion of Amendments to the *Constitution, Bylaws & Continuing Resolutions* presented by Crystal Murray (ten minutes)
- Announcements and Communications by Sue Collins (ten minutes)
- Lord's Prayer by Pastor Dustin (five minutes)

2022 Annual Meeting of the Congregation Minutes

Held on Sunday, January 30th, 2022 at 11:30am

The Annual Meeting of the Congregation of Messiah Lutheran Church was called to order at 11:41 A.M. on Sunday, January 30, 2022, on Zoom. Attending the meeting were: Pastor Dustin, Suzanne Collins, Kristen Olochnowicz, Grace Olochnowicz, Heather Zimmer, Steve Friebe, Jill Becker, Eric Cawley, Hannah Cawley, Penny Incitti, Cheryl Borski, Barb Hallett, Karen Kreischer, Neil Fisher, Kimlee Marquise, Tracy Shepherd, Sarah Olochnowicz, George Small, Rachel DeTeso-Mathis, Lisa Whitman, Chuck Whitman, Rich Becker, Lee Hoeting, Russell McDonald, Judy Becker, Gladys Cath, Dave Barnett, Carly DiSanto, Barbara Quackenbush, Linda Halbrend, Laurie Lumbr, Bill Ellis, Pete Jones, Jean Jones, Merle Longmire, Ray Smith.

Pastor addressed our Financial reports, as our Treasurer, René, could not be here. We have a significant deficit. Neil asked if any surplus in the Capital Campaign could be used to offset, but that is not allowed.

Penny talked about the amount being more in the Treasurer's report than the Financial Secretary's, and they will be meeting to reconcile this. We are hoping that our deficit will be offset by revenue and fundraisers. Eventually more groups will come to the Trinity Community Center, plus eventually Affordable Housing. This is all an on-going process.

We have decided to wait to have a separate 501-C-3 for the TCC, as our Escot Advisors advise us to wait. In the future we will be eligible for grants, for instance, those from the United Way.

Steve made a motion to approve our amended Budget, with Neil as a 2nd. This motion was approved unanimously.

The terms of Phil Bazicki, René Dunda-Martin and Katie Becker are ending, and we are looking for nominations, so Jill Becker nominated Kristen Olochnowicz (and Daughters), and we will continue to look for possible nominees.

Pastor noted that COVID rates are going down. We hope to have the Shrove Tuesday Pancake Dinner the first Tuesday in March. The Ground-breaking Ceremony for the Accessibility project at Messiah should happen in June, followed by Pastor and Rachel's WEDDING!!

We went to Break Out Rooms:

Russell lead Mental Health

Kimlee lead the TCC

Pastor lead Worship center Use

A motion to adjourn was made by Neil, seconded by Russell. The meeting was adjourned at ??

Notes from TCC Breakout Group

Participants: Sue, Steve, Jill, Ray, Rachel, Barb Q, and Kimlee Marquise

(Kimlee hopes to have someone from each group that uses TCC become a member of the TCC fundraising committee)

Items discussed:

how to promote TCC to community- change name on building, post all events that will happen at TCC on the sign board on Curry Rd corner, have events added to Messiah calendar and website, develop website for TCC, ask any group that meets in building to help promote events/programs held at TCC,

connect with Rotterdam businesses and corporations to announce events/programs.....we also agreed to "officially" form the TCC fundraising comm until TCC becomes a separate 501c3 and has a board to develop fundraising.

Fundraising ideas:

Brooks or Giffys bbq every few months, quarterly bake sale, monthly entertainment, grants

Assignments:

Steve will research Brooks/Giffys bbq

Barb, Ray, and Rachel will research entertainment

Kimlee will reach out to Russell and other group leaders from TCC to invite them to join fundraising comm

Next meeting will be held on 2/23 at 7pm

Notes from Mental Health Breakout Group

One of the most important points i made, for us as a church, about being a better support/resource for people struggling w/ mental health and addictions is the Open Dialogue. Being Honest, open, and willing, to talk with everyone, not just the congregation, but the community, about Mental Health and addiction issues. Encouraging kind language, promoting positive self-esteem, and breaking the stigmas pertaining to these issues were also brought up in the brainstorming session.

Something else we discussed was providing outlets for these issues, which we already do by providing space for AA and Al-Anon at the TCC, as well as classes such as Zentangle, meditation, and soon yoga. The question of whether or not Safe Haven is still going to be something that is going to meet at TCC came up, i did not have an answer to that question... I did suggest we try to get an Al-Ateen meeting at TCC as well, and i will be discussing that with the Al-Anon group on Thursday. The thought of bringing some kind of mental health 12 step program to TCC would be nice too....

It was suggested that we talk to Tammie Crowther about being involved in the Mental Health ministries, Kristen O. and I will be reaching out to her... Along this same line of thought, i mention to Alyssa Starrantino at The Living Room about some of this and possibly getting her involved, maybe.

Another thing that was brought up was having an anonymous poll for (specifically one for teens) people to tell MLC and TCC what their wants and needs are, so that we can better accommodate the community...

Grace O. said that she would like to have a time for young adults/teens to gather and just talk, nothing specific, but just a designated time and place to sit around, maybe vent, or talk about whatever. This was mentioned as a possible weekend meeting, 1 hour or so, and i volunteered to mediate this meeting in the Bijou Room so that arts and crafts type stuff could also be facilitated during that time. I figured as a CRPA and CARC (soon to be completed) that I would be a good candidate to be an unbiased leader of this group... it was also suggested that it would be a great time for the parents to meet up in the fellowship space and have some time to catch up themselves... an anonymous topic box would be placed outside the door, and if the open discussion gets stale, i could introduce some topics...

another thing that was brought up was the furthering of education for us and others. you and i have spoken about the next level of MBSR training, so that's already on the table, or at least on the menu as a possibility for the future, but i also suggested getting others trained in the initial MBSR class. This would help us facilitate alternative times and days for meditation to be led, as well as just help the people being trained....

Better advertisement was brought up, which again, we've already discussed.

The continuation of Fireplace Meetings was mentioned, that was "a big hit", a "fun time"

I spoke with Barb about joining the A&C committee, as well as Kristen and Lynn or Diane, cant remember which one.

I will be hopefully having an A&C committee meeting before the end of february.

Stephen Ministers was brought up. I am very interested in this program, i called and ordered some free information.

The thought of getting together some kind of screening event to be held during our fund raisers and concerts was put on the table as well. People need help knowing whether they have a mental health issue, so these screenings could help people get on the road to recovery...

Another thing that was brought up was the importance of consistency in our programming. Making sure that the things we are providing are scheduled regularly is important.

I think this is it....

alot to digest...

hope this stuff is helpful for the Mental Health Ministries, the Care and Concern Committee, and who ever else uses it...

Im glad to help where i can, so if anyone needs more info or clarification, please reach out.

Notes from Worship Center Breakout Group

Pastor Dustin, Dave Barnett and Jean Jones were present. Much more work needs to be done to fully address the important question of how to more fully utilize the worship center once accessibility upgrades are complete. Initial ideas included developing some sort of coworking space, looking into childcare or a new nursery school program, making space available for groups like the girl scouts and more.

Notes from the Parish Register & Pastoral Acts

MEMBERSHIP AT THE BEGINNING OF 2022: 231

MEMBERS GAINED IN 2022 (14)

1. Baptism (1)
Everett Russo – October 23rd, 2022
2. Affirmation of Faith (13)
Latisha Jones – February 27th, 2022
Gianna Lopez – February 27th, 2022
Isabella Lopez – February 27th, 2022
Sunny DeLory – February 27th, 2022
Rebecca Jones – February 27th, 2022
ShawnJohn Kannamore – February 27th, 2022
Linda Slovacek-Price – November 20th, 2022
Diane Lewis – November 20th, 2022
Ann Grzywaczewski – November 20th, 2022
Eddie Lopez – November 20th, 2022
Gio Lopez – November 20th, 2022
Rachel Petreguin – November 20th, 2022
Mike Jones – November 20th, 2022
3. Transfer (0)
4. Other sources and statistical adjustment (0)

MEMBERS REMOVED FROM ACTIVE MEMBERSHIP IN 2022 (72)

1. Death (3)
Dotty Diegel – September 16th, 2022
Paul Meluch – November 27th, 2022
Ed Underkoffler – December 24th, 2022
2. Inactivity (65)
3. Transfer (2)
4. Other sources and statistical adjustment (1)

ACTIVE MEMBERSHIP AT END OF 2022: 173

2019 Avg. Attendance: 74 | 2020 & 2021 Avg. Attendance: n/a | 2022 Avg. Attendance. 58

FUNERALS

July 16th, 2022: Doris I. Stiehl by Rev. Dr. John A. Califano
December 5th, 2022: Paul A. Meluch by Rev. Jonathan Vanderbecker & Rev. Dustin G. Longmire

WEDDINGS

June 18th, 2022: Rachel Longmire & Rev. Dustin G. Longmire by Jill Becker, Rev. Amaury Tañón-Santos & Rev. Jeremiah Lennox
July 30th, 2022: Michael Treiling & Anjali Rewat by Rev. Dustin G. Longmire

BAPTISMS

April 15th, 2022: Nancy Stuebner by Rev. Dustin G. Longmire
October 23rd, 2022: Everett Russo by Rev. Dustin G. Longmire
November 13th, 2022: Ella Carpenter by Rev. Dustin G. Longmire
November 13th, 2022: Chloe Carpenter by Rev. Dustin G. Longmire

Treasurer Report

2022 Statement of Financial Position

The Evangelical Lutheran Church of the Messiah

Statement of Financial Position Comparison

As of December 31, 2022

	TOTAL	
	AS OF DEC 31, 2022	AS OF DEC 31, 2021 (PY)
Equity		
300002 Retained Earnings	296,815	331,373
300005 Total Board Designated Funds	0	0
300100 Adult Education Fund	0	100
300105 Bible Fund	25	25
300110 Campership Fund	1,119	1,119
300115 Capital Improvement Fund	105,743	115,851
300125 Creation Care Fund	0	235
300140 Food Pantry Fund	6,186	3,191
300150 Memorial Fund	794	2,172
300155 Mental Health Fund	1,039	989
300165 Pastor Discretionary Fund	191	422
300168 Produce Pantry Fund	938	0
300170 Property Fund	635	635
300175 Rich Hallett Accessibility Fund	3,120	3,120
300180 Student Support (College) Fund	165	165
300185 Sunday School Fund	593	674
300190 Youth and Family Fund	220	918
300195 Endowment Funds (temporarily in Checking account)	5,963	5,273
Total 300005 Total Board Designated Funds	126,731	134,888
300008 Capital Exp's Paid directly by MIF Mortgage	(260,197)	0
300010 Total Board Temporary Designated Funds	0	0
300250 Community Center Fund	0	5,101
300271 Spec. Coll. - Sch'dy Foundation	0	25,000
Total 300010 Total Board Temporary Designated Funds	0	30,101
Net Revenue	(36,397)	(34,558)
Total Equity	\$126,952	\$461,804
TOTAL LIABILITIES AND EQUITY	\$393,134	\$463,718

The Evangelical Lutheran Church of the Messiah

Statement of Financial Position Comparison

As of December 31, 2022

	TOTAL	
	AS OF DEC 31, 2022	AS OF DEC 31, 2021 (PY)
ASSETS		
Current Assets		
Bank Accounts		
100000 Cash	0	0
100010 Trustco Checking (XXX 1703)	28,209	151,933
100012 Trustco Savings	107,884	0
100015 Vanguard Memorial Fund	0	3,407
100018 Vanguard Doremus Fund	0	7,107
100020 Petty Cash Funds - Carkner & Friebe	400	0
100030 MIF Checking (to disburse mortgage funds)	100	0
Total 100000 Cash	136,593	162,448
Total Bank Accounts	\$136,593	\$162,448
Other Current Assets		
100040 Exchange	79	0
Payroll Refunds	4,692	0
Total Other Current Assets	\$4,771	\$0
Total Current Assets	\$141,364	\$162,448
Other Assets		
100050 Long Term Investments	0	0
100055 MIF Investment Account	500	0
100058 Vanguard Endowment Fund	12,728	12,728
100059 ELCA Endowment Fund	238,543	288,543
Total 100050 Long Term Investments	251,770	301,270
Total Other Assets	\$251,770	\$301,270
TOTAL ASSETS	\$393,134	\$463,718
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
Payroll Liabilities	5,986	1,914
Total Other Current Liabilities	\$5,986	\$1,914
Total Current Liabilities	\$5,986	\$1,914
Long-Term Liabilities		
200800 MIF Mortgage	260,197	0
Total Long-Term Liabilities	\$260,197	\$0
Total Liabilities	\$266,183	\$1,914

2022 Budget vs. Actuals

The Evangelical Lutheran Church of the Messiah

Actual vs Budget : 2022 year-to-date

January - December 2022

	TOTAL		
	ACTUAL	BUDGET	OVER BUDGET
Revenue			
40100 Offerings	125,513	131,618	(6,105)
40110 Revenue from Endowment Funds	11,481	10,800	681
40120 Holiday Offerings	1,278	1,275	3
40200 Other Miscellaneous Income			
40220 Thrivent Choice Dollars - for Operating Fund	228		228
40250 Miscellaneous Income	1,895		1,895
40280 Rental Income - Messiah	1,200	2,000	(800)
40282 Rental Income - Community Center	3,158	10,000	(6,842)
40284 Community Center - Donations	4,153		4,153
40286 Community Center - Grants	5,767		5,767
40290 Interest Income on Doremus and Memorial Funds	153		153
Total 40200 Other Miscellaneous Income	16,554	12,000	4,554
Total Revenue	\$154,826	\$155,693	\$ (867)
GROSS PROFIT	\$154,826	\$155,693	\$ (867)
Expenditures			
50100 Part 1 Mission Support			
50110 1.1 Local	400	400	0
50120 1.2 Synod	4,000	4,000	0
Total 50100 Part 1 Mission Support	4,400	4,400	0
50200 Part 2 Pastor			
50210 2.1 Base Salary & SS offset	50,896	50,958	(62)
50230 2.3 Health Coverage	8,479	8,479	0
50240 2.4 Retirement Pension	7,949	7,950	(1)
50250 2.5 Disability & Survivor Benefit	1,457	1,457	0
50260 2.6 Mileage Reimbursement	959	1,500	(541)
50270 2.7 Continuing Education	167	1,000	(833)
50280 2.8 Professional Expenses	183	400	(217)
50285 2.9 Equity Housing Allowance	1,987	1,987	0
50287 2.10 Mobile Phone Allowance	417	540	(123)
Total 50200 Part 2 Pastor	72,495	74,271	(1,776)
50201 Part 2A Associate Pastor			
50211 2A.1 Assoc. Pastor Base Salary	1,167	1,167	(0)
50212 2A.2 Assoc. Pastor Social Security	0		0
50213 2A.3 Overpayment of salary not returned	701		701
Total 50201 Part 2A Associate Pastor	1,868	1,167	701
50300 Part 3 Personnel			
50301 3.1 Supply Pastor	1,625	750	875
50301.1 3.11 Supply Musician		100	(100)
50302 3.2 Church Musician's Salary	7,426	9,776	(2,350)
50306 3.6 Parish Bookkeeper Salary	4,775	4,800	(25)
50309 3.9 Parish Administrator Salary	16,048	15,204	844

The Evangelical Lutheran Church of the Messiah

Actual vs Budget : 2022 year-to-date

January - December 2022

	TOTAL		
	ACTUAL	BUDGET	OVER BUDGET
50315 3.15 Parish Caretaker Salary	0		0
50318 3.18 Sexton Salary	11,708	9,360	2,348
50321 3.21 Community Center Coordinator	3,814	4,030	(216)
50324 3.24 Communications & Accessibility wages	1,140		1,140
50360 3.9 Employer's Payroll Tax Expenses - Personnel	4,545	5,180	(635)
50395 3.95 NYS Disability/PFL and Workers Comp - All	2,847	1,525	1,322
Total 50300 Part 3 Personnel	53,927	50,725	3,202
50400 Part 4 Administration			
50410 4.1 Office Supplies	1,276	1,100	176
50420 4.2 Telephone & Internet	1,560	1,500	60
50430 4.3 Postage	485	450	35
50440 4.4 Offering Envelopes	223	250	(27)
50450 4.5 Toner and Copier Maintenance	2,870	1,000	1,870
50455 4.55 Bank Charges	15		15
50460 4.6 Web Hosting & Domain (incl Zoom)	180	900	(720)
50470 4.7 IT Specialist		550	(550)
50480 4.8 Synod Assembly	898	800	98
50490 4.9 Software (Quickbooks, Rhelm, etc)	1,869	500	1,369
50491 4.10 IT Equipment		800	(800)
50492 4.11 Audit		2,500	(2,500)
50493 4.13 Theft of net payroll check	344		344
Total 50400 Part 4 Administration	9,719	10,350	(631)
50500 Part 5 Messiah Property			
50510 5.1 Electric & Gas	7,679	4,750	2,929
50520 5.2 Liability Insurance	2,969	2,933	36
50530 5.3 Town Taxes	543	390	153
50540 5.4 Trash Removal	261	300	(39)
50550 5.5 Snow Removal	2,000	2,000	0
50560 5.6 Cleaning Equip & Supplies	103	150	(47)
50570 5.7 Building Maintenance	4,377	2,000	2,377
50580 5.8 Pest Control		300	(300)
Total 50500 Part 5 Messiah Property	17,932	12,823	5,109
50600 Part 6 Parsonage			
50610 6.1 Electricity & Gas	2,910	2,250	660
50620 6.2 Liability Insurance	325	325	0
50630 6.3 Town Taxes	784	750	34
50670 6.7 Maintenance		700	(700)
50680 6.8 Telephone & Internet	990	840	150
Total 50600 Part 6 Parsonage	5,009	4,865	144
50700 Part 7 Worship & Music			
50710 7.1 Candles & Communion Supplies	324	500	(176)
50720 7.2 Sundays & Seasons	92	100	(8)

The Evangelical Lutheran Church of the Messiah

Actual vs Budget : 2022 year-to-date

January - December 2022

	TOTAL		
	ACTUAL	BUDGET	OVER BUDGET
50730 7.3 Holiday Flowers	402	400	2
50740 7.4 Organ Maintenance		100	(100)
50750 7.5 Piano Maintenance-Tuning	410	400	10
50760 7.6 Music	205	300	(95)
50770 7.7 Licensing	674	650	24
Total 50700 Part 7 Worship & Music	2,107	2,450	(343)
50800 Part 8 Faith Formation			
50810 8.1 Sunday Church School	1,122	500	622
50820 8.2 Youth Ministry	380	500	(120)
50830 8.3 Confirmation		275	(275)
50840 8.4 Life Passages	26	550	(524)
50850 8.5 Adult & Community Education	1,012	1,000	12
50860 8.6 Cradle Roll & Nursery	123	100	23
Total 50800 Part 8 Faith Formation	2,663	2,925	(262)
50900 Part 9 Ministry Support			
50901 9.1 Stewardship	38	800	(762)
50902 9.2 Outreach	188	200	(12)
50903 9.3 Care and Concern		100	(100)
50904 9.4 Social Action	24	50	(26)
50905 9.5 Lutheran Subscription		50	(50)
50906 9.6 Young Adult Group	32	100	(68)
50907 9.7 Leadership Development		400	(400)
50908 9.8 Creation Care	265	250	15
50909 9.9 Food Pantry Supplemental Fund	425	2,000	(1,575)
50910 9.10 Fellowship	211	500	(289)
Total 50900 Part 9 Ministry Support	1,184	4,450	(3,266)
51550 Part 5A Community Center			
51511 5A.1 Electric & Gas	5,575	3,350	2,225
51521 5A.2 Liability Insurance	2,821	2,821	0
51531 5A.3 Town Taxes	625	390	235
51541 5A.4 Trash Removal	445	300	145
51551 5A.5 Snow Removal	4,000	4,000	0
51561 5A.6 Cleaning Equip & Supplies	105	200	(95)
51571 5A.7 Building Maintenance	2,643	2,000	643
51581 5A.8 Telephone & internet	1,489		1,489
51591 5A.9 Advertising	471	600	(129)
51595 5A.95 Miscellaneous Comm. Center exp's	110		110
51596 5A.96 Excess Exp's for Bldg Transfer	1,635		1,635
Total 51550 Part 5A Community Center	19,920	13,661	6,259
Payroll Expenses			
Taxes	0		0
Wages	0		0

The Evangelical Lutheran Church of the Messiah

Actual vs Budget : 2022 year-to-date

January - December 2022

		TOTAL	
	ACTUAL	BUDGET	OVER BUDGET
Total Payroll Expenses	0		0
Total Expenditures	\$191,223	\$182,087	\$9,136
NET OPERATING REVENUE	\$ (36,397)	\$ (26,394)	\$ (10,003)
NET REVENUE	\$ (36,397)	\$ (26,394)	\$ (10,003)

2022 Statement of Activity

The Evangelical Lutheran Church of the Messiah

Statement of Activity Comparison

January - December 2022

	TOTAL		
	JAN - DEC 2022	JAN - DEC 2021 (PY)	CHANGE
Revenue			
40100 Offerings	125,513	118,302	7,211
40110 Revenue from Endowment Funds	11,481	11,305	176
40120 Holiday Offerings	1,278	1,207	72
40200 Other Miscellaneous Income			
40220 Thrivent Choice Dollars - for Operating Fund	228	363	(135)
40250 Miscellaneous Income	1,895	585	1,310
40270 Non Profit Income - Transfer from Trinity		746	(746)
40280 Rental Income - Messiah	1,200	6,100	(4,900)
40282 Rental Income - Community Center	3,158	675	2,483
40284 Community Center - Donations	4,153	1,210	2,943
40286 Community Center - Grants	5,767		5,767
40290 Interest Income on Doremus and Memorial Funds	153		153
Total 40200 Other Miscellaneous Income	16,554	9,679	6,875
Total Revenue	\$154,826	\$140,493	\$14,333
GROSS PROFIT	\$154,826	\$140,493	\$14,333
Expenditures			
50100 Part 1 Mission Support			
50110 1.1 Local	400	400	0
50120 1.2 Synod	4,000	4,000	0
Total 50100 Part 1 Mission Support	4,400	4,400	0
50200 Part 2 Pastor			
50210 2.1 Base Salary & SS offset	50,896	49,209	1,687
50230 2.3 Health Coverage	8,479	7,365	1,114
50240 2.4 Retirement Pension	7,949	7,718	232
50250 2.5 Disability & Survivor Benefit	1,457	1,396	61
50260 2.6 Mileage Reimbursement	959	506	452
50270 2.7 Continuing Education	167	250	(83)
50280 2.8 Professional Expenses	183	333	(150)
50285 2.9 Equity Housing Allowance	1,987	1,929	58
50287 2.10 Mobile Phone Allowance	417	540	(123)
Total 50200 Part 2 Pastor	72,495	69,247	3,248
50201 Part 2A Associate Pastor			
50211 2A.1 Assoc. Pastor Base Salary	1,167	23,833	(22,666)
50212 2A.2 Assoc. Pastor Social Security	0	0	0
50213 2A.3 Overpayment of salary not returned	701		701
Total 50201 Part 2A Associate Pastor	1,868	23,833	(21,965)
50300 Part 3 Personnel			
50301 3.1 Supply Pastor	1,625	498	1,127
50302 3.2 Church Musician's Salary	7,426	3,760	3,666

The Evangelical Lutheran Church of the Messiah

Statement of Activity Comparison

January - December 2022

	TOTAL		
	JAN - DEC 2022	JAN - DEC 2021 (PY)	CHANGE
50305 3.5 Supply Church Musician		1,000	(1,000)
50306 3.6 Parish Bookkeeper Salary	4,775	1,750	3,025
50309 3.9 Parish Administrator Salary	16,048	16,023	24
50312 3.12 Parish Admin. Asst. Salary		1,800	(1,800)
50315 3.15 Parish Caretaker Salary	0	8,163	(8,163)
50318 3.18 Sexton Salary	11,708	3,861	7,846
50321 3.21 Community Center Coordinator	3,814		3,814
50324 3.24 Communications & Accessibility wages	1,140		1,140
50360 3.9 Employer's Payroll Tax Expenses - Personnel	4,545	4,132	414
50395 3.95 NYS Disability/PFL and Workers Comp - All	2,847	1,943	904
Total 50300 Part 3 Personnel	53,927	42,930	10,997
50400 Part 4 Administration			
50410 4.1 Office Supplies	1,276	728	548
50420 4.2 Telephone & Internet	1,560	1,283	277
50430 4.3 Postage	485	568	(84)
50440 4.4 Offering Envelopes	223	253	(30)
50450 4.5 Toner and Copier Maintenance	2,870	651	2,219
50455 4.55 Bank Charges	15	298	(283)
50460 4.6 Web Hosting & Domain (incl Zoom)	180	323	(143)
50480 4.8 Synod Assembly	898	375	523
50490 4.9 Software (Quickbooks, Rhelm, etc)	1,869	1,346	523
50493 4.13 Theft of net payroll check	344		344
Total 50400 Part 4 Administration	9,719	5,825	3,894
50500 Part 5 Messiah Property			
50510 5.1 Electric & Gas	7,679	3,249	4,430
50520 5.2 Liability Insurance	2,969	2,917	52
50530 5.3 Town Taxes	543	338	205
50540 5.4 Trash Removal	261	184	77
50550 5.5 Snow Removal	2,000	2,620	(620)
50560 5.6 Cleaning Equip & Supplies	103	51	52
50570 5.7 Building Maintenance	4,377	1,732	2,645
50580 5.8 Pest Control		250	(250)
Total 50500 Part 5 Messiah Property	17,932	11,340	6,592
50600 Part 6 Parsonage			
50610 6.1 Electricity & Gas	2,910	2,126	784
50620 6.2 Liability Insurance	325	325	0
50630 6.3 Town Taxes	784	722	63
50670 6.7 Maintenance		563	(563)
50680 6.8 Telephone & Internet	990	840	150
Total 50600 Part 6 Parsonage	5,009	4,576	434

The Evangelical Lutheran Church of the Messiah

Statement of Activity Comparison

January - December 2022

	TOTAL		
	JAN - DEC 2022	JAN - DEC 2021 (PY)	CHANGE
50700 Part 7 Worship & Music			
50710 7.1 Candles & Communion Supplies	324	295	29
50720 7.2 Sundays & Seasons	92	217	(125)
50730 7.3 Holiday Flowers	402	185	217
50750 7.5 Piano Maintenance-Tuning	410	340	70
50760 7.6 Music	205	33	172
50770 7.7 Licensing	674	640	35
Total 50700 Part 7 Worship & Music	2,107	1,709	398
50800 Part 8 Faith Formation			
50810 8.1 Sunday Church School	1,122	483	639
50820 8.2 Youth Ministry	380	62	318
50830 8.3 Confirmation		200	(200)
50840 8.4 Life Passages	26	87	(61)
50850 8.5 Adult & Community Education	1,012	673	339
50860 8.6 Cradle Roll & Nursery	123	86	37
Total 50800 Part 8 Faith Formation	2,663	1,590	1,072
50900 Part 9 Ministry Support			
50901 9.1 Stewardship	38		38
50902 9.2 Outreach	188	579	(391)
50904 9.4 Social Action	24		24
50905 9.5 Lutheran Subscription		80	(80)
50906 9.6 Young Adult Group	32	156	(124)
50907 9.7 Leadership Development		200	(200)
50908 9.8 Creation Care	265		265
50909 9.9 Food Pantry Supplemental Fund	425		425
50910 9.10 Fellowship	211	540	(329)
Total 50900 Part 9 Ministry Support	1,184	1,555	(371)
51550 Part 5A Community Center			
51511 5A.1 Electric & Gas	5,575	602	4,973
51521 5A.2 Liability Insurance	2,821	882	1,939
51531 5A.3 Town Taxes	625		625
51541 5A.4 Trash Removal	445	565	(120)
51551 5A.5 Snow Removal	4,000	5,160	(1,160)
51561 5A.6 Cleaning Equip & Supplies	105	105	0
51571 5A.7 Building Maintenance	2,643	733	1,909
51581 5A.8 Telephone & internet	1,489		1,489
51591 5A.9 Advertising	471		471
51595 5A.95 Miscellaneous Comm. Center exp's	110		110
51596 5A.96 Excess Exp's for Bldg Transfer	1,635		1,635
Total 51550 Part 5A Community Center	19,920	8,046	11,873

The Evangelical Lutheran Church of the Messiah

Statement of Activity Comparison

January - December 2022

	TOTAL		
	JAN - DEC 2022	JAN - DEC 2021 (PY)	CHANGE
Payroll Expenses			
Taxes	0		0
Wages	0		0
Total Payroll Expenses	0		0
Total Expenditures	\$191,223	\$175,051	\$16,172
NET OPERATING REVENUE	\$ (36,397)	\$ (34,558)	\$ (1,839)
NET REVENUE	\$ (36,397)	\$ (34,558)	\$ (1,839)

2022 Financial Secretary's Report

UNDESIGNATED FUNDS

Offerings	YTD
Offering Envelope (Pledged + Unpledged)	\$124,612.20
Loose Plate Offering	\$901.00
Offerings Subtotal	\$125,513.20

Endowment Revenue	
Endowment Fund Revenue (ELCA)	\$11,214.06
Endowment Fund Revenue (Vanguard)	\$266.56
Endowment Revenue Subtotal	\$11,480.62

Holiday Giving	
Advent Folders	\$
Bulletin Dedications	\$
Christmas Envelopes	\$340.00
Easter Envelopes	\$180.00
Holiday Flowers	\$361.00
Initial Offering Envelopes	\$47.00
Lenten Midweek / Holy Week Envelopes	\$260.00
Thanksgiving Envelopes	\$90.00
Holiday Giving Subtotal	\$1,278.00

Miscellaneous	
Community Center Donation	\$4,153.34
Community Center Grant Revenue	\$2,767.00
Miscellaneous	\$1,895.00
Rental Revenue Messiah	\$1,200.00
Rental Revenue Community Center	\$3,158.00
Thrivent Choice Dollars	\$228.00
Miscellaneous Subtotal	\$13,401.34

UNDESIGNATED FUNDS SUBTOTAL **\$151,673.16**

DESIGNATED FUNDS

Adult Education	\$
Bible Fund	\$
Building Campaign	\$204,272.92
Campership Fund	\$
Capital Campaign / Hallett Accessibility	\$
Creation Care	\$100.00
Endowment Fund Contributions	\$690.00
Food Pantry	\$3,995.54
Memorial Fund Contributions	\$
Mental Health Fund (Honoring Rev. VanDerbeck)	\$50.00
Outreach	\$
Produce Pantry	\$1,000.00
Property Fund	\$
Souper Bowl/ CROP Walk	\$35.00
Special Collection Fund	\$50,887.85
Sunday School	\$
Student College Support	\$
World Hunger ELCA	\$
Youth and Family Fund	\$314.50
DESIGNATED FUNDS SUBTOTAL	\$261,345.81

Total Revenue Subtotal **\$413,018.97**
In Kind Donations **\$3,867.92**

TOTAL REVENUE **\$416,886.89**

2022 Endowment Fund Report

The Endowment Fund of Messiah Lutheran Church was established at the congregational meeting in January 1992. The primary emphasis was income – with stability – and growth of principal. The quarterly income checks are deposited into the general checking account. In the event that this account would grow and the income funds are not needed, then a separate decision would be made by Council to reinvest some of the funds back into endowment principal.

History of deposited amounts to this fund is:

1992	Beginning Amount	\$46,210	Lambert estate; Richter estate; Graupner estate; Kreisler family
1993 - 2004	Additions	\$31,518	
2004	Addition to ELCA Endow.	\$60,000	Griffeth estate
2005 - 2008	Addition to Vanguard Total Bond (T.B.)	\$945	In memory of R. Doremus; C. Lindsay; H. Keseberg; P. King
2009	Addition to ELCA Endow.	\$50,000	Doremus estate
2011	Addition to Vanguard T.B.	\$450	In memory of E. VanWormer; V. Parsons
2013	Addition to ELCA Endow.	\$20,496	In memory of M. Juckett; E. Friebe; L. Miller
2015	Addition to Vanguard T.B.	\$300	In memory of L. Engvold; J. Baumler; G. Gresham; P. Laws; R. Stone; E. Friday
2017	Addition to ELCA Endow.	\$9,300	In honor of Karen Kreisler; Sister Lorraine; In memory of Richard King; John Engvold; Tom Town; Pastor Reiger; Betty Friebe
2018	Addition to ELCA Endow.	\$75	In memory of Craig Aldi; Joan Libby; Marion Lewis
2019	Addition to ELCA Endow.	\$2,105	In memory of Christine Gaulin, Gerald Hoffstetter, Roseanne Hyde, Joseph Fisch, Dave Ellis, R Christoffel, Germaine Doremus, Robert Penn, Beverly White
2020	Addition to ELCA Endow.	\$4,150	In memory of; Beverly Niebuhr, Diane Fisher, Robert Reisinger, Denise Larrabee, Joseph DeMento, Nancy Stellrecht, Irene Joseph and William Becker
2021	Addition to ELCA Endow.	\$425.00	In memory of; Ken Zeman, Ninette Sipos, Bill Nolan and William Becker

2022	Addition to ELCA Endow.	\$690.00	In memory of; William Olochnowicz, William Franco, Bill & Betty Jones, Nancy Zeman and Dorothy Diegel
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TOTAL DEPOSITS

\$226,664.00

The ELCA endowment is managed with a long-term philosophy that contains a mix of fixed income investments for distribution and stocks to compensate for inflation. Calculating 4.25 percent of the average closing value of the last five years smoothes the annual distribution. The stock market recovery, plus a significant addition from the Doremus estate, resulted in a big increase in account value and income for years 2009, 2010, 2012 and 2013.

Performance data for the year 2022 is indicated below:

	<u>Vanguard Total Bond</u>	<u>ELCA Endowment</u>
Start 2022	\$12,775.82	\$335,652.15
2022 Income	\$294.52	\$8,793.84**
2022 % Income	2.31%	2.62%
2022 Total Return	-15.22%	-14.56%
End 2022 Value	\$10,831.56	\$286,783.96**

**as of 11/30/2021 (does not reflect the \$50,000 transfer to the general checking account)

Total End 2017 Account Value: \$282,149.51	Total End 2017 Income: \$9,877.82
Total End 2018 Account Value: \$275,477.31	Total End 2018 Income: \$8,055.04
Total End 2019 Account Value: \$295,020.86	Total End 2019 Income: \$7,991.78
Total End 2020 Account Value: \$312,520.92	Total End 2020 Income: \$8,221.34
Total End 2021 Account Value: \$339,930.82	Total End 2021 Income: \$8,537.96
Total End 2022 Account Value: \$297,615.52	Total End 2022 Income: \$9,088.36

* Percent total return includes income and value change (not considering additions to principal.)

2023 Parish Budget

Proposed 2023 Messiah Budget		
REVENUE		2023
1. Regular Offerings		\$134,258
2. Endowment Revenue		\$9,200
3. Holiday Offerings		\$1,000
4. Thrivent Choice		\$400
5. Worship Center Space Use		\$1,000
6. Miscellaneous		\$1,000
7. Solar Subscription		\$1,000
8. Community Center Donations		\$0
9. Community Center Space Use Fees		\$4,800
10. Community Center Grants		\$4,000
11. Community Center Events		\$6,000
GRAND TOTAL - REVENUE		\$162,658
EXPENSES		2023
Part 1	MISSION SUPPORT	
	1. Synod	\$4,000
	2. Local	\$400
	Total	\$4,400
Part 2	PASTOR	
	1. Base Salary	\$47,277
	2. Social Security (.0994 x base salary)	\$4,700
	3. Retirement Pension (12% of DC)	\$8,108
	4. Health Coverage (12.2% of DC)	\$17,000
	5. Disability & Survivor Benefits (2.9% of DC)	\$1,959
	6. Mileage Reimbursement	\$1,500
	7. Continuing Education	\$1,000
	8. Professional Expenses	\$400
	9. Equity Housing Allowance (3% of DC)	\$2,027
	10. Mobile Phone Allowance	\$900
	Total	\$84,871
Part 3	PERSONNEL	
	1. Church Musician's Salary	\$10,021
	2. Substitute Musician	\$0
	3. Supply Pastor	\$1,400
	4. Parish Administrator Salary	\$15,900
	6. Sexton Salary	\$9,594
	8. NYS Disability/PFL Workers Comp - all employees	\$1,030
	10. Employer Payroll Tax Expense on Personnel (.12 x base salary)	\$5,975
	12. Community Center Coordinator	\$9,360
	14. Parish Bookkeeper Salary	\$4,920

	16. Pastoral Coverage	\$500
	Total	\$58,700
Part 4	ADMINISTRATION	
	1. Office Supplies	\$1,000
	2. Telephone & Internet	\$1,500
	3. Postage	\$450
	4. Offering Envelopes & Supplies	\$250
	5. Toner Supplies and Maintenance	\$1,000
	6. Web Hosting & Domain	\$500
	7. IT Specialist	\$0
	8. Synod Assembly	\$800
	9. Software	\$1,500
	10. IT Equipment	\$400
	11. Audit	\$0
	Total	\$7,400
Part 5	MESSIAH PROPERTY	
	1. Electric & Gas	\$8,700
	2. Liability Insurance	\$3,375
	3. Town Taxes	\$545
	4. Trash Removal	\$300
	5. Snow Removal	\$2,000
	6. Cleaning Equip & Supplies	\$150
	7. Building Maintenance	\$2,400
	8. Pest Control	\$300
	Total	\$17,770
Part 5A	COMMUNITY CENTER	
	1. Electric & Gas	\$6,525
	2. Liability Insurance	\$3,244
	3. Town Taxes	\$625
	4. Trash Removal	\$550
	5. Snow Removal	\$4,000
	6. Cleaning Equip & Supplies	\$250
	7. Building Maintenance	\$2,500
	8. Adverstising	\$750
	9. Telephone & Internet	\$1,400
	10. Professional Development	\$0
	11. Printing & Copying	\$200
	12. Postage & Shipping	\$150
	13. Office Supplies	\$150
	Total	\$20,344
Part 6	PARSONAGE	
	1. Electric & Gas	\$3,400

	2. Liability Insurance	\$375
	3. Town Taxes	\$545
	4. Maintenance (incl. sealing)	\$1,000
	5. Telephone & Internet	\$840
	Total	\$6,160
Part 7	WORSHIP & MUSIC	
	1. Candles & Communion Supplies	\$500
	2. Sundays and Seasons	\$100
	3. Holiday Flowers	\$400
	4. Organ Maintenance	\$100
	5. Piano Maintenance/Tuning	\$400
	6. Music	\$300
	7. Licensing	\$650
	Total	\$2,450
Part 8	FAITH FORMATION	
	1. Sunday Church School	\$500
	2. Youth Ministry	\$300
	3. Confirmation	\$275
	4. Life Passages	\$150
	5. Adult & Community Education	\$1,000
	6. Cradle Roll and Nursery	\$100
	Total	\$2,325
Part 9	MINISTRY SUPPORT	
	1. Stewardship	\$200
	2. Outreach	\$200
	3. Care & Concern	\$100
	4. Social Action	\$50
	5. Lutheran Subscription	\$50
	6. Young Adult Group	\$100
	7. Leadership Development	\$400
	8. Creation Care	\$250
	9. Food Pantry Supplemental Fund	\$1,000
	10. Fellowship	\$500
	11. Produce Pantry	\$200
	Total	\$3,050
	GRAND TOTAL - EXPENSES	\$207,470

2022 ELCA Upstate New York Synod Report



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

Epiphany, 2023

Dear Church,

Grace to you and peace from God our Father and the Lord Jesus Christ.

I give thanks to God always for you because of the grace of God that has been given you in Christ Jesus, for in every way you have been enriched in him, in speech and knowledge of every kind...God is faithful, by God you were called into the fellowship of God's Son, Jesus Christ our Lord. 1 Cor. 1: 3-5,9

What a gift it is to be the church together!

This past year your synod staff, including conference Deans, Assistants to the Bishop, Director for Evangelical Mission, and part-time Specialists and Consultants, have been working faithfully and diligently in restructuring and reforming our synod systems for collaborative ministry in a post-pandemic, emergent church. Thinking adaptively, it is our goal to serve congregations and rostered leaders to support God's mission in the world. We have shared over this past year the idea of the **G.R.A.C.E. Mindset**, an acronym encouraging us to grow together as the body of Christ through practices of **Generous Love, Restorative Justice, Adaptive Leadership, Collaboration, and Experimentation**. These practices guide our goals and our work as Synod staff.

This past year has been a time to re-form how we function together as synod staff. Pr. Imani Olear was called as the UNYS Director for Evangelical Mission, an ELCA-supported, deployed staff position, and as an Assistant to the Bishop. Assistants to the Bishop, Julie Grindle and Pr. Lori Kochanski have new roles and portfolios adapted to care for congregations, rostered and lay leaders. The Synod's five specialists and consultants serve in areas of clinical consulting for leaders and congregations, administration, communication, finance, and mobility. Together we are building new ways of serving congregations, communities, and leaders.

Changes in our Financial and Administrative systems began in 2021 and continued in 2022 as we moved to an outsourced accounting firm. There is much more work to do. The Finance Committee will be making recommendations to Synod Council in the new year for the sake of good stewardship of the synod's assets and liabilities, and in coordination and communication with ministry partners. I am grateful for the work of staff, the Treasurer and Finance Team, the Vice-President, and Synod Council for their work in these matters.

Cultivating a G.R.A.C.E. Mindset: Generous Love

The Rev. Lee M. Miller II, Bishop
Upstate New York Synod, ELCA
P.O. Box 160~Syracuse, NY 13214
(315) 299-4955
www.upstatenysynod.org

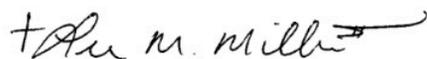
Support and care for congregations, lay, and rostered leaders looks different based on needs and context. It is a joy to visit with congregations in worship and on special occasions to join a community in prayer, solidarity, song, and laughter. It is a privilege and honor to be with a congregation in a time of transition as they prepare for a new chapter in ministry, or at the time of conflict, to provide a space for a wide array of emotion. It is a gift to join with the candidacy committee as we accompany future rostered leaders along the journey of discernment, and to pray with lay and rostered leaders as they wonder, “where is God calling me?” It is a sacred time to gather with the saints as we commend a congregation’s ministry to “Legacy Status” where the life of the church goes on, shared with the wider community and Body of Christ.

Looking ahead to 2023 I see a church that’s led by the Spirit of our Lord, to love all people the way Christ loved us – with a generous, hearts-wide-open kind of love. I have seen this love for neighbor and community in our congregations. What does that look like in your community? I see a church, led by Jesus’ incarnation. Jesus was, and is, present alongside the poor and those who lift their voices for liberation and justice. I see a church that is forming new partnerships and creating opportunities for collaboration. I see a church that is changing rapidly as we think adaptively about what is working and what is not. The whole synod (that is church-together) is here to support those experimental ministries which build community. What does your community need to live out the GRACE Mindset? Together, we dream a church where love activates us as recipients of God’s justice and joy!

This coming year the synod staff and deans, consultants, and specialists will continue to work together to serve congregations, lay, and rostered leaders. We will continue to reform and re-shape our work as we emerge from the pandemic, continuing to adapt and live into new ways of being church together for the sake of the world. As resurrection people we will continue to pray first, seeking the wisdom of all the saints, and follow the vision God has given to us.

Thank you for your prayers and gifts of mission support which make ministry possible in the Upstate NY Synod and our Evangelical Lutheran Church in America. Your gifts support our congregations and lay and rostered leaders, five campus ministries, five mission-start communities, including the newest, Journey of Faith in Vestal, NY, and outdoor ministries including Lake Chautauqua Lutheran Center. Thanks be to God!

Yours in Christ,



**Assistant to the Bishop for Candidacy,
Roster Care, and Administration
Julie Grindle**

Wow – this has been an amazing and busy and faith-filled year in our Synod. I am so humbled to be able to work with our rostered leaders and congregations on a daily basis, especially with such a remarkable staff, including Bishop Lee Miller, Pr. Lori Kochanski, Pr. Imani Olear, Rachel Sosebee, Kori Toweled, Chris George, and Lisa Frauens.

My portfolio changed quite a lot this year with the departure of Michelle Josephson early in the year. While I still deal with all things candidacy, my title reflects many of the things I was already doing, including roster care. For me, roster care is regular contact with our rostered leaders, from discernment about call to the practical aspects of how to retire, or go On Leave From Call. I know the Roster Manual and the Candidacy Manual a little too well. This has given me an opportunity to be with rostered leaders from the time of discernment before seminary, to retirement.

Administratively, I oversee scheduling and the normal flow of churchwide business, synod council meetings, Synod Assembly, and all the paperwork that goes along with those. I am privileged to often be part of the planning team for these as well, helping implement the GRACE Mindset from year to year.

My hope in 2023 is the same as each year – that your interaction with me in the Synod office will be helpful and hopeful and moves the proverbial needle for you, in whatever way is needed. Thank you for letting me serve alongside you in Christ’s church!



2022 Synod Assembly Delegates Rebecca Jones, Sheri Lamb and Pastor Dustin take a break from assembly business in Rochester, NY.

**Assistant to the Bishop
The Rev. Lori Kochanski**

Some particular areas of ministry in 2022 included administration (synod assembly registration, communication, adaptive thinking practices, attendance with voice at synod council meetings and retreat), leadership support with lay members and rostered leaders (i.e. Faithful Learning and Teaching Together [FLATT], Synod Authorized Ministry [SAM], First Call Gatherings, Grace Gathering), strategic thinking in congregations with the Abide process and fostering spiritual practices (9@9, blog)

The FLATT (Faithful Learning and Teaching Together) classes continue to reach a variety of leaders across the synod. It is a joy to offer opportunity for folks from many congregations to meet together for learning and sharing.

After many years of work and conversation our Synod Authorized Ministry program was officially rebooted with updated handbooks and a formal process of review. Great thanks to all who have contributed to this work. Special thanks to Bishop Miller and the Steering Committee as we move forward with new processes. Deep gratitude for those who continue to serve as both Assigned and Certified Synod Authorized Ministers along with the mentors who walk with them.



Bishop Miller poses with our youth during Axe Throwing at "God's Work. Our Hands." Sunday.

I have developed the Abide process from an observed need across the congregations in our synod to be able to take critical look at who they are as a community and how they want to move forward together. I have had the privilege to work with an additional five congregations in 2022. Through this several month process we ask critical questions about the needs of a congregation and wonder together how to do the work of being the church in this century. The outcome of the process is varied in each setting, but the core value is always a desire to be who God wants us to be right now. I will continue my work with some of those congregations into the new year and have plans to begin this relationship in new congregations in 2023.

In 2022 I continued to serve as the coordinator of our First Call Ministry Program. Rostered leaders in their first call continued to meet via Zoom with colleagues in Metro New York to learn from one another and special guests. It was often a time of listening and supporting one another in ministry. We hope to continue to build this partnership between the leaders in both Metro and Upstate New York. We are stronger together.

So much of what I do is act as a supporting member to those on staff and in congregations. In addition to direct support with lay leaders, I have been blessed to work with the staff of specialists, deans, Julie Grindle, Pastor Imani Olear and Bishop Lee Miller II. I look forward to continued service in areas where there is a general need that matches my gifts and skills. I am especially looking forward to developing more resources for leaders in congregations so that all feel good about the ways they are using their particular gifts and skills for the sake of the Gospel in the world.

**Director of Evangelical Mission & Assistant to the Bishop for Justice Ministries
Rev. Imani O’Lear**

“To equip, empower, and engage God’s people to love and serve.” EQUIP, EMPOWER AND ENGAGE

This call for me began 1/31/22, and the DEM is the person in each synod who has primary responsibility for helping the church engage new people, first with the Mission Developers of UPNYS and secondly with local congregations, inviting them to follow the way of Jesus and discover community, justice, and love. New people will include those who are younger and more diverse than our current membership. Diversity means ethnic, economic, and among LGBTQIA2S+ communities. In close collaboration with the Christian Community, Leadership home area, and Bishop of the Upstate NY Synod, this position is accountable for strategically stewarding and aligning the resources of this church. This role is mission outcome-focused and ministry data-guided in ways that allow this church to invest in equity and growth. Here is a snapshot of the year 2022 based on three areas I see in my call around mission development & justice.

EQUIP

The first person that needed to be equipped was myself. Over the past year I have worked on learning the systems, software, people and ministry programs as well as the varying Mission

Developers that are within our synod. Learning systems that are in place that support the DEM role, Mission Developers and those who wish to move into Strategic Ministry.

The other focus has been on our 4 established Mission Developers in different regions, as well as, walking alongside a new mission development site that is set to begin in December. My primary goal was to build in some “fault tolerances” for, what I believe, the most vulnerable of our pastoral leadership because they are many times building the plane while it is flying with little resources which includes, finances and volunteers while creating safe and brave spaces to their communities.



ELCA Congregations Lead Task Force members Sarah Olochnowicz, Heather Zimmer, Emily Russo, Kristen Olochnowicz and Tom Collins work to tell the story of our Trinity Community Center.

EMPOWER

Through Churchwide initiatives, I have covered most of our conferences by sharing information that can assist them to take the next steps to discover how to create funding opportunities for strategic ministries in their context from Chicago. Speaking to conference pastors and leaders that wish to engage in collaboration or new starts. The LEAD program is a churchwide initiative that five of our leaders across the conference have been trying to find innovative ways to spread the Gospel message of grace and justice.

ENGAGE

Supporting our justice ministries (Racial and Gender with Creation to come) and speaking to congregations in ways that they can develop young people engaged in worship at the South Wedge Mission in Rochester NY.

Rev. Pamela Hoh is a part of the LEAD program and has engaged in hunger initiatives in Troy NY.

Justice initiatives and help build vibrant communities is essential for the church today. Many of these conversations have been sacred in order to find ways to find ways in which we have been harmful as a church.

Mobility Specialist for the Upstate New York Synod

Rachel Sosebee

“And I will give you shepherds after my own heart, who will feed you with knowledge and understanding” (Jeremiah 3:15)

I started April 1st, and at that time, there were 8 congregations seeking pastors. At the time of writing this there are 5 with active profiles- 1 paused their process for further discernment, 3 had (or have scheduled) congregational call votes, 2 are in the interview process, and 2 are waiting for the right candidate. There are at least 3 other congregations that are planning to activate their profile by the first of the year. In addition to supporting call committees, councils, deans, candidates, and staff in the call process I am also working with Julie and Bishop Miller to edit and update the support documents for the call process. This year we’ve been able to complete updates to: “2023 Minimum Compensation Guidelines”; “Sample Questions”; and “Welcome to the Call Process” resource documents.



Pastor Dustin with friend Rozella White, the keynote presenter at the 2022 Upstate New York Synod Ministerium.

As I work with congregations and candidates to find each other I am struck with the hope, faith, and grace needed in the discernment and call process. Hope that God will provide. Faith in the team the church has called to interview the candidates along the way. Faith in the church at large to train rostered leaders for your specific ministry needs. Faith in the systems and people that walk with you along the way. Grace interviewing candidates and being interviewed by candidates. As I pray for and with congregations and candidates I often use the words of Psalm 27: "I believe that I shall look upon the goodness of the Lord in the land of the living! Wait for the Lord; be strong, and let your heart take courage; wait for the Lord!" (v 13-14)

It is hard to wait for the Lord's timing, even more challenging while in a system experiencing the stress that often comes with a transition. If you are in a congregation in transition, or nearing a transition, please begin to prepare to be creative, flexible, and collaborative. The number of congregations able to support a full time call is shrinking and the availability of candidates is also declining. (I am starting to track how many new profiles appear in the system, contact me if you would like to see what I'm finding) I believe the days of one pastor/one congregation being the norm are coming to an end, if not already ended. It is time to be flexible, think creatively, and reach out collaboratively. Beginning that dreaming and having those conversations is better when not under the added weight of a transition happening in the system already. A shared call out of vision and a sense of mission together is a more compelling conversation to have than merely sharing a call out of necessity. "Two are better than one, because they have a good reward for their toil." (Ecc 4:9)

It is a pleasure and gift to serve God's church as USNYS mobility specialist. Questions, clarifications, suggestions, or comments please feel free to reach out to me.

Communications Specialist for Upstate New York Synod Kori C. Toweled

Dear siblings in Christ,
As 2022 comes to a close, I first give thanks and gratitude to God for His guidance, wisdom, and love. This role of Communications Specialist was one that I was guided to earlier this year and one that I was humbled to take in March of this year.

But what exactly does the Communications Specialist do? I'm glad you asked!
It's my responsibility to ensure that the Synod's G.R.A.C.E message is being communicated both externally via social media, email, and the website and internally to congregations.

A more structured schedule for social media and the email newsletters are in development as well as a new website and podcast in the near future. It is my hope that these changes will enable the Synod to spread the G.R.A.C.E message well into the 21st century and beyond.

Be blessed and be a blessing,
Kori C. Toweled

Administrative Support Specialist for the Upstate New York Synod
Lisa K. Frauens

I was hired in April as the Interim Administrative Support Specialist to help prepare the Synod Assembly pre- assembly booklet and other Synod Assembly-related administrative tasks. After the Assembly, my term was extended to help with registration for the Fall 2022 Upstate NY Synod Ministerium: Generous Love. I have also helped update the conference directories and other ad hoc projects. My projects have not exceeded more than five hours per week. I feel honored to be a part of the Upstate New York Synod staff and contribute in this small way.

Evangelical Lutheran Church in America Report

ANNUAL CONGREGATIONAL MEETING OPENING LITURGY

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

And also with you.

Teach us to love you with all our heart, soul, mind and strength.

Receive our prayer, O God.

Descend on our hearts, that we may love others in the ways Jesus loves us.

Receive our prayer, O God.

Empower us to be enthusiastic in pursuing your vision for our congregation.

Receive our prayer, O God.

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

Receive our prayer, O God.

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

Receive our prayer, O God.

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

Receive our prayer, O God.

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

Receive our prayer, O God.

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

Amen.

Spirit of God, Descend upon My Heart

1 Spir - it of God, de - scend up - on my heart;
2 I ask no dream, no proph - et ec - sta - sies,
3 Have you not bid me love you, God and King;
4 Teach me to love you as your an - gels love,

wean it from earth, through all its puls - es move;
no sud - den rend - ing of the veil of clay,
all, all your own, soul, heart, and strength, and mind?
one ho - ly pas - sion fill - ing all my frame:

stoop to my weak - ness, strength to me im - part,
no an - gel vis - i - tant, no op - 'ning skies;
I see your cross; there teach my heart to cling.
the bap - tism of the heav'n - de - scend - ed dove,

and make me love you as I ought to love.
but take the dim - ness of my soul a - way.
Oh, let me seek you and, oh, let me find!
my heart an al - tar, and your love the flame.

Text: George Croly, 1780-1860

Music: MORECAMBE, Frederick C. Atkinson, 1841-1897

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A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

We have seen many changes throughout the years and throughout the world. Sometimes we've been left yearning for the days when things didn't feel so complicated. Other times, we have seen something new happen and have asked, "Why did this take so long?" The church has been through its own changes as well. Some of these have left us wishing for simpler times while others have us waiting for even more to come about.

But, dear church, God still is unchanging. God's love is still the foundation on which the church was built. While we have seen many changes, both in the world and at the Evangelical Lutheran Church in America, the eternal love of God and the good news that dwells with Christ's death and resurrection continue to provide hope for everyone. This is why our mission remains steadfast, whether that is through our traditional mission work in places near and far or from new ventures and visions that encourage us to think of different ways to reach even more people.

The writer of Hebrews reminds us: "Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God" (13:16). That could not be truer in the work we have been doing in each expression of the church. Your gifts continue to benefit the good work of spreading the good news throughout your communities, your synods and the whole church. We are all answering the call to continue to do good work with the help of your support, whether that is through your resources, your time or your talents.

I am grateful for your generous support of each expression of the church. God calls all of us to continue to do the good work, and you continue to answer that call. We also continue to join you in that call and will remain true to looking toward God's unchanging promise. There is still much change and learning that will come before us, but God's steadfast love energizes us for the work God is still doing in the world through this church.

In Christ,

A handwritten signature in black ink that reads "Elizabeth A. Eaton".

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

“Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God”

(Hebrews 13:16).