

Section 7 – Reports of Standing Committees and Ministry Directors

Report of the Mission Committee

Committee Roster

Rev Keith Crouse [O/StL], Sabine Fischer [T], Rev James Garey [L],
Bill Gastmeier [K/W], Rev Dr Mark Harris [ES-S], Rev Doug Schweyer [H/N],
Lynn Slack [A], Charlie Van Sickle [GB]

Your Mission Committee meets in person once a year and once by teleconference to administer various funds available from Canadian Lutheran World Relief (CLWR) and the Church Extension Capital Fund (CE-CF) available through the Evangelical Lutheran Church in Canada (ELCIC). We also coordinate these activities by making representation at the Canadian Missions Consultation of the ELCIC held in February of each year. Our efforts are supported by Mark Harris, our Synod Staff Representative and our considerations address a wide variety of activities which include helping Mission Congregations with mortgage assistance, providing guidance and support to congregations in transition, disposition of surplus assets, identifying new opportunities and models of Mission and encouraging the ongoing training of Pastors and laypersons in Mission Support.

We continue to provide partnership support new initiatives in our Synod such as the Mandarin Ministry sponsored by the Rhenish Church of Canada in Markham. Efforts are also proceeding to develop strong collaborative leadership in the Atlantic conference around the All Saints Newcombsville parish.

We have also participated in the successful and responsible disposition of surplus church properties, one in Midland Windsor, Peace in Lower Sackville and things are progressing towards a satisfactory resolution for the Lutheran component of the Meadowvale Campus Centre in Mississauga.

The committee continues to encourage pastoral and lay training by providing funding for events such as “Both/And: Rethinking the Church in the Traditional Lutheran Context” event being held this year in new Hamburg and is proud to support the Broadcast Ministry of St. Peter’s Lutheran Church in Kitchener.

We also review applications and administer funds to various parties for the ELCIC Compassionate Justice Initiatives (Synod anti-Poverty Grants). These include such diverse programs as the Dundas County Food Bank and Hamilton Out of the Cold, among others who meet the CJI funding criteria.

We appreciate the valuable assistance of our Synod Staff member mark Harris. Much of the hands on work conducted by the committee is through his hands. We are anticipating changes to the way the committee functions. Upcoming conference reorganization will offer new ways to conduct our work in an efficient responsible manner and always look to exploring new opportunities.

Thanks for the assistance and hard work of all the committee members listed below.

Conference	Representative	Contact Number
Synod Liaison	Rev. Dr. Mark Harris	(519) 743-1461
Northern	To be Announced	
Georgian Bay	Charlie Van Sickle	(519) 363-3443
Ottawa/St Lawrence	Rev. Keith Crouse	(613) 498-1794
London	Rev. James Garey	(519) 432-4832
Hamilton/Niagara	Rev. Douglas Schweyer	(905) 574-7883
Kitchener/Waterloo	Bill Gastmeier	(519) 885-4633
Toronto	Sabine Fischer	(905) 764-7277

Report of the Candidacy Committee

Committee Roster

Rev Ed Bastian Jr. [GB], Rev Richard Brown [L], Jennifer Clarke [T], Bobbye Goldenberg [K/W],
Rev Dr Mark Harris [ES-S], Rev Judith Harris [K/W], Mr Jerry Hogeveen [T],
Laurie Knott [L], Rev Dr Kristine Lund [K/W], Rev Christie Morrow [GB]

Today’s challenges present us with opportunities to move to a more adult learning model and so to hopefully to better model ministry for our ordained pastors and diaconal ministry candidates. We are, as Paul suggested, not there yet, but in Christ are pushing forward to that goal.

The process for our candidates is generally as follows: Each student must complete registration packages before a structured interview and psychological evaluation. Based on this information and the results of the first interview a decision is made regarding endorsement for study. The candidates receive an annual review and endorsement as they work toward internship and, at the end of the process, recommendation to the examining committee. Generally, a student will meet four times with CCOM and receive four endorsements while they are in the candidacy process. These endorsements are based upon written materials provided by the candidates themselves, evaluations provided by contextual education supervisors, clinical pastoral education supervisors, and internship supervisors, as well as interviews with CCOM, and input from the seminary through our faculty liaison, Rev. Dr. Kristine Lund. At the beginning of the process, each student is assigned a relator to act as a liaison between the committee and the student, helping the student to understand endorsement decisions and answer related questions.

We are continuing our work while adapting our process to more individualized programs of study. We have attempted to draw from “Moving On-a survey on theological formulation” by the Eastern Synod of the ELCIC, May 2011 and other resources in order to understand the competencies needed for best practices today.

I am grateful for the participation of all committee members and the wonderful support received from our synod and seminary liaisons, the Rev. Drs. Mark Harris and Kristine Lund, and for everyone’s kind patience both with me and with our evolving process. A special note of thanks to Jennifer Clarke for bringing her professional insights on ministry and an Anglican perspective to our committee, and to Rev. Judi Harris for her work as our secretary.

We thank the Church for entrusting us with this responsibility and pray that we have been worthy of the calling.

Ed Bastian,
Chairperson, Candidacy Committee

Report of the Examining Committee

Committee Roster

Stephanie Brubacher [K/W], Dennis Eaton [K/W], Rev Dr Allen Jorgenson [K/W],
Bishop Michael Pryse [ES-S], Rev Douglas Reble [L], Rev Elisabeth Wagschal [T]

This Examining Committee is constitutionally mandated to “examine candidates for ordination or for reception from other churches with whom mutual recognition of ministry has not been established and to present recommendations to the synod council.”

The committee’s examination process consists of two components, one written and the other oral, and is designed to fulfill the following statement of purpose:

- To explore one’s vocation to the pastoral ministry;
- To reflect on pastoral identity and practice with a view to integrating identity and practice;
- To review and affirm responsibilities and commitments basic to the pastoral office.

In fulfilling this mandate during the past biennium, the committee has examined and subsequently recommended the endorsement of six candidates for ordained pastoral ministry. A record of those persons who have been endorsed can be found in the Report of Synod Council.

Bishop Michael J. Pryse
Chairperson, Examining Committee

Report of the Professional Leadership Committee

Committee Roster

Rev Riitta Hepomaki [ES-S], Karen McRae [K/W], Kathryn Smith [L], Rev Stephen Weber [K/W]

The Professional Leadership Committee's role is to support our professional leaders by:

- preparing compensation guidelines
- initiating, encouraging, and implementing continuing education programmes in consultation with the seminary
- coordinating matters related to the financial, vocational and physical needs of professional leaders, and
- being responsible for the synodical support of institutional chaplaincies.

Four years ago, the Professional Leadership Committee report “noted that the Eastern Synod was below the minimum compensation of the other synods.” Our committee has struggled with that reality. In 2010, Synod Assembly agreed to implement an annual \$900 catch-up fee. It was our hope that by 2014, we would have reached the average minimum base salary of the other 5 synods of the ELCIC. We're making headway, but it now appears that it will take longer than anticipated.

In 2012, for example, a seminarian with a Master of Divinity degree who accepts a call in the

Eastern Synod, will be paid a base salary almost \$3,000 below the average salary for a similar pastor in the other synods. This is an improvement from what we reported to the Assembly in 2010, when the difference was over \$4,150.

We plan to continue the annual \$900 catch-up increment, plus yearly cost of living adjustments (COLA), until the minimum base salary of the Eastern Synod reaches the average minimum base salary of the other four synods.

In this year's proposed Compensation Schedule, we have also applied a cost-of-living-adjustment (COLA) to the pastoral supply rates and the hourly rate for interim pastors. We have used the same COLA for these rates as we've used in the Compensation Schedule for pastors.

It is also worth noting that three of the other four synods have moved from a 15-year schedule to a 6-year schedule, i.e. in most other synods, a pastor with 6 years experience reaches the top of the pay scale. We, too, considered moving to a 6-year schedule, but decided that paying our beginning pastors more, while at the same time moving them up to the top of the pay schedule in 6, rather than 15, years, would be asking too much of our congregations.

We've created Social Media Guidelines for the Eastern Synod. Pastor Riitta Hepomaki has continued a conversation with pastors under special call, to discover ways we can support them in their unique ministries.

We have begun the process of forming a maternal and parental leave policy, and we're considering the possibility of creating guidelines for part-time ministry.

As Jesus said, "The labourer deserves to be paid." (Luke 10:7) Thank you for your financial support of those who labour in the church.

Our deep appreciation to the Rev. Riitta Hepomaki, our Synod staff person, for her support to the committee and its members. She brings a new perspective to our work. Her wisdom and insight are invaluable.

Pastor Stephen Weber
Chairperson, Professional Leadership Committee

Report of Public Policy and Service Ministries

Ministry Director
Rev W. Phil Heinze

Position Objective:

- To promote and help develop public policy and service ministries within the Eastern Synod.

Purpose Statement:

- "To live God's Mission with compassion, working for justice for all, wherever we are, with all our partners." (June 08)

Until the 2010 Eastern Synod Assembly much of the Synod Public Policy ministry work was done through the Eastern Synod Public Policy Advisory Committee. Assembly 2010 concluded the work of that Committee with the adoption of the Synod Council's recommended amendment to Bylaw

Part VII. During this biennium both the Public Policy work and the Service Ministry work has fallen within the realm of the Director.

I want to thank those who have continued to serve as Adjunct Public Policy Representatives. They are: Rev Thomas Graham (New Brunswick), Rev Lester Skonnord (Nova Scotia) and Rev Matti Terho (Quebec). I am also indebted to the volunteers who serve as “Justice Resource Persons” in specific areas. Their names and contact information are listed on the Public Policy and Service Ministries Blog on the Eastern Synod Website. Congregations are encouraged to contact these resource persons directly for ideas or information within their justice areas.

Bio-Tech: Maria Fetherston and Rev Dr Richard Crossman

Church Council for Justice and Corrections: vacant

Early Childhood Education/Daycare: Rev Katherine Altenburg

Health Care: vacant

Food Grains Bank: Rev Steven Johnston

HIV/AIDS: Margaret Harbinson

Homelessness/Geared to income housing/Poverty Reduction: Mike Schuster

Interfaith Social Assistance Reform Coalition (ISARC): Rev Michael Hackbusch

KAIROS: Rev Norine Gullons

Ecological Justice (KAIROS): Rev Brian Wilker-Frey

Global Justice/Sanctuary/Corporate Responsibility (KAIROS): Rev Dr Peter Kuhnert

Indigenous Rights (KAIROS): Carl Rausch

Peace/Project Ploughshares: Rev Lowell Nussey

Refugees & Temporary Foreign Workers: Rev Julio Romero

Restorative Justice: Rev Bruce Schenk

Stewardship of Creation, Eastern Synod Representative: vacant

I want to especially thank two Resource Persons who have recently resigned: Rev Olavi Hepomaki who served as our Synod representative to the ELCIC Stewardship of Creation program resigned for personal reasons and Dick von Briesen who served as the ELCIC representative on the ecumenical Church Council for Justice and Corrections resigned for health reasons.

Do you have a passion for justice work in any particular area? We’d appreciate additional volunteers to serve as Justice Resource Persons. Right now we have vacancies in several areas. Why not offer to serve your Lord and church in one of these justice areas?

Our Public Policy and Service Ministry attempts to communicate with Synod Clergy and parishioners regularly. Articles often appear in The Eastern Synod Lutheran, typically written by one of our Justice Resource Persons. As Director, I frequently send emails to all Clergy, Ministry Directors, and members of Synod Council, when, in my opinion, a public policy concern or a human rights issue ought to be shared quickly and widely. Personal conversations suggest that these emails are appreciated. I also post public policy concerns, service opportunities, and challenges to human rights on the Public Policy and Service Ministries Blog. To make the site more user-friendly, four ‘Categories’ are offered: “News,” “Take Action,” “Assembly Justice Resolutions,” “Justice Resources,” There is also a section called “About Public Policy & Service” and there are twenty-six Links to justice partners. My hope is that many within Synod (and beyond?) visit this site regularly (check it out: <http://easternsynod.org/ministries/public-policy-and-service/>).

During this biennium we have worked together with a number of ecumenical partners: with our full communion partner, The Anglican Church of Canada on the ‘Do The Math Challenge’ and their ‘Justice Camp’; with the K-W Sanctuary Committee, the Mennonite Coalition for Refugee Support,

and the Faithful Companions of Jesus Refugee Centre in Toronto to determine suitability of a family who approached Bishop Michael seeking Sanctuary; With KAIROS to provide funding for the Canadian Diaspora South Sudanese Community in K-W to provide bus transportation and child care at the time of the registration for and the actual vote on the Independence Referendum and to facilitate an area “Independence Celebration” for that community; we also supported the KAIROS “Women of Courage” Tour event in Kitchener that featured conversation with the South Sudanese community; we financially supported Erica Nichols so that she could attend the 2010 UN Climate Conference, COP16, in Cancún, Nov. 29 to Dec. 10, 2010 as a Canadian Youth Delegate and we encouraged Ottawa area congregations to invite her to speak; we continue to support the Interfaith Social Assistance Reform Coalition (ISARC) financially and by appointing a representative to serve on their board. Immediately following the 2010 Synod Assembly eight letters to government and/or church leaders were drafted and sent out by Bishop Pryse in response to the Assembly 2010 Justice Resolutions.

As the Public Policy and Service Ministries Director I am keenly aware that every area of our life as Jesus’ disciples includes the call to compassion, justice and service. We sing and pray about our public calling at worship, we teach the baptized of all ages to care for others in our Christian Education programs. Our witness and outreach reflects Jesus’ desire that we do unto others as we would have them do unto us. Our youth are usually miles ahead of us when it comes to service for others. And when we do our justice work together with our full communion or ecumenical partners we add to its effectiveness by underscoring the unity of God’s people.

On several occasions I have been able to talk about my ministry in congregations, adult forums, and with men’s and women’s ministries. I am always ready to accept invitations to share about our baptismal calling to a public ministry of compassion, justice, service and development in Jesus name.

*God of covenant, God of love, we thank you for your baptismal grace.
It claims and calls us to live your mission with compassion,
working for justice for all, wherever we are, with all our partners. Amen.*

Report of Stewardship & Resource Development Ministries

Ministry Director
Jeff Pym

The Stewardship part of this portfolio is about helping congregations to nurture a culture of generous giving among their members. The Resource Development part is about helping the Synod to nurture a culture of generous giving among congregations.

I’d prefer that the title included some reference to generosity instead of stewardship. “Stewardship” no longer strikes me as an accurate (or very helpful) label to describe the biblical invitation to deepen our spirituality and our relationship with God through giving.

These thoughts and various resources are posted on the synod’s website on the “Generous Giving” blog, which serves as my professional soapbox, found at:
<http://easternsynod.org/ministries/stewardship-and-resource-development/>.

Resources include material that congregations can use to inform their members about what the Synod does, and why it’s important to support church-wide ministries through gifts to benevolence.

Apart from the blog, other activities as Ministry Director include:

- Helping to organize an Anglican/Lutheran event in Cambridge in 2011 called generosity@mission.god.
- Acting as a presenter for a similar event scheduled for November 3, 2012 in Orillia.
- Offering area workshops with the title “Nurturing Generous Giving” for clergy and lay leaders at various locations across the synod (check with me or your conference Dean for the date and place of a workshop near you).
- Consulting with individual churches on strategies and programs to help cultivate a congregational culture of generosity.
- Other duties as assigned.

If you think some of these things might be of use to your congregation, please get in touch with me at 1-888-308-9461 or jpym@elfec.ca.

Report of Worship Ministries

Ministry Director
Debbie Lou Ludolph

Within this worship ministry, synod has worked in partnership with congregations (providing guidance and resources), Waterloo Lutheran Seminary (worship modules for graduating students, worship discussions, Kanata Centre), Liturgy Canada (joint workshops and articles with ACC), and the Program Committee for Worship (ELCIC). As a communication tool, the synod website worship page has been developed to provide information on worship resources, conferences, and worship events that individual congregations are hosting. Thank you to Pastor Sara Faulhafer for her regular contributions to this website work.

As the Director of Worship Ministries, much of my time is spent planning with worship teams and modeling worship that embodies spirited discipleship through worship at Assembly, Ordination services, Luther Hostel, and, in the past biennium, at the Synod Anniversary Service. In addition, worship presentations were given at the Bishop’s retreats in the Atlantic and Northern conferences and the synodical lay retreat. Worship and music workshops were held in the Atlantic, Hamilton/Niagara, London, Kitchener/Waterloo, and Georgian Bay conferences, and seminary worship discussions were made available over podcasts.

By the gifts of the Spirit, in the next biennium, Worship Ministries at the synodical level will continue to seek to inspire and equip worship leaders and planners, so that the praise and prayer of the gathered assembly around Word and Sacrament speaks grace in our context and re-orient us to the needs of the world.

Report of the Eastern Synod Youth and Young Adult Ministries (ES-YAYA)

Ministry Director
Rev Joel Crouse



There is no greater joy than the genuine smile of a young person. We have all seen these smiles. They are honest and loving. When you go to camp and see this smile you know the ministry is real. At a student ministry meal where food is truly appreciated with a smile you know ministry is what it is supposed to be. At an event when smiling youth are encouraged to speak openly about who they are and what faith really means to them you know that the ministry is honest.

The youth and young adult ministries of our Synod are like those smiles.

Campus/Student Ministry, Youth Ministry, and Camping Ministry are real expressions of God at work in the world. But some of these expressions are becoming more fragile as the years pass. We have been saying this for over two years and will continue with the same message. The reality of our funding is dependent on investment income which will last for another four years at the current pace. Our funding is also dependent on benevolence dollars. If this worthwhile ministry is going to have a future, then we, as a church, are going to need to be honest about our responsibility as individuals and community. This requires the support of individuals who believe in this area of ministry enough to give of their time and initiative and creativity for the sake of new ministry that wants to happen, as well as the necessary funds to make that ministry possible. This is no different than the congregations of which you are a part.

Our three camps continue to receive their allotment of funds split three ways: Edgewood 60%, Lutherlyn 20%, and Mush-A-Mush 20%. All three of our camps are struggling with declining numbers. Under the dedicated direction of Rev Fred Ludolf, Camp Edgewood is looking at a 1.3 million dollar capital improvement appeal for phase one in their development plan. The success of this appeal is critical to the future of Camp Edgewood. Camp Lutherlyn is currently applying for the subdivision of a detached piece of property called Hoffman's Beach that they will sell to help maintain the viability of their ministry. Camp Mush-A-Mush is looking at creative ways to serve a decreasing provincial population. We all agree that our camps are important to us as a synod. Difficult decisions are being made to ensure the viability of this area of ministry. But their viability is defined by those congregations and conferences that take ownership and responsibility for the ministry that wants to happen.

In the area of Campus/Student Ministry, initiatives we made the difficult decision to stop funding London campus ministry. Due to a lack of programming and some complications with Revenue Canada Agency, this expression came to an end after sixty-four years of ministry. This was not a smiling moment—at least not the kind of smile that the church wants to be associated with. Sixty-four years of congregational and individual support. Sixty-four years of financial support from the larger church. It was not an easy decision. But it was a necessary one if a fresh new vision for ministry is going to happen. If the right kind of smiles are going to be seen again.

I want to share a success story: At the same time, emerging from the London Conference, is the

Stewards of Creation – a group of youth who get together and run their own community oriented programming. This youth-led group is growing, and has partnered with other young people in the Georgian Bay conference, as well as across denominational lines. They have developed an open and energetic approach to ministry, believing in what they are doing and willing to take risks. They should be an example to possibilities elsewhere in the Synod.

As well, we have launched the Open Table initiative in Ottawa, in partnership with the United, Anglican and Presbyterian churches. This is a monthly gathering of university students who have dinner and fellowship together and afterwards participate in a group event. The meal is provided, in rotation, by local congregations, who take turns to prepare and serve the dinner. The programming, however, is set by the students - they decide the topic based on what is important to them. For example, they have had people come in to talk about the needs of homeless women, a representative from the United Nations to speak about world youth issues, and a group from the Taize Community who spoke to them speak about a unique way to do worship. Many of the participants are New Canadians, or students who wouldn't otherwise go to church – in some cases they are lured in off the street by enthusiastic participants. This has been so successful over the last two years, we are now looking at opening up a satellite group at Carleton University, because we have reached capacity at U of O.

Shalom Justice Camp is also being funded. This is a national project in partnership with the ELCIC and the ACC. The goal of the camp is to enable individuals and communities of faith to be agents of transformation and reconciliation. 'Ask and Imagine' is another effective partnership with the Anglican's. This event provides an opportunity for youth and young adults to connect faith & real life, in a residential camp type of environment.

The next two years will focus on what we have seen working over the last two years – such as Open Table and Stewards of Creation. We are no longer funding what does not want to happen. We will fund what wants to work, those programs that are collaborative and built energetically from the grassroots.

As a committee, we continue to look for new expressions of youth and young adult ministry like a treasure hunter looks for treasure, forever seeking the new that wants to happen for the sake of God. If you know of a ministry initiative that is exciting to you please let us know. If you hear of a new idea happening somewhere else, in another country or denomination, let us know. If we are truly a *Covenant People In Mission For Others*, than let us work together to build up the Reign of God one genuine smile after another.

The Eastern Synod YAYA Ministry Committee works with and supports congregations and area leadership teams to empower their vital ministry among youth and young adults in their communities. We accomplish this through:

- **Leadership Development & Training** through training experiences and direct consultation with youth & young adults, youth leaders, clergy, congregations and area leadership teams
- **Increasing Communication** by creating and sustaining networks among youth ministries, leaders, congregations and area leadership teams

- **Collaborating on Synodical Events** by working with congregations, area leadership teams, ecumenical partners and active volunteers to provide relevant and sustainable YAYA ministry at a regional level

Thank you for your partnership in ministry.

Report of Womens' Ministries

Ministry Director
Cathy Calvin

Our committee has met via an online meeting vehicle (we were able to utilize a free trial) since our initial meeting in September, to flush out what we envisioned our new structure to look like. After receiving answers to questions posed to Keith Myra regarding different structures, we decided we needed to keep things as simple as possible. So, we have proposed to put in place a Ministry Director, with a committee under the Ministry Director comprised of either an elected or appointed member from each conference.

The function of the Ministry Director will be:

- To act as a Liaison between Synod, the Bishops and Assistants and the women of each Conference
- To report to Synod Council
- To help to develop programming initiatives for women's groups in the Synod
- To develop a database of existing programming that groups can draw from
- To Call and Organize Meetings
- To Organize a biennial gathering for all women of the Synod
- To develop and organize Mission Projects for the women of The Synod
- Person to be either Lay or Clergy and appointed by the Bishop

Duties of a Committee member will be:

- To be elected or appointed within their own conference at their conference events
- To communicate information about the Committee's activities and to bring issues from the Conference to the Ministry Director's attention
- To be available for meetings whether online or other
- To serve on the planning committee for biennial gathering when it is held in their respective area

The above is, however, subject to the approval of the Bishop and Synod Council.

The Ministry Director and Committee Member positions will be funded totally by the women of the Synod. We have proposed re-implementing a registration fee at Conference Events, as well as having a portion of offerings taken at the event designated for Women's Ministry. We will also be asking for a one-time direct donation from congregational groups this spring as well. Our goal is not only to cover the cost of the Ministry Director's position and the expense of a yearly meeting, but also to build a fund to help offset costs for future Synodical Biennial events. Regardless, all funds will be forwarded to the Synod office, which Keith has already set up for us.

The committee planning our 2013 Event in Toronto met on February 20th to finalize plans. Traditionally we had held a 3 or 4-day event every two or 3 years which combined business,

workshops, keynote speakers, worship and banquets. Very few younger women attended and numbers were dwindling.

Realizing that many women no longer find the “old way” nurturing, enriching or affordable we are planning something entirely new. Our goal is to develop an event where women of all ages can network, socialize, relax and be nurtured in their faith through non-traditional worship experiences, keynote speaker presentations, varied interest groups with ample time to relax and network that is affordable, safe and comfortable. Our theme for our event will be a S.P.A. Weekend (A SACRED PLACE AWAY). It will be held May 25-27, 2013 at Seneca College in Toronto. It will include worship, 3 keynote times, and a variety of interest groups, time to shop or go to a museum etc., a pajama party supper rather than a formal banquet and a closing Sunday morning healing service. We have secured a keynote speaker – Melissa Bone from “I.D. MINISTRIES’ (Identity and Destiny), assisting leaders and congregations to achieve spiritual and emotional health through workshops, conferences and ministry consulting. We also plan to apply for a grant from the “Women of Faith Fund” set up by the former ELW to help offset costs for the keynote speaker and interest group leaders.

Lastly, we began to set some goals for ourselves for 2012-2013. We realize that our women work best when we have a project to support. We are currently looking for a mission project that we can lend our time, talents or money to, and are asking for suggestions from the Bishop or Synod Council as to what we could do. We hope to something in place in time to advertise for the Fall Meetings.