



LET THERE BE GREENING
Eastern Synod Assembly 2024 - Toronto ON

Assembly 2024

Bulletin of Reports



Eastern Synod
of the Evangelical Lutheran Church in Canada

Thursday, June 20, 2024
to
Saturday, June 22, 2024

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Section 1

Assembly Proceedings

-  Agenda
-  Glossary of Terms and Acronyms
-  House Rules

Agenda

Wednesday – June 19, 2024

2:00 pm Synod Council

Thursday – June 20, 2024

9:00 am Delegate Check-in Open – Delta Hotel

11:00 am ***First Time Delegate Assembly Orientation***
Vice-Chairperson – Laurie Knott
Location: Delta Hotel (Mississauga Room A)

12:00 pm ***Lunch (on your own)***

SESSION ONE

1:30 pm ***Opening Service of Holy Communion / Opening of Assembly***

2:30 pm **Break**

2:45 pm Registration Report

Establishment of Quorum

Introduction of Special Guests

Requests to Grant Privilege of Vote and/or Voice

Notice of Consent Agenda Items

- Report of Synod Council – Items not requiring action
- Report of the Statistician
- Necrology Report
- Report of the Archivist
- Report of the Auditor
- Reports of the Standing Committees
- Adoption of Minutes of 2021 Assembly
- Appointment of Assembly Committees
- Reports of the Ministry Area Deans

Adoption of Agenda

3:15 pm Report of the Bishop

3:45 pm Report of Synod Council

- Notice of Items Requiring Action
- Notice of Proposed Amendments to Eastern Synod Constitution and Bylaws

4:00 pm Report of Nominating Committee

- Synod Council
- Nominations from the floor
- First Ballot – Election of Officers
- Introduction – Election of Delegates to ELCIC National Convention

4:30 pm Special Order

Report of the Treasurer

- 2021 – 2023 Financial Review
- 2024 – 2027 Budget- Introductory Comments

5:00 pm *Closing Prayer and Adjournment for Supper*

SESSION TWO

6:30 pm **Special Order**

The Rev. Susan C. Johnson

National Bishop, Evangelical Lutheran Church in Canada

7:00 pm **Reports of ELCIC Group Services Inc. and Canadian Lutheran World Relief**

Lisa Thiessen, Executive Director, GSI

Rev. Dr. Karin Achtelstetter, Executive Director, CLWR

7:30 pm Report of the Committee on Elections

- Second Ballot – Election of Officers
- First Ballot – Election of Delegates to ELCIC National Convention

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- 8:00 pm Report of Martin Luther University College Board of Governors
 - 8:30 pm Presentation of Rostered Ministers Received into the Synod since July 1, 2018.
 - 9:00 pm Closing Prayer and Adjournment

Friday – June 21, 2024

SESSION THREE

- 8:30 am ***Worship***
- 9:00 am Report of the Committee on Elections
 - Third Ballot - Election of Officers
 - First Ballot – Synod Council
 - Second Ballot – Election of Delegates to ELCIC National Convention (if required)
- 9:30 am Report of Synod Council (Continued)
- 10:15 am **Global Mission Companion Greetings**
- 10:30 am **Break**
- 10:45 am Report of the Committee on Elections
 - Fourth Ballot – Election of Officers
 - Second Ballot – Synod Council
- 11:15 am Report of the Committee on Reference and Counsel
- 12:00 pm ***Closing Prayer and Adjournment for Lunch***
Note: All non-germane motions must be in the hands of the Secretary at this time.

SESSION FOUR

- 1:30 pm ***Opening Prayer***
- 1:45 pm Report of the Committee on Elections
- Fifth Ballot – Election of Officers
 - Third Ballot – Synod Council (if required)
- 2:00 pm Report of the Committee on Reference and Counsel
- 3:15 pm **Break**
- 3:30 pm Presentation of Eastern Synod Leadership Awards
- 4:00 pm Report of the Committee on Elections
- Sixth Ballot – Election of Officers
- 4:30 pm Report of Synod Council (Continued)
- 5:00 pm ***Closing Prayer and Adjournment for Dinner***

SESSION FIVE

Eastern Synod Leadership Banquet

- 6:30 pm Gathering
7:00 pm Dinner

Saturday – June 22, 2024

SESSION SIX

- 8:30 am Opening Prayer
- 8:45 am Report of the Committee on Elections
- Seventh Ballot – Election of Officers
- 9:00 am Report of Synod Council (Continued)
2024 – 2027 Budget



Assembly Proceedings

10:00 am Report of the Committee on Reference and Counsel

10:15 am **Global Mission Companion Greetings**

10:30 am **Break**

11:00 am *Closing Service with Holy Communion / Installation of Synod Council*

EASTERN SYNOD

of the Evangelical Lutheran Church in Canada

Glossary of Terms and Acronyms

ACC – The Anglican Church of Canada

Agenda

The listing of proceedings for Assembly. It is adopted as one of the first orders of business of Assembly. Once the agenda has been approved, it may only be revised with the consent of the assembly, either by adopting a motion from the floor, or agreeing to a recommendation from Reference and Counsel or the Chair.

Bishop

The leader and counsellor to congregations, rostered ministers and Ministry Areas of the Eastern Synod. Our current Bishop is Rev. Dr. Michael Pryse. The Bishop also presides over the business of the Assembly, and the Synod Council between Assemblies.

Bourinot's Rules of Order

A distinctly Canadian rule of order used in the House of Commons. The ELCIC has chosen to use this set of rules for our guide. The Synod Assembly relies on Bourinot for a simple, basic framework on which to structure our deliberations. See House Rules for a brief summary of the main thrust of Bourinot.

BR – Bulletin of Reports

The compilation of committee and Ministry Area reports, statistics, financial reports and the reports of the Officers of Synod and the Bishop which is provided to each delegate and registered visitor to the Assembly for perusal, information and action.

CCC – Canadian Council of Churches

An organization that is made up of Christian denominations in Canada for co-operation in matters of common interest, including the annual Week of Prayer for Christian Unity. The ELCIC is a member of the CCC.

CCOM – Candidacy Committee

Charitus

Charitus' mission is threefold: 1) encouraging generous giving; 2) prudently investing money entrusted to the Foundation; and 3) granting money to charities that respond creatively and effectively to God's call to Ministry.

CLAY – Canadian Lutheran Anglican Youth

Every two years, the ELCIC and the Anglican Church of Canada host a national gathering of youth and their leaders.

CLWR – Canadian Lutheran World Relief

The agency that assists both the ELCIC and the Lutheran Church-Canada (LCC) in our joint relief and development work around the world.

COGS – Council of General Synod

This is the executive body of General Synod (in the Anglican Church of Canada). Between sessions of General Synod, COGS administers the affairs of the ACC.

Consent Agenda

An Assembly procedural process whereby the Assembly delegates consent to accepting the printed reports of certain designated Synodical personnel and committees without discussion or debate. Once adopted, the delegates can bring an item from the Consent Agenda to the floor for discussion only if ten or more delegates present a signed request to the chair. The request would be forwarded to Reference and Counsel.

Dean

A Rostered Minister appointed by the Bishop to provide administrative, pastoral and missional leadership in one of the synod's Ministry Areas and in partnership with an Area Leadership Team.

ELCA – Evangelical Lutheran Church in America

Our sister church in the United States of America. Synods and the national church (ELCIC) work co-operatively with the ELCA from time-to-time.

ELCG – Evangelical Lutheran Church in Guyana

A companionship agreement was signed between the Eastern Synod and the ELCG in 2002. The purpose of our partnership is: to strengthen Christian unity and deepen the communion between the two churches; to strengthen the identity of the local church as part of the universal Church; and to promote the mission of our churches in their respective societies.

ELCIC – Evangelical Lutheran Church in Canada

The national denomination to which the Eastern Synod belongs. The office is located in Winnipeg, Manitoba. The National Bishop is Rev. Dr. Susan Johnson. There are four other Synods in the ELCIC – British Columbia (BC), Alberta & the Territories (ABT), Saskatchewan (SK) and Manitoba-Northwestern Ontario (MNO).

ELCIC Mission Fund

An ELCIC administered fund that provides financial resources via the synods to support mission and outreach initiatives on their territory.

ELCJHL – Evangelical Lutheran Church in Jordan and the Holy Land

A companionship agreement was signed between the Eastern Synod and the ELCJHL in 2013. The purpose of our partnership is: to strengthen Christian unity and deepen the communion between the two churches; to strengthen the identity of the local church as part of the universal Church; and to promote the mission of our churches in their respective societies.

ES – Eastern Synod

The Eastern Synod is one of five Synods that make up the ELCIC in Canada. It covers the province of Ontario, east of 86 degrees longitude (just west of Sault Ste. Marie) and the provinces of Quebec, New Brunswick and Nova Scotia. There are currently 173 congregations and approximately 275 rostered ministers.

ESC – Eastern Synod Council

ES-S – Eastern Synod Staff

ES-YAYA – Eastern Synod Youth and Young Adults Ministry Committee

The mandate for this committee is to promote and help develop youth and young adult ministries within the Eastern Synod.

House Rules

A set of rules that governs the proceedings of the Assembly - see Appendix A.

JALC - Joint Anglican-Lutheran Commission

A body of Lutherans and Anglicans, clergy and laity, which oversees the various aspects of the implementation of full communion between the ELCIC and the ACC (Anglican Church in Canada).

KAIROS

An ecumenical partnership that works to promote international human rights, global economic justice, ecological justice, Canadian social development, Aboriginal and indigenous rights, global partnerships and education.

LCC – Lutheran Church-Canada

Another denominational grouping of Lutherans in Canada with whom the Eastern Synod and the ELCIC occasionally work co-operatively, especially in Canadian Lutheran World Relief (CLWR) and certain chaplaincies.

Luther - Martin Luther University College

One of the two seminaries operated by the ELCIC. This Eastern Synod institution was founded in 1911 and offers opportunities for individuals to pursue academic and theological training in preparation for a wide variety of services in the church and society.

LWF – Lutheran World Federation

The international organizations of Lutheran national churches to which the ELCIC belongs. The headquarters are in Geneva, Switzerland.

Ministry Area

A geographic grouping of congregations within the Synod. There are seventeen Ministry Areas in the Eastern Synod: Atlantic, Central Toronto, Georgian, GTA East, GTA West, Huronia, Grand River, Montreal, Niagara, Nith Valley, Northern, Ottawa, Ottawa Valley, Seaway, Thames, The Bay, Two Rivers.

Motion

A formal proposal brought forward to the Assembly for its consideration. Motions require a mover and seconder and are decided by a vote after a period of debate. Motions come from congregations and delegates through the Committee of Reference and Counsel. There are various types of motions that may be brought before the Assembly for consideration. (**see Synod Speak folder on each table**).

MSC

Moved, seconded, carried (as it relates to a motion).

NCC – National Church Council

The body responsible for overseeing the work of the ELCIC between Conventions. It is made up of representatives of the five Synods, both rostered ministers and lay, as well as the five Synod Bishops and the presiding Bishop.

Synod Assembly/Synod Convention

This is the gathering of lay and rostered delegates who meet in Assembly every three years to make decisions on matters of policy, finance and management of the Synod. It is also responsible for the election of the Officers of Synod and Synod Council. Between Assemblies, the Synod Council is responsible for the work of the Synod. The constitution of our church refers to this gathering as the Synod Convention but we have used the term Synod Assembly as a way of broadening our perception of what it means to gather in this way as a Synodical community.

Synod Assembly Committees

These groups of individuals function throughout the convention to assist the work of the assembly. The committees are: Nominations, Elections, Reference and Counsel, and Minutes.



Assembly Proceedings

Synod Council

This group of 12 people, together with the Officers of Synod, provides leadership to the Synod between Assemblies. There is an even number of rostered members and laypersons elected to serve for six-year terms.

Appendix A – House Rules

A set of rules that governs the proceedings of the Assembly

- Agenda***
1. Special Orders shall have precedence over other matters on the agenda.
 2. Once the agenda has been approved, items designated as consent agenda items can only be brought to the floor upon recommendation of the Committee for Reference and Counsel, as requested by ten (10) or more delegates.
 3. No motion or amendment shall be considered as before the Synod (except such as proposed by Synod Council or a committee) unless seconded and submitted in writing to the chairperson.
 4. An address from the Bishop shall be in order at any time.
- Speaking to a Motion***
5. When any delegate is about to speak, the delegate shall rise and address the chair.
 6. Delegates placing a motion before the Assembly shall do so prior to speaking. A motion may not be made at the conclusion of a speech or a series of rationales or “whereas.”
 7. No delegate, save the mover of a motion or amendment, shall speak more than once on the same question. The mover may begin and/or end speaking to the motion.
 8. When a delegate is speaking, no other delegate shall interrupt except to raise a point of order.
 9. The chair shall decide all questions of order without debate. Ruling of the chair can, however, be over-ruled by a majority vote of the Assembly.
 10. Any delegate may request, at any period of the debate, that the motion under discussion be read for his/her information.

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- Amendments**
11. No more than one amendment to a proposed amendment to a motion shall be in order. However, a substitute for the whole matter may be proposed and received, provided it deals with the subject at hand. Both the substitute and the main motion may be amended to the second degree. The Assembly then chooses which shall stand as the choice for final action.
 12. An amendment to an amendment can be presented. If defeated, then other amendments to the original amendment may be made until one is accepted, or all defeated. At such time the original amendment shall be put to vote.
- Subsidiary motions**
13. When a question is under consideration, no other motion shall be received except to adjourn the Synod, to move the previous question, to table, to postpone to a certain time, to postpone indefinitely, to refer, to consider (clause-by-clause), to amend, to divide, or substitute. Motions, for any of these purposes, shall have precedence in the order here named.
 14. Motions to postpone or table, whether to a specified time or indefinitely, shall be admissible according to the following understanding:
 - (a) A motion to postpone indefinitely may have two purposes:
 - i. to cancel a motion without a determinative vote;
 - ii. to take a “straw” poll to determine the strength of support for the motion;
 - (b) A motion to table without reference to a recall time may cancel a motion;
 - (c) Motions to postpone or table are debatable.
- Voting**
15. When any question is about to be put to vote, delegates shall continue in their seats, and shall not retire until such motion is disposed of.
 16. Motions of the previous question, when adopted, effectively end debate on a question, placing the matter pending before the Assembly. When a motion of the previous question is lost, debate on the matter before the Assembly may

resume immediately. A motion of the previous question is debatable and carried by a simple majority.

***Suspending
Rules***

17. These Rules of Order may be suspended by a two-thirds (2/3) vote of the delegates present and voting.



Section 2

Reports of the Assembly Committees

- Synod Council Nominations
- Reference and Counsel
- Minutes
- Nominations of Delegates to
the 2025 National Convention

Section 2 – Reports of the Assembly Committees

Report of the Nominations Committee

Committee Roster

Rev. Wendell Caron Grahlman, Rev. Bart Coleman, Rev. Martin Giebel,
Rev. Rick Kwiatkowski, Rev. David Malina, Rev. Martin Malina,
Rev. Dr. Kimberlynn McNabb, Rev. Daniela Mertz, Rev. Brad Mittleholtz,
Rev. Moses Prashad, Rev. Dr. Michael Pryse, Rev. Tanya Ramer, Rev. James Slack,
Rev. Ronnie Smith, Rev. Heather Spencer- Stoltz, Rev. Sylvia Swiatoschik,
Rev. Bruce Thompson, Rev. David Tin, Rev. Heike Toeller, Rev. Tanya Varner

Nominations for Synod Council

Lay Persons (Three to be elected) Term 2024 – 2030

Analisa Chand
Nancy Cook
Étienne Eason
Greg Gust
Rachel Schwarz
Bob Swiatoschik

Rostered Persons (Three to be elected) Term 2024 – 2030

Rev. Jason Ashby
Rev. Leanne Darlington
Rev. Nadine Nicholds
Rev. Lori Pilatzke
Rev. Bethan Riehle-Johns
Rev. Laura Sauder

Biographical Data for Nominees to Eastern Synod Council

Lay Persons (Three to be elected) Term 2024 – 2030

Analisa Chand *Ministry Area* GTA East

Why are you interested in serving on Synod Council?

I have lots of love, time and energy to give; it will be a blessing to serve God in a wider district/community through this calling.

Describe current or past church/community/life/work experience that would assist you.

I was born and raised in Guyana; St. Bartholomew Lutheran Church was my church from my birth. I served as Sunday school teacher, Youth Leader/Counsellor, Congregation Council Member (Treasurer, Secretary - for many years), I served on local and national level, especially Youth Camp. Currently I am on council for Peace Lutheran, Youth Development Team, AM, Reader, Alter Guild etc. Volunteering at Durham Youth Service. Serving the church is a way of life for me which I enjoyed living. I have over 25 years experience in Bookkeeping/Finance/HR. Four years P.S.W, currently employed as Lab Administrator at GFL Processing Facilities, Pickering.

What gifts, skills or interests do you bring to serving on a board in the wider church?

I am bringing myself, my undivided attention, commitment, loyalty, support. I am always willing to jump in and assist when needed.

I am a people's person with great communication skills and a lot love of give. I am well organized and a planner, open minded with the willingness to learn and grow. My interest for the Eastern Synod - to connect our sister churches in worship and fellowship.

Please indicate your concerns and hopes for the future of the Eastern Synod.

My hopes for the future of the Eastern Synod are to empower our youths to take up the mantle and carry on with the legacy that is in place; to help nurture and support and watch it flourish like trees that are planted beside a stream of water that bear fruits in its right season.

Nancy Cook *Ministry Area* Nith Valley

Why are you interested in serving on Synod Council?

Serving on Synod Council would provide me with a chance to give back to the church that has given me so much. I have always been Interested In the work of the wider church, and have attended numerous Synod and National assemblies. I have also been part or the Nith Valley Ministry Area leadership team. I am excited to possibly play are part in supporting the ongoing work of our church.

Describe current or past church/community/life/work experience that would assist you.

I have taught Sunday School, led Vacation Bible School, served on Church Council, been part of ELW, and I was church organist/pianist for 30+ years. I have volunteered with different community groups.

As an elementary school teacher for almost 20 years, I have been blessed to work with a beautifully diverse group of students, families and coworkers.

What gifts, skills or interests do you bring to serving on a board in the wider church?

As an educator, I am always interested in learning. Since the release of the TRC Calls to Action, I have been very interested in learning about colonialism and its continuing effect on Indigenous people. As a church musician, I have developed a love of sacred music. I have worked with many different ministers, and know how important it is to have well-trained, caring, and compassionate leaders.

Please indicate your concerns and hopes for the future of the Eastern Synod.

My hopes for the future of our Synod outweigh my concerns. I share the concern of many that our church membership is decreasing while expectations of both ordained and lay leaders are increasing. However, I see in the changes we are facing some wonderful opportunities to build relationships with other churches and groups. It is exciting to think about new ways to use our buildings, of sharing our talents and resources, and continuing to share Christ's love.

Etienne Eason

Ministry Area

Ottawa

Why are you interested in serving on Synod Council?

As someone who has greatly benefited from being part of a church community, I want to be of service to the church as it faces 21st century problems and shrinking congregations. I want the church to remain an active community touchstone in our society, so that future generations may be able to benefit from the same community and spiritual support that I have received throughout my life.

Describe current or past church/community/life/work experience that would assist you.

I have been a member of St. Peter's in Ottawa for as long as I can remember. During the summer of 2023, I worked as the office administrator for three of the Lutheran churches in Ottawa including St. Peter's, making me well-versed in how churches operate on a day-to-day basis, as well as giving me perspective on the challenges the church is currently facing. I also continue to operate the social media channels of the same three Ottawa churches. As such, I have experience communicating what church is all about to younger audiences. Furthermore, I was part of a year-long Youth Internship Program facilitated by the Anglican Diocese of Ottawa, in which I received both Leadership Training and attended Faith Formation sessions. Finally, I am an activist with Last Generation Canada, which is a climate action group dedicated to putting pressure on the federal government to take action on the climate and wildfire crises. As such, I have gained skills on how to communicate clearly and empathetically on serious and even controversial issues. Being an activist also gives me experience with community-building.

What gifts, skills or interests do you bring to serving on a board in the wider church?

Confronting the challenges that face the church and world in these times takes both honesty and courage. As an activist, I understand what it means to be honest with oneself and others about uncomfortable topics, whether that be issues internal to the church, or social issues in the wider

world that the church has a responsibility to address; confronting the uncomfortable, I believe, will be a central part of Synod Council's work going forward. Additionally, as a published writer, I believe I have the communication skills necessary for this type of position. Finally, as a young person, I understand the desires and needs of my generation when it comes to finding a faith community.

Please indicate your concerns and hopes for the future of the Eastern Synod.

I believe it is time for the Eastern Synod to step out of its comfort zone. The future may look bleak: congregations are shrinking and the church is losing its relevance. I believe that part of the problem is that many people think of church as a sort of club that gets together once a week. We need to redefine church in the public eye as an active force working for the greater good both at large and within our communities. As a young person myself, I believe this can make the church more appealing to young people looking for ways to both serve their communities and be a part of one.

Greg Gust

Ministry Area

Montreal

Why are you interested in serving on Synod Council?

I am grateful to have been chosen to stand for election to Synod Council.

Our church, Christ the Redeemer, is one of the seven remaining congregations in the Montreal Ministry Area. While Christ the Redeemer remains a viable and active, granted smaller, congregation within the Eastern Synod, I am aware of the challenges that many of our congregations face. From a local perspective, I would hope to be able to provide Synod Council with a voice for the Montreal area. More broadly, I believe in the vision of our church as in mission for others and I appreciate the efforts that have already been made to ensure that our church remains open to social change, growth and caring for others. I would be honoured to have the opportunity to work with others within the Eastern Synod to continue to help make this vision a reality.

Describe current or past church/community/life/work experience that would assist you.

Chairperson of Christ the Redeemer. I have served as chairperson of our council for many terms since our church's inception in 1996. I served as the first chairperson when Redeemer Lutheran and Christ Lutheran merged, and enjoyed the process of working together to grow and build a new church community. Since this time, our church has welcomed several different pastors, undertaken renovations, and embraced technology in order to thrive as a congregation during the pandemic. We are particularly proud of our Wealthshare program that we have developed which enables us to contribute financial support directly to local community support organizations. Most recently, as chairperson, I led our church council through a vision building and planning process which resulted in our new mission statement, which is designed to be as inclusive as possible. Briefly, our vision will be explained as follows on a new outdoor sign: **You are welcome here. Everyone. From everywhere. Who loves anyone. Especially Jesus Christ.**

I count myself fortunate to have been baptized and grown up in St John's Lutheran Black Bay in Petawawa. Through the postings associated with a 20-year international career in the Canadian Forces, I served regularly as Council Chairperson or Vice-Chair at a number of different military

chapels and Lutheran congregations (e.g., Central in Moose Jaw, Sask. and Resurrection in Orleans, Ont.). I have witnessed and participated in changes in our worldviews and traditions over the years. These diverse experiences help me understand differing perspectives on the role of the Lutheran church. It is this experience which will help me encourage and support growth and change moving forward, whether that is within my home congregation or as a member of the Eastern Synod council.

I enjoy participating in a variety of church related activities, whether this involves more analytical activity as a member of our church's investment management committee, more spiritual activities like serving as a worship assistant or attending bible study, more "elbow grease" type activities like filling potholes in our church parking lot, or outreach activities like our community barbecue. In addition, I have represented Christ the Redeemer on the Montreal Lutheran council for several terms over the past 28 years.

Outside of our church, I am involved in different volunteer activities, including working with a group of neighbourhood volunteers who regularly collect and deliver food to food banks and missions in downtown Montreal.

Finally, I am a husband of 40 years to my partner and amazing wife, Ingrid. We are proud parents to our two wonderful daughters and sons-in-law, and grand-parents-in-waiting! Frank and open conversations with my daughters around important social and scientific issues such as climate change, reconciliation with indigenous peoples, and inclusiveness keep me grounded in the current realities and concerns we face within Canada, and, of course, the Eastern Synod region.

What gifts, skills or interests do you bring to serving on a board in the wider church?

I would be grateful to serve in any area which may be needed at the moment. As a director and an engineer, I have skills in leadership, analysis and planning, as well as program management and continuous improvement. I also have professional skills in helping lead difficult conversations in a respectful and sensitive manner.

Please indicate your concerns and hopes for the future of the Eastern Synod.

As a life-long Lutheran, I have a deep appreciation for the theological and traditional liturgical history of our church. I believe in the vision of our church as a vibrant and engaged church in mission for others. I am interested in helping to continue to build our outreach to those who are marginalized in our society and continuing to develop a vibrant church that will engage younger adults.

Rachel Schwarz

Ministry Area

Thames

Why are you interested in serving on Synod Council?

I would love the opportunity to give back to the Eastern Synod in the way that it has given to me, my family, and my congregation. I am one of the founding members of Peace Church in Chatham – we are a new congregation, and we came to the Eastern Synod looking for a synod home that was compassionate, inclusive, thoughtful, and progressive, and we were welcomed into this loving church body with open arms.

I have found my faith deepened and invigorated by the work of the Eastern Synod, and I would consider myself lucky to have the opportunity to now share my time and talents with this remarkable church body. I am passionate about the ongoing work of the Eastern Synod and the ELCIC as a whole – I believe that we have an important role to play in the changing role of the church at large in the 21st century.

Describe current or past church/community/life/work experience that would assist you.

I have been a Lutheran my entire life, and a member of the Eastern Synod since December 2019, when our new congregation became officially recognized as a member of the Synod. I am a musician, and I currently serve as the music and worship leader at Peace. I hold a B.Mus. and M.Mus. from Western University and I am working on completing my MBA. I own several businesses, including a performing arts academy in Chatham, where I have the immense privilege of working with hundreds of young artists in our community.

I believe that my work as a church musician combined with my work with youth in our community will help me bring an important perspective to the Eastern Synod Council. I have worked extensively on charitable and NFP boards, including as a charter member of our local Hospice Fundraising board. In my community volunteer life, I have worked in both fundraising and large-scale event planning. Along with my husband, Dan, I am also the parent to two incredible kids, Maria (17) and Elijah (9). I have been so happy to see them find their place in the Eastern Synod, and I would like to help continue to make the synod a space that children and youth can find a rich, meaningful, relevant, and supportive faith community.

What gifts, skills or interests do you bring to serving on a board in the wider church?

I am a professional musician, and I have worked in worship and music ministry in churches in both Canada and the US for nearly 25 years. As a result, I have an appreciation for a variety of worship styles, as well as the unseen labours of love that go into the life and vibrancy of a church community. As a worship leader for my current congregation (we are quite small, with no physical space of our own), I also have a keen understanding of the challenges and possibilities that exist for congregations of all sizes. I know that many congregations in our Synod are undergoing transitions as they seek to find sustainable ways to continue their ministry, and I think that my experience here could be of use to other lay leaders across the synod.

I work a great deal with youth, and I bring that work into my contributions to my church community – it's important to me that we seek to find meaningful ways for children and youth in our congregation to be seen and valued, and I find that the opportunity to contribute to worship in our congregation is a wonderful way to make this happen.

Please indicate your concerns and hopes for the future of the Eastern Synod.

I know that there are many statistics that indicate that the church is shrinking. Our congregations are aging and growing smaller, and the church of the 21st century is not like it was decades ago. However, I do not think this is a bad thing. Rather, I think it is simply an indication that we are undergoing a profound transformation – and although change is never easy, I think that we have the potential to emerge from this transition as a nimble, responsive, compassionate, inclusive, faith-centred reflection of Christ's ministry, and I am excited and energized by this possibility.

When my congregation was founded in 2019 and subsequently joined the Eastern Synod, we did so because we knew that it was vitally important that our community have a congregation like ours. Even though we're small, we strive to be a radically inclusive, open, and adaptable congregation – this has opened many doors for us, and has given us the opportunity to do meaningful work within our community with the support of the Eastern Synod.

Even so, our journey wasn't an easy one, and I have great compassion for the difficult decisions many congregations in the Eastern Synod will face in the coming years.

Throughout the changes we'll experience, I have faith that we are oriented together toward a greater purpose. I have seen such profound love and inclusion within the Eastern Synod, and I am certain that we are called to be a voice for compassion, reconciliation, justice and love within the communities we serve.

Bob Swiatoschik

Ministry Area

Thames

Why are you interested in serving on Synod Council?

I believe it is vital as our Churches go forward to have a strong Synod. I believe there are many Churches that are struggling and look to the Synod for help and guidance. We need to move forward, value the past but look to the future. Focus on inclusion not exclusion. Focus on "we" not "I". I want to be part of the Synod that will help, guide and establish protocols, going forward. I want to be part of the future!!

Describe current or past church/community/life/work experience that would assist you.

Church

- On Church council for over 10 years
- Council Chair for 8 years
- Current council member with Secretary role
- Current Treasurer (self-taught – understand all CRA requirements)
- Fluent with all Eastern Synod resources, weekly emails, always look for information/direction from the Synod (especially during COVID, treasurer meeting, tax help)
- Chair of previous call committee
- Established new fund raising for the Church – gift card program (Fundscrip) and community dinners

Community

- Current Board Member of the Heimathof Seniors Home
- Current Board Member of the Non-Profit Erie Shores Family Health Team
- Committee member for a yearly Alzheimer Fund Raising event

Work Experience

- Manager/Director roles in IT (computer infrastructure)
- Strong document writing skills
- Transparency
- Meeting etiquette (as a leader and a participant)

- Understand the importance of proper communication etiquette (written, verbal & email)

Life Experience

- Married to a rostered Pastor
- Understand the needs of both the Church and Clergy in a Lutheran setting

What gifts, skills or interests do you bring to serving on a board in the wider church?

- Currently I am a board member on two organizations (see above), this allows me to bring experience onto the Synod Council
- As a senior leader in the work world, my skills to schedule, plan and participate in meetings (over 25 years) will allow me to be a great asset to the wider church board
- Personal gifts of listening, communicating, documentation and detail oriented, will allow me to participate with an open mind, listen to different points of view and make necessary or tough decisions
- I am all about transparency to ensure church congregations are clear as to why certain things are done or not done. A well-defined policy or procedure, whether at the Church level or Synod level is vital - this avoids problems down the road
- My last 10 years of being on church council/church chair/chair secretary/church treasurer has allowed me to understand more in-depth issues a church can have or does have and the importance of a strong synod

Please indicate your concerns and hopes for the future of the Eastern Synod.

My concern is with churches that may be struggling within the Eastern Synod. A strong leadership team within the Eastern Synod can provide the highly sought guidance to our various churches. We have to look to the future, not hold onto the past. We need to keep traditions but focus on a strong theological basis. To provide these churches with the required help, support and guidance, will only make the Eastern Synod stronger for the future. Under today's world conditions and struggles, it is vital our Synod is lean, fiscal, and nibble to change, to be transparent and communicate effectively.

Rostered (Three to be elected) Term 2024 – 2030

Jason Ashby *Ministry Area* Seaway

Why are you interested in serving on Synod Council?

The congregations of the Eastern Synod have been a faithful home for my family and I. I feel called to serve our ELCIC church family in this way.

Describe current or past church/community/life/work experience that would assist you.

I am currently serving fulltime as an ELCIC chaplain in the Canadian Armed Forces. Prior to that I served as pastor to Faith Lutheran Church in Port Elgin, On.

What gifts, skills or interests do you bring to serving on a board in the wider church?

I have served on the Eastern Synod Mission Committee and the Eastern Synod Covid-19 Task Force. I maintain registration in Ontario as an RN. I work well as part of a team and communicate well.

Please indicate your concerns and hopes for the future of the Eastern Synod.

I am concerned about the growing polarization of views within the wider Church. My hope is that we will continue to nurture moderate church leaders who are committed to a scriptural and grace-filled understanding of the Gospel.

Leanne Darlington

Ministry Area

Nith Valley

Why are you interested in serving on Synod Council?

I am deeply Invested in the future of the church, particularly during this time of reform and transformation. Serving on the Synod Council would be an excellent way for me to channel my passion and contribute to the larger church community. Additionally, I am eager to learn more about the Synod's governance and policies.

Describe current or past church/community/life/work experience that would assist you.

I was called to ministry as a second career, and attended Luther University College from 2016-2019. Before that I was actively involved in my home church serving on most every committee including church council. A highlight was chairing the Learning Committee which transformed the Sunday School into a creative and hands-on space of learning and faith.

My community life included serving on the executive of our local minor hockey parents committee when our kids were younger. I also have been Involved with a fundraising campaign for a new community pavilion and in the past volunteered with the Heart and Stroke Foundation.

During my learning at Luther I joined the community choir, Inshallah, sharing the gift of choral voice with the greater community.

Currently I attend the monthly ministry area clergy meetings and am actively Involved with the local ecumenical community.

What gifts, skills or interests do you bring to serving on a board in the wider church?

I enjoy working together with others for the betterment of the church. I was ordained months before the pandemic started, which taught me the significance of adapting and evolving spontaneously while organizing and leading worship and building relationships with others. It's important to me to deal with conflict honestly and openly, as well as being open to innovative ideas and collaborative ways of working together to minister and lead in 2024 and beyond.

Please indicate your concerns and hopes for the future of the Eastern Synod.

Like many, I am concerned about the future of the Eastern Synod and the church as a whole. Declining membership, income, and volunteers are only a part of the issue. Additionally, I feel that there is a sense of apathy among congregations, and honest and authentic reflection is needed for the church to be sustainable in the future.

I hope to play a role in a revitalized and authentic church that genuinely cares for its members, the community and the world. Although much change is happening within our Synod, these changes bring an opportunity for growth. It is important for us trust in God and work together as disciples of Jesus Christ to renew and re-energize the church.

Nadine Nicholds

Ministry Area

GTA West

Why are you interested in serving on Synod Council?

I am interested in understanding how the synod council works and how its decisions reflect in the life of congregations.

To be honest, at the time of writing, I'm not 100% sure that I want to serve on synod council. The nomination came to me on the Friday before Holy Week and was due 5 days after Easter. So, I really hadn't much time to think about the nomination and I felt like I needed to give this more prayer & consideration than the time offered.

However, sometimes in life we get the chance to do something that is entirely surprising and perhaps we should say 'yes' to new opportunities.

ALSO, I want to let my name stand because I want to honour the person/people who nominated me; the people who felt that I have the gifts and abilities that would positively contribute to synod council.

Describe current or past church/community/life/work experience that would assist you.

I have been an ordained for 24 years. I have been in congregational ministry for the entirety of this time. I think I understand the workings of congregational life that would also benefit synodical life. I am currently serving on the Candidacy Committee. I was the GTA West Ministry Area Dean for approximately 5 years. I served for a time on the board of Edgewood Camp. I was on the former ELCIC International Missions Committee. I have volunteered in various roles in the synod and in my ministry area.

In the community I have volunteered with my community choir in various administrative endeavours and I led the choir to develop its mission statement.

What gifts, skills or interests do you bring to serving on a board in the wider church?

- I am very good at administration and organization.
- I have a good sense of justice.
- I tell the truth, even if it is uncomfortable.
- I do not avoid conflict and like to resolve issues face to face.

Please indicate your concerns and hopes for the future of the Eastern Synod.

I hope that the church can minister to the faithful in ways they find meaningful and not dismissive. I also hope that we can dream of what the church can be in a future that seems unstable for institutional religion. I know that I am not a dreamer/visionary, but I can help the dream become a reality if given the blueprint.

Lori Pilatzke *Ministry Area* Georgian

Why are you interested in serving on Synod Council?

20+ years ministry experience: great discussions throughout the Synod: sharing hope & good news!

Describe current or past church/community/life/work experience that would assist you.

Ministry Director - Witness & Evangelism: Board member Canadian Churches on Justice & Corrections.

What gifts, skills or interests do you bring to serving on a board in the wider church?

prayer warrior: cheerleader: team player: motivator: disrupter:

Please indicate your concerns and hopes for the future of the Eastern Synod.

hope for leading of the Spirit and not just what we've always done: review what is working for these new times

Bethan Riehle- Johns *Ministry Area* The Bay

Why are you interested in serving on Synod Council?

It is a time of great transition for the Eastern Synod; it feels important to engage with the wider synodical church in an intentional and fruitful manner and to support the church in this time of change.

Throughout my internship and my first year of ministry, I felt called to voice concerns, and was outspoken with synod leadership, particularly regarding process, intentionality, and transparency.

While I was confident that I would be heard, I was concerned that I was treading on the margins of causing irritation, but instead received a council nomination. This validation and acceptance have helped my discernment process.

I am interested in serving a church that appreciates new ideas, that has an open mind, and that is not afraid to tackle head-on what are presented as growing edges, while also celebrating the growth and joy and grace already present within our church.

Describe current or past church/community/life/work experience that would assist you.

I have been a member of the Lutheran church since childhood and have served as a lay leader in many ways including, teaching bible school, leading youth groups, engaging in inter-faith dialogue, heading community projects, serving in music ministry, prayer-writing, serving on council and as congregational chair and call committees.

My first career was in business administration, human resources, and start-up consultation. The skills learned in that career included conflict management, creation and implementation of systems and processes, project-management, and administration.

What gifts, skills or interests do you bring to serving on a board in the wider church?

I believe that my varied life experience allows me to engage people from many walks and paths.

My interests include: Art and Music, video games, dungeons and dragons, cosplay conventions, and outdoor adventure. I think because many of my hobbies place me with people from a wide variety of faith backgrounds, this helps keep me grounded in our connection to those outside our congregations.

Some of my interests in the church include issues pertaining to housing and food insecurity, ableism, queerphobia, and those who have suffered religious trauma or abuse.

I am passionate about creating a welcome and fundamentally safe space for all people to engage with their spiritual call and their relationship with the divine, particularly for those who are vulnerable in their engagement with church spaces.

As a queer person with late-diagnosed neurodivergence, I cannot help but feel my identity and calling are particularly suited to the current growth of the church as it is informed by grace, compassion, and awe.

Please indicate your concerns and hopes for the future of the Eastern Synod.

In many ways, there has been a generational shift in spirituality; authenticity and accountability are more important than ever before in being a safe and trusted space.

In the past, with absolutely no judgement intended, I think there was a subconscious and societal foci on saving face, on keeping a singular brand or image at our fore. This has changed a lot already, but we can still sometimes feel the old wounds.

To heal, we must be flexible, we must acknowledge that we are many and all things within our beautifully woven tapestry, and we can engage with others from a place of humility and trust in God in the face of that complexity.

I am an advocate for a general re-imagining of church administration as a human system, rather than a corporate mirror. We help ourselves, and minister to those in need, through understanding, transparency, and vulnerability. I believe we can also do a better job at creating community and support for our clergy.

I deeply feel we can live out the Gospel in everyday relationships, community partnerships, and interfaith connections while ensuring the health of our congregational life.

Laura Sauder

Ministry Area

Grand River

Why are you interested in serving on Synod Council?

I've been on the roster of the Eastern Synod since my ordination in 2012 and in that time have served our synodical and national church in various capacities. I would be honoured to share my gifts and serve our church in this leadership role.

Describe current or past church/community/life/work experience that would assist you.

Thames Ministry Area Dean (2014-19);

Eastern Synod Mission Committee (2021-present);
ELCIC Task Force on Candidacy & Leadership (2023-present);
Certificate in Conflict Management & Congregational Leadership (2021)

What gifts, skills or interests do you bring to serving on a board in the wider church?

- attention to detail;
- organizational skills;
- thoughtful and reflective;
- experience with governance at the congregational level;
- experience leading/walking with congregations through change and renewal;
- hope and energy for the future of the church

Please indicate your concerns and hopes for the future of the Eastern Synod.

This is a time that calls for the church to be creative and courageous. To experiment and explore new ways of being (to take some risks!). To rely on one another and on God's presence and goodness, as we steward the gifts we've inherited and been entrusted with to bless our neighbours, our communities and creation. I'm heartened by the ways our Synod is already seeking to do this and would be thrilled to be a part of supporting this work.

Report of the Reference and Counsel Committee

Committee Roster

Rev. Martin Giebel, Sheila Hamilton (Chairperson), Rev. Martin Malina
Steve Mullen, Rev. Douglas Reble (Advisory), Rev. Laura Sauder,
Lynn Slack, Rev. Annette Smith, Daniel Whittal

Reference and Counsel – Motion 1

MOTION 1

RELATING TO: Addressing structural racism in the Eastern Synod

SUBMITTED BY: Eastern Synod Racial Justice Advisory Committee

PREAMBLE: The work of anti-racism, as well as diversity, inclusivity, and equity, is lagging in Canada. In early March of 2024, the Canadian Human Rights Commission received a formal complaint from the

Black Class Action Secretariat alleging discrimination against black and racialized employees.¹ In terms of reconciliation with indigenous Canadians, the Secretary General of Amnesty International described Canada's progress as "glacial" and their francophone counterpart described a blatant disregard for the environment, a refusal to allow indigenous Canadians the right to pursue their ways of life, and unequal enjoyment of health standards as common threads of reported systemic racism.²

It is clear that more serious work must be done to meaningfully address the ongoing issue of systemic racism in Canada. As Christians, we are called to be compassionate, kind, humble, meek, patient, and to recognize that Christ is all and is in all.³ Our siblings in faith in the Anglican Diocese of Montreal have taken a bold step to live this out, unanimously voting in 2023 to mandate that all church leaders participate in multicultural awareness and anti-bias training.⁴ Our synod should have the courage to follow in their footsteps.

MOTION: That the Eastern Synod request the ELCIC National Church Council to include a new provision in the employment agreement templates requiring all Church employees to undergo mandatory anti-racism/anti-bias training no less than once every 3 years.

And That the Eastern Synod will provide reasonable opportunities and adequate funding for all employees to complete the aforementioned training.

RECOMMENDATION:

¹ *UN Special Rapporteur's visit must shift "glacial progress" on indigenous rights in Canada.* Amnesty International. (2023, March 2). <https://www.amnesty.org/en/latest/news/2023/03/canada-un-special-rapporteurs-visit-indigenous-rights/>

² Zimonjic, P. (2024, February 26). *Groups fighting anti-black racism file complaint against Canadian Human Rights Commission | CBC News.* CBC news. <https://www.cbc.ca/news/politics/anti-black-racism-chuc-complaint-1.7125866>

³ Col. 3:11-12 NSRV

⁴ Yankie, E. (2023, November 15). *Anti-bias training to be offered in the diocese: A focus on Love.* Montreal Anglican. <https://montreal.anglicannews.ca/anti-bias-training-to-be-offered-in-the-diocese-a-focus-on-love/>

Reference and Counsel – Motion 2

MOTION 2

RELATING TO: Continuing to combat the climate crisis

SUBMITTED BY: Director of Public Policy and Service Ministries of the Eastern Synod

PREAMBLE: After a brief slowdown during the pandemic years, Canada’s greenhouse gas (GHG) emissions are on the rise again. 2021 saw a 1.8% increase over the previous year,⁵ and 2022 saw yet another 2.1% increase in emissions.⁶ With current emissions representing a 6.3% decrease from 2005,⁷ Canada is currently not on track to meet its enhanced emissions targets of 40% below 2005 levels.⁸ Add on carbon tax policies being carved up and threatened across the country,⁹ and our nation’s environmental policy seems to be in peril. In light of this information and Synod Assembly 2024’s theme of ‘Let There be Greening’, it is imperative that we as a synod act as good stewards of creation, and do everything in our power to contribute to a reduction in GHG emissions across Canada.

MOTION: That the Eastern Synod recommit to the creation of a climate task force as adopted at Synod Assembly 2021 to assist the ELCIC Carbon Neutrality Task Force, and to assist the Director of Public Policy and Service Ministries in the Climate Justice Portfolio.

And that the Synod provides adequate funding for the development of this task force and for climate justice resources.

That the Synod create and continually manage lawful protest resources that congregations may use to start or support climate action.

RECOMMENDATION:

⁵ Canada, Environment and Climate Change (2023, June 29). *Government of Canada*. Canada.ca. <https://www.canada.ca/en/environment-climate-change/services/environmental-indicators/greenhouse-gas-emissions.html>

⁶ Harland, K. (2024, February 28). *Emissions from oil and gas, buildings undercut Canada’s climate progress, estimate finds*. Canadian Climate Institute. <https://climateinstitute.ca/news/canadas-climate-progress/#:~:text=The%20Early%20Estimate%20of%20National,per%20cent%20below%202005%20levels>.

⁷ Harland, *Emissions from oil and gas undercut climate progress*

⁸ Thurton, D. (2023, December 10). *Emission projections show Canada on track to achieve interim climate target* | CBC news. CBC news. <https://www.cbc.ca/news/politics/climate-target-canada-emissions-1.7053746>

⁹ Ettinger, L. (2024, March 18). *Hundreds join Pierre Poilievre for “axe the tax” rally in Halifax* | CBC news. CBC news. <https://www.cbc.ca/news/canada/nova-scotia/poilievre-axe-the-tax-halifax-1.7146768>

Reference and Counsel – Motion 3

MOTION 3

RELATING TO: Reacquainting and recommitting to Truth and Reconciliation in the Eastern Synod

SUBMITTED BY: Circle for Reconciliation and Justice

PREAMBLE: It has been 9 years since the Truth and Reconciliation Commission released its 94 Calls to Action. In this time, our Synod and Church have worked actively to address these calls and work in right relationship with our Indigenous siblings. A few highlights of that work include: the Synod’s Red Dress Journey, *A Visual Reconciliation* art exhibition at Martin Luther University College, the Circle for Reconciliation and Justice’ 7x7 project incorporating the 7 Sacred Teachings into 7 weeks of services, and nationally the ELCIC has supported the call for a search of the Brady Road Landfill¹⁰ and repudiated the Doctrine of Discovery in 2015.¹¹ While our work has been meaningful and impactful, there is more that remains to be done. As of January 2024, 28 boil water advisories remain in Indigenous communities,¹² and according to Indigenous Watchdog, only 11 of the 94 Calls to Action have been completed.¹³ At this rate, the Calls to Action will not be completed until 2081.¹⁴ We need to continue to engage in the work of Truth and Reconciliation, and affirm our commitment to implementing the Calls to Action in every time and in all spaces.

MOTION: That the Eastern Synod acquaint ourselves with the Truth and Reconciliation Commission’s 94 Calls to Action, the United Nations Declaration on the Rights of Indigenous Peoples, and that the

¹⁰ Brooks, Carter. “ELCIC National Bishop to Join Church Leaders in Calling for Search of Landfill.” Evangelical Lutheran Church in Canada, August 30, 2023. <https://elcic.ca/2023/08/30/elcic-national-bishop-to-join-church-leaders-in-calling-for-search-of-landfill/>.

¹¹ Evangelical Lutheran Church in Canada. “A Renewed Call to Reconciliation.” Evangelical Lutheran Church in Canada, November 1, 2022. <https://elcic.ca/2021/06/01/a-renewed-call-to-reconciliation/>.

¹² Government of Canada; Indigenous Services Canada. “Remaining Long-Term Drinking Water Advisories.” Government of Canada; Indigenous Services Canada, January 25, 2024. <https://www.sac-isc.gc.ca/eng/1614387410146/1614387435325>.

¹³ Sinclair, Douglas. “Canada Says That 85% of the TRC Calls to Action Are Either Complete or Well under Way. Really?” Indigenous Watchdog, January 19, 2024. <https://www.indigenouwatchdog.org/2024/01/18/canada-says-that-85-of-the-trc-calls-to-action-are-either-complete-or-well-under-way-really/#:~:text=To%20date%2C%20over%2085%25%20of,many%20parts%20of%20our%20society>.

¹⁴ Paradis, Danielle. “Yellowhead Institute Says ‘zero’ Calls to Action Implemented in 2023.” APTN News, December 21, 2023. <https://www.aptnnews.ca/national-news/report-says-zero-calls-to-action-completed-by-feds-in-2023/#:~:text=These%20Calls%20are%20Residential%20School,its%20genocide%20against%20Indigenous%20peoples.&text=%E2%80%9CIn%20total%2C%2013%20of%20the,have%20been%20completed%20since%202015>.

Eastern Synod reaffirm our commitment to the work of Truth and Reconciliation and deepening our relationship with our Indigenous neighbours.

RECOMMENDATION:

Reference and Counsel – Motion 4

MOTION 4

RELATING TO: Term Limits for the Office of Bishop

SUBMITTED BY: Trinity Evangelical Lutheran Church, Sebastopol-Tavistock, ON

MOTION: That Article XV (Office of the Bishop) Section 5 of the Constitution of the Eastern Synod of the Evangelical Lutheran Church in Canada (2021) be amended to read. “The bishop shall be elected by this synod in convention for a term of six years, with a 2-term limitation, according to the procedures established in the bylaws of this synod.”

RATIONALE: The church now finds itself in a time of rapid change both within and outside of its walls. Term limits are intended to keep leadership representative of and responsive to the institutions they serve. Many organizations, institutions, and governing bodies set term limits to their leadership recognizing the benefits far outweigh the disadvantages. Regularly cycling in of new leadership helps an organization be nimble and responsive to changing needs and ensures a steady influx of new ideas and perspectives. As well, the nature of our system quite often has delegates vote for the incumbent because their name is familiar, and folk tend to stick with the familiar rather than risk the unknown.

RECOMMENDATION:



Reports of Assembly Committees

Report of Minutes Committee

Committee Roster

Rev. Wendell Caron Grahlman (Advisory), Maria Featherstone,
Rev. Jeff Laustsen, Lawrence Lupton (Chairperson), Rev. Brad Mittleholtz

Report to be distributed during Assembly.

Report of Elections Committee

Committee Roster

Rev. Elaine Boone, Bill Bruhm, Gwenanne Jorgenson (Advisory),
Pat Lovell (Chairperson), Rev. Sebastian Meadows-Helmer, Susan Seifert,
Rev. Roy Thakurdial, Mandi Walker (Advisory)

Report to be distributed during Assembly.

Election of Delegates to the 2025 ELCIC National Convention

Lay Nominees (Twenty-six – 26 - to be elected)

The “youth” column indicates those who will be between the age of 16 and 30 years old as of the time of the 2025 convention. In total, the synod’s aim is to elect at least 10 people (from both the lay and rostered categories) who are in that 16–30-year-old category (see → below). The first column is intended as an aid for the delegate to mark their choices in preparation of the election; note that this is not the ballot form.

Biographical forms on pages following

Youth	Name	Ministry Area
	Selina Broadshaw	Central Toronto
	Geoff Crewe	Central Toronto
	Dorothy Emmerson	The Bay
	Jan Hansen	Grand River
	Anthony Koobeer	Central Toronto
→	Christopher Mertz	Two Rivers
	Bianca Nolting-Tessier	Seaway
	Judy von Wahl	Atlantic
	Kim Webb	Huronion
	Daniel Whittal	Thames
	Judith Wile	Atlantic

Bios



2025 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Selina Broadshaw

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership: Redeemer, Toronto

City/Prov of Congregation: Ontario

Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)

I attended church most every Sunday. I have served as a Sunday School teacher, in nursery, youth group leader. On council, on and off in the last 42 years. Church council chair. Outreach Community, refugee community. I volunteer at the out of the cold shelter for the last 26 years, as a kitchen supervisor. Make soup for said shelter for about 100 guests every Friday night. Serve on Synod council. On the Racial Justice Committee.

Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)

I am concerned and hopeful that I can be e a part in the election process for a new National Bishop. I am also anxious about the challenges we are facing in the wider church, low attendances, church closures. The radicalization of Christianity.

Why are you interested in being a delegate? (Keep to seven lines or less.)

I have always been interested, in what is going on in the wider Church and community. I do enjoy the assembly, learning new things and meeting new people from different backgrounds and cultures.



**2025 NATIONAL CONVENTION NOMINATION FORM
EVANGELICAL LUTHERAN CHURCH IN CANADA
EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION**

Nominee Name: Geoff Crewe

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership: Epiphany Lutheran

City/Prov of Congregation: Scarborough, Ontario

Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)

Chartered Professional Accountant / Baptized as an adult in 1970's / Council Chair, present and past / responsible for Stewardship and Finance roles, present and past / worship leader for lay-led services / worship assistant / other leadership roles over many years / married to a Pastor's daughter who is also active in worship and Christian education areas / long-time supporter of CLWR

Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)

General concern that church membership is in decline, leading to diminished role of the church in influencing society (which is not a positive outcome). What can be done by ELCIC to assure society that the church is not irrelevant "these days"?

Why are you interested in being a delegate? (Keep to seven lines or less.)

I am interested in gaining exposure to more of the initiatives and responsibilities undertaken by ELCIC to support/encourage member congregations. It can feel lonely/discouraging to be a member of a small (and shrinking) congregation and I believe I would find it uplifting to feel more a part of something much larger and more influential.



Eastern Synod
of the Evangelical Lutheran Church in Canada

2025 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Dorothy Emmerson

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership: Faith Evangelical Lutheran Church

City/Prov of Congregation: Brantford ON

Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)

I graduated College as a Registered Medical Laboratory Technologist a career I enjoyed for 48 yrs, including several yrs in various supervisory and management positions, in a hospital and at Canadian Blood Services. I am now retired. I am a wife and mother of 2 sons, with 5 grandchildren. I am a 55 yr member of Faith Lutheran Church, Brantford, and have served many times on the Education and Worship Committees, often as Chair. I sew blankets with our Sewing Group, assist with Altar Guild, sing in the choir, and serve regularly as an Assisting Minister. I was involved for many yrs at an administrative level with the Scouting Grp sponsored by Faith Church and remain a staunch supporter of that group and their relationship with our church. I continue to provide whatever service I can to our Pastor, Parish Council and our members.

Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)

I see the church needing to evolve to meet the needs of an ever-changing world around us. I believe we still have much to offer but need to find new ways to reach people who need to hear the message of the Gospel, in spite of people's diminishing connection to church. We also need to find ways of meeting these challenges in the face of reduced financial and human resources. I find hope in the fact that we, at Faith, have recently had a couple of new families join our church and that our outreach programs continue to serve the vulnerable in our local and farther reaching communities through our Food Pantry program, our blanket-making group, and our long history of refugee sponsorship - especially our newest sponsorship of a refugee family of seven.

Why are you interested in being a delegate? (Keep to seven lines or less.)

I feel a personal desire to be part of the future of the ELCIC in spite of my age. I have attended numerous Synod Assemblies and ELCIC National Conventions in the past and have a decent understanding of how the church functions and relates to and works with other national and international organizations. Attending these events and participating in decision-making helps me to make connection with people across the Synod and the whole ELCIC where I can hear different views and learn about successful programs others are involved in, all things that we at Faith might learn from.



Eastern Synod
of the Evangelical Lutheran Church in Canada

2025 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Jan Hansen

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership: St. Stephen

City/Prov of Congregation: Kitchener, Ontario

Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)

As a teacher and vice-principal I cared for and brought out the best in others, as well as created and worked within systems. At church I am the vice-chair of Council, chair the Worship and Music Team, help with Sunday School, coordinate our online work, sing in the choir, play bass in the band, lead worship as assisting minister, preacher, reader, or liturgy writer, and recently built a worship space in the form of a labyrinth. I am also a Board member for an interfaith group.

Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)

Many people have a great hunger to connect with something greater than themselves, but don't know exactly what they are looking for. Many congregations are struggling to engage with people who are not already part of their group. My concern for both those inside the church and for those outside is that we will not find ways to bridge the divide. My hope is that we will learn to open up our practices to include more people, while sticking to the core of who we are.

Why are you interested in being a delegate? (Keep to seven lines or less.)

In an increasingly polarized society, where many both fear those outside their group and feel that we are inadequate members of the group, I think that we need more of an emphasis on grace. The important thing is not to earn love, but to accept that we are loved and to figure out how to respond to that love. I want to do whatever I can to support a church that has the courage to cry "Grace!" into the raging storm.



**2025 NATIONAL CONVENTION NOMINATION FORM
EVANGELICAL LUTHERAN CHURCH IN CANADA
EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION**

Nominee Name: Anthony Koobeer

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership: Emmanuel Lutheran

City/Prov of Congregation: Toronto, Ontario

Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)

In reference to my education as a two time college graduate in the fields of study in electronics and automotive I feel that my ability to learn is key in decision making. In church as the Chair Person of Emmanuel Evangelical Lutheran Church's Council I know the importance of leadership and decision making when it comes down to the future and prosperity of our church.

Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)

My concerns and hopes for the future of ELCIC is that we continue to do God's work as we transition in this new period of time. I feel that it is of at most importance that we make the correct decisions going forward as it will impact and effect the future of the many church organizations under ELCIC watch.

Why are you interested in being a delegate? (Keep to seven lines or less.)

I am interested in being a delegate as I feel that I can bring many leadership qualities to the conversation as it pertains to the direction of ELCIC. It is of the most importance that I can be a voice in the conversation for my church and its future.



Eastern Synod
of the Evangelical Lutheran Church in Canada

2025 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Christopher Fletz

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership: Trillium Waterloo

City/Prov of Congregation: Waterloo/ON

Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)

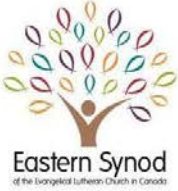
Education: Graduate from NLCC
 Work: active in community mental health work
 Church: Lutheran base and raised

Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)

- 1) Continuing to provide Lutheran worship services
- 2) Providing generational community and welcoming spaces
- 3) Prioritizing ministry in our communities - especially the needy
- 4) Adapt to modern challenges and concerns

Why are you interested in being a delegate? (Keep to seven lines or less.)

- 1) As a young person, I offer a different perspective
- 2) I want to learn more about leadership in our church
- 3) I want to build more connections between congregations



**2025 NATIONAL CONVENTION NOMINATION FORM
EVANGELICAL LUTHERAN CHURCH IN CANADA
EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION**

Nominee Name: Bianca Nolting-Tessier

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership: Good Shepherd Lutheran Church

City/Prov of Congregation: Brockville, ON

Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)

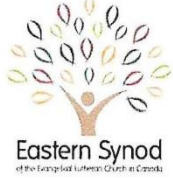
At the church I am involved as the Financial Secretary, I am the vice-chair on council. I donate my time in choir, on my church band, and assisting with worship. In my personal life I am a Store General Manager for Mark's in Ottawa. In my role at Mark's, I am a mentor for two assistant managers who are working towards advancement in the company. I am the peer auditor for the other stores within my district.

Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)

My hopes for the future of the ELCIC is that we see more growth in congregations, that youth want to be involved in a shared ministry in the church. My concerns for the ELCIC is that we won't see growth. I also hope that as churches need to close we can see good partnership with the anglican church, and see more joint Lutheran/Anglican Churches.

Why are you interested in being a delegate? (Keep to seven lines or less.)

I am interested in becoming a delegate because I am interested in knowing what the future of the church will be. Ever since covid, I have seen changes in my own congregation, and I am hoping that by going to convention I will get to learn what the future of the church is looking like, and bring back information to help my congregation.



**2025 NATIONAL CONVENTION NOMINATION FORM
EVANGELICAL LUTHERAN CHURCH IN CANADA**

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Judy von Wahl

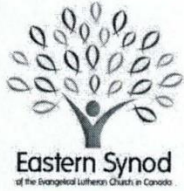
Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership: All Saints Lutheran

City/Prov of Congregation: Newcombville Nova Scotia

<p>Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)</p> <p>have been to other National conventions so I know the ropes a councillor for Eastern Synod for 2 terms on local church council</p>
<p>Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)</p> <p>Declining membership A new Bishop will be elected which is both sad & exciting continuing to promote a green church, relationships with other faiths</p>
<p>Why are you interested in being a delegate? (Keep to seven lines or less.)</p> <p>Since I have been a delegate I know what to expect, with past Bishop Susan retiring choosing a new bishop is exciting. To keep focusing on the future and engaging with people who are marginalized.</p>



**2025 NATIONAL CONVENTION NOMINATION FORM
EVANGELICAL LUTHERAN CHURCH IN CANADA
EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION**

Nominee Name: Kim Webb

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership: Westside Evangelical Lutheran Church

City/Prov of Congregation: Barrie, Ontario

Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)

I'm actively involved at Westside. I was a co-youth leader for over ten years. I'm currently part of our women's group, and I oversee two major events. The Toonie Sale is a used clothing sale with proceeds to the local Women's Group. I am a sewist and crafter, and initiated a Shop Local Event in our parking lot to support local business. The proceeds help our women's group with their ministry and outreach. I'm also a member of our Tech Team.

Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)

I'm in my mid 40s, and there aren't a lot of younger people like myself. When I look at my friends, only about 20% go to church. I wonder how we can engage people who are spiritual - get them interested in church? How can we be relatable to a future generation? How can we take away the stigma of Christianity - looking south of the border, Christianity has become a political weapon. I follow a page on Facebook called "I'm Not That Kind of Christian."

Why are you interested in being a delegate? (Keep to seven lines or less.)

I want to steer positive change for the future of the church. I'm interested in meeting Lutherans from across Canada



**2025 NATIONAL CONVENTION NOMINATION FORM
EVANGELICAL LUTHERAN CHURCH IN CANADA
EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION**

Nominee Name: Daniel Whittal

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership: Peace Christian Church: A Lutheran Fellowship

City/Prov of Congregation: Chatham, Ontario

Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)

I am a lawyer with 15 years' experience. My practice areas include corporate law, trusts and estates. I have a Canadian and a U.S. law degree, and I am a candidate for my master of laws (LL.M.) degree from Osgoode Hall Law School. I have served on multiple not-for-profit boards. I am a founding member of Peace Christian Church, which is a new Lutheran church that began in 2019, and I have served as its council president since it began.

Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)

I am concerned that the ELCIC may bury itself in aging customs and mindsets. I have hope that it will be open to new and bold ways of thinking, that could see it grow in its role as a spiritual leader in our society. I am concerned that the ELCIC is burdened by the trappings of traditional church. I have hope that it will not do away with tradition, but will grow in it and through it so our faith community can flourish by connecting tradition with the diversity of our modern church body.

Why are you interested in being a delegate? (Keep to seven lines or less.)

I became a member of the ELCIC when a group of our members left our previous LCMS church in response to a calling to an inclusive vision of God's grace. As a father of a 17-year-old daughter who is embarking on adulthood, and a precocious 9-year-old son who is already wrestling with questions about his faith and his role in the church, I believe that reimagining the church's role in our personal lives and in our society is crucial to its ongoing relevance.



Eastern Synod
of the Evangelical Lutheran Church in Canada

**2025 NATIONAL CONVENTION NOMINATION FORM
EVANGELICAL LUTHERAN CHURCH IN CANADA
EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION**

Nominee Name: Judith Diane Wile

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership: St. Paul's Evangelical Lutheran

City/Prov of Congregation: Bridgewater, Nova Scotia

Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)

I was a school teacher for 32 years in rural N.S. St Paul's has been part of my life for 77 years being involved in many aspects of the church's program. In recent years I have guided Meals on Wheels Chaired Fellowship Church Council bylaws as Vice-Chair. I presently work on committees planning events. Having been to several national conventions I would enjoy going in 2025. Having our church represented would be meaningful.

Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)

What is our future?

Why are you interested in being a delegate? (Keep to seven lines or less.)

To have our congregation represented and to learn more about our future of the Lutheran Church in Canada.

Rostered Nominees (Fifteen – 15 - to be elected)

The “youth” column indicates those who will be between the age of 16 and 30 years old as of the time of the 2025 convention. In total, the synod’s aim is to elect at least 10 people (from both the lay and rostered categories) who are in that 16–30-year-old category (see → below). The first column is intended as an aid for the delegate to mark their choices in preparation of the election; note that this is not the ballot form.

Biographical forms on pages following

Youth		Name	Ministry Area
		Susan Climo	GTA West
		Joel Crouse	Ottawa
		Steve Hoffard	Nith Valley
		Karen Kuhnert	Grand River
		Peter Kuhnert	Two Rivers
		David Malina	Two Rivers
		Martin Malina	Ottawa
		Joanna Miller	Two Rivers
		Brad Mittleholtz	Northern
		Scott Schellenberger	Ottawa Valley
		Jordan Smith	The Bay
		Tanya Varner	Nith Valley

Bios



2025 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Susan Climo

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership: Holy Spirit of Peace

City/Prov of Congregation: Mississauga, ON

Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)

Throughout my 15 years as a rostered minister of the ELCIC I have been actively engaged in the life of the wider church. I currently serve as one of the Co-Chairs of the national Lutheran Anglican Moravian Commission. I am also on the GSI Board and the 2024 Eastern Synod Assembly Planning Team (a role I have held for these gatherings since 2010). Previously I served as Chair of our Synod's Professional Leadership Committee and a member of the Synod's Return to In-Person Worship Task Force. I was also the ELCIC representative on the Canadian Writing Team for the Week of Prayer for Christian Unity for a number of years (including several years as Chair). In addition, I can offer some perspective on the workings of our Anglican siblings in the Diocese of Toronto, as I serve on their Synod Council and as a Regional Dean in Mississauga.

Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)

I believe the ELCIC, along with our Anglican and Moravian partners (and other mainline churches) emerged from the pandemic with some tremendous learnings and advances in working collaboratively and in our creative use of technology for ministry. At the same time, we face challenges relating to the aging and shrinking of our congregations and resulting financial pressures, as well as a reduction in available rostered ministers due to retirements and fewer new candidates. I am hopeful that we can, with God's guidance, continue to look for creative ways of working together across rostered/lay, congregational, synodical and even denominational borders to be continually more faithful, courageous partners in God's mission to love and serve the world.

Why are you interested in being a delegate? (Keep to seven lines or less.)

I have always been committed to involvement in the work of the wider church; I am eager to continue to live out this commitment as a delegate at the 2025 National Convention. I want to participate in dreaming about the ELCIC's future and in making decisions that will support the continued vitality of our church.



Eastern Synod
of the Evangelical Lutheran Church in Canada

2025 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Joel Crouse

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership: St Peter's, St John, Resurrection

City/Prov of Congregation: Ottawa, ON

Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)

Embracing change, adapting to evolving needs, and innovating in ministry approaches are hopeful aspirations. Working together on common goals, ecumenical/interfaith dialogue, and shared initiatives/purpose.
Parish pastor 1997-present
Eastern Synod YAYA Ministry Director 2008-2017
Eastern Synod Director of Property Transformation 2017-2020

Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)

Here are some common concerns and hopes that I have:
Concerns: Declining membership, generational shifts, social and cultural challenges, financial sustainability, unity and diversity.
Hopes: Spiritual Renewal, mission and outreach, youth and family ministry, collaboration and unity, adaptation and innovation.
Overall, my concerns and hopes for the future of our church reflect a desire for growth, resilience, relevance, and faithful stewardship of the gospel message in a changing world.

Why are you interested in being a delegate? (Keep to seven lines or less.)

Overall, my desire to be a delegate to a national convention stems from a combination of representing my communities, networking, learning, influencing outcomes, and personal growth opportunities. Particularly, I believe this is a kyrotic moment in the life of the Church and there are strategic opportunities that will help to strengthen a viable expression of Lutheran Christianity for the future.



**2025 NATIONAL CONVENTION NOMINATION FORM
EVANGELICAL LUTHERAN CHURCH IN CANADA
EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION**

Nominee Name: Rev. Steve Hoffard

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership: Trinity Ev. Lutheran Church

City/Prov of Congregation: Tavistock, Ontario

<p>Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)</p>
<p>MDiv. from Waterloo Lutheran Seminary (2012) Co-Chair ELCIC Taskforce addressing Homophobia, Biphobia, and Transphobia Chair Easter Synod Candidacy Committee Treasurer Tavistock Ecumenical Ministerial Past Treasurer and ELCIC rep on Church Council for Justice and Corrections Past Co-Chair Board of Governors Martin Luther University College Past Lutheran Rep Canadian Council of Churches Interfaith Reference Committee</p>
<p>Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)</p>
<p>My hope for the ELCIC is that we continue to expand our image of the divine, dedicating ourselves to the the love and inclusion of all God's creation in our life and ministry with a willingness to be changed by others instead of having them become just like us.</p>
<p>Why are you interested in being a delegate? (Keep to seven lines or less.)</p>
<p>I have always been interested in and dedicated to the life of the wider church. I see it as something not a part from our congregations but rather as an extension of our local ministry.</p>



2025 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Rev. Karen Kuhnert

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership: St. Pauls Lutheran Church

City/Prov of Congregation: Cambridge, Ontario

Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)

Across Canadian congregations, I am best known as an Archivist/Story-keeper for the Eastern Synod, ELCIC (since 2009). Nationally, I am almost as well known for advancing Indigenous Rights, Racial and Gender Justice and LWF/WCC Climate Change. I am a well published writer and researcher in Canadian Lutheran history and a Principal in the Remembering Today for the Church of Tomorrow Project (see CanadianLutheranHistory.ca). I am a trained Intentional Interim Minister (2016) and have served 8 congregations through transitions. I am decidedly "Lutheran," and yet I am an ecumenical Lutheran engaged actively with the CCC, WCC and KAIROS. I am a proud co-founder of the Young Canadian Lutherans movement. I completed seminary and was ordained in the Eastern Synod. I served as a lay-leader (and lay-preacher) in Inuvik, NWT from 1993-2000.

Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)

I was not "born and baptized"-Lutheran. My entry point was Campus Ministry in Edmonton (1985). The dynamic energy of Campus Ministry has inspired me to be continuously thinking about the longevity and vitality of our ELCIC. Readers can see evidence of this at LutheranSynodSeminary.com.

I have had to be part of the reality of many congregations greiving over money, inability to embrace change, inability to get or keep a pastor.... Our Church has lived through a long decline. We are currently on a post-Covid and election season pause (2023-2024). I would like to be part of our resurgence. I sense God is asking us to rise again. The Young Canadian Lutherans Project has, for example, shown us that God intends a future beyond our visioning.

Why are you interested in being a delegate? (Keep to seven lines or less.)

The 2025 Convention will include choosing leadership by the power of the Holy Spirit. Candidates & delegates will benefit from the presence of people who understand our past (1. the ways our Church has evolved organizationally, geographically, ethno-culturally, denominationally, doctrinally... and 2. the ways our Church has experienced suffering through declines, losses and griefs, and also, 3. the ways our Church has caused suffering to Mennonites, Indigenous Peoples, Persons of Colour and diversities...). At the same time, candidates & delegates will benefit from the presence of people who also understand our successes from the past, and recognize our potential for the future. We as the ELCIC need to hear more often from people who believe in us! I am a person with those kinds of understandings and beliefs and can use them to help us elect great leaders.



**2025 NATIONAL CONVENTION NOMINATION FORM
EVANGELICAL LUTHERAN CHURCH IN CANADA**

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Rev. Dr. (med) Peter Kuhnert

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership: Mount Zion Lutheran

City/Prov of Congregation: Waterloo, Ontario

<p>Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)</p> <p>I am a family physician (U of A, 1992) who has worked in Edmonton, AB; Inuvik, NT; Waterloo, ON; and Georgetown, Guyana. I am an ordained minister in the Eastern Synod. I have served as a non-stipendiary part-time pastor to Maranatha Lutheran Church (2005-2015) and served a part-time call to the Delton Glebe Counselling Centre (2018-2023). I serve as the co-chair of the Canadian Council of Churches Faith and Life Sciences Reference Group. I am a newly appointed Commissioner to the World Council of Churches Commission on Health and Healing (2023-2030).</p>
<p>Please indicate your concerns and hopes for the future of ELCiC. (Keep to seven lines or less.)</p> <p>I envision an ELCiC with vibrant, grace-filled, community-engaged congregations. I envision an ELCiC that is passionate about building communities across Canada that include First Nations peoples, new Canadians of diverse origins, and gender-diverse Canadians. I envision an ELCiC that is active in its relationships with the Anglican Church of Canada and the Moravian Church. I envision an ELCiC that is active in ecumenical and inter-faith dialogues and is committed to our partner synod relationships as well as our commitment to the LWF.</p>
<p>Why are you interested in being a delegate? (Keep to seven lines or less.)</p> <p>We are in a time of significant change and transition in our ELCiC. The election of a new national bishop and new national council will guide our common pathway towards the church that God is calling us to become. I believe that this is a time when we are all called to step forward to support and shape our church.</p>



**2025 NATIONAL CONVENTION NOMINATION FORM
EVANGELICAL LUTHERAN CHURCH IN CANADA
EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION**

Nominee Name: David Malina

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership:

City/Prov of Congregation: Christ Lutheran Church, Waterloo, Ontario

Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)

B.Soc.Sci & B.A. (Honours) History/Political Science - University of Ottawa (1992)
 M.Div. - Martin Luther University College (MLUC), Waterloo (1996)
 Served as Pastor in three congregations (Halifax Nova Scotia, Kitchener, and Waterloo, Ontario)
 Served full terms on the Board of Governors (MLUC), the Eastern Synod Council, and currently Dean of the Two Rivers Ministry Area
 Pastoring congregations through transitions, re-imagination, and property development along missional lines.

Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)

-that by God's grace it would embrace with courage its emerging future
 -that it would continue to engage and rediscover for this current time the best of the Christian spiritual traditions for its sustenance and energy to do the work of love
 -that it will move through its many transitions with as much grace, imagination, love and faith as possible

Why are you interested in being a delegate? (Keep to seven lines or less.)

I'm interested in contributing to, and supporting, the healthy, inclusive, life-giving ministry and mission of the ELCIC in today's world.



**2025 NATIONAL CONVENTION NOMINATION FORM
EVANGELICAL LUTHERAN CHURCH IN CANADA
EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION**

Nominee Name: Martin Malina

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership: Faith Lutheran Church

City/Prov of Congregation: Ottawa, Ontario

Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)

- ordained twenty-seven years
- full time rostered serving three different congregations in the Eastern Synod, rural and urban
- appointed Dean of London Conference, Ottawa/St Lawrence Conference, and currently Dean in the Ottawa Ministry Area

Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)

- a vision for a progressive, contemplative, culturally-sensitive and socially-just national community with emphases on relationships with Indigenous populations and the earth

Why are you interested in being a delegate? (Keep to seven lines or less.)

- strong identification with a national Lutheran expression of faith with strong ties to the global faith community (eg., Lutheran World Federation & World Council of Churches)



**2025 NATIONAL CONVENTION NOMINATION FORM
EVANGELICAL LUTHERAN CHURCH IN CANADA
EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION**

Nominee Name: Joanna Miller

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership:

City/Prov of Congregation: Conestogo, Ontario

Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)

Ordained in 2011, I have served 5 congregations existing in different forms of partnership including shared ministry; currently serving the United in Faith Ministry congregations (Conestogo, St. Jacobs, & Elmira). I have served the Eastern Synod as co-chair of the Racial Justice Committee for six years. I have participated in the Summer Lutheran Youth Camp for about 15 years. I have almost completed a MA in Spiritual Care and Psychotherapy, anticipated graduation is spring 2025.

Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)

With the world and church changing as they are, my greatest concern is that it is not going to get any easier to lead and be the church anytime soon. Those of us who continue to find meaning in being a part of the ELCIC need to be courageous in our visioning and leadership, and deeply faithful in order to discern where the Spirit is leading us. I am not afraid that the church is dying because I believe in new life; the challenge is to remain faithful and steadfast as we journey through this process of the church becoming what we hope for it to be - a better and more powerful witness to the radical love and grace of Jesus.

Why are you interested in being a delegate? (Keep to seven lines or less.)

In 2025, I am particularly interested in being a part of the national assembly that will elect our new national bishop. As we all look to the future, I am excited to watch the unfolding of what God is up to and I hopeful that we will elect a leader who is deeply faithful, courageous in their leadership, and unafraid of the challenges that lie ahead. I also care very much that we are mindful to elect people who represent all of our church, including BIPOC and 2SLGBTQIA+ siblings.



**2025 NATIONAL CONVENTION NOMINATION FORM
EVANGELICAL LUTHERAN CHURCH IN CANADA
EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION**

Nominee Name: Brad Mittleholtz

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership:

City/Prov of Congregation: Zion Ev. Lutheran, Sault Ste. Marie, ON

<p>Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)</p> <p>M.Div. from WLS/Martin Luther Parish Pastor for 21 years Northern Ministry Area Dean previous Eastern Synod delegate to National Convention (before COVID) have had experiences in Synodical and National expressions of the church (Synod Council and ELCIC working group)</p>
<p>Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)</p> <p>To continue to build on the work of the previous conventions and National Church Council in which we build effective partnerships and live out our baptismal calling to be co-creators with God. I love my church as it is rooted in God's grace and is NEVER afraid of challenging questions and times of difficulties</p>
<p>Why are you interested in being a delegate? (Keep to seven lines or less.)</p> <p>I love my church: congregational (Zion), our synod, and the ELCIC. I feel privileged to engage with the wider church and to learn more about what we are doing together from coast to coast to coast and beyond.</p>



Eastern Synod
of the Evangelical Lutheran Church in Canada

2025 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Scott Schellenberger

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership: Zion Ev. Lutheran Church Pembroke, ON

City/Prov of Congregation: Pembroke, ON

Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)

Education: Master of Divinity, Business Administration Degree. Worked in Parishes in Ontario and Nova Scotia, Chaplain in Retirement Living, and Business.

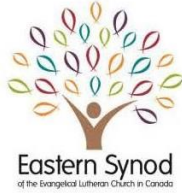
I believe my experience in various secular business, chaplaincy positions as well as being a pastor of both small and large parishes has blessed me with a variety of experiences that can benefit the national church.

Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)

In my previous call to Christ Lutheran - Peterborough I had the opportunity to work closely with the Anglican Diocese of Toronto. Our church along with four Anglican tried to merge into one parish. I saw the value of such a merger. The unfortunate part was after three years of study and working together the project imploded. What I realized is that in order for a project like this to work, or for any church to succeed, the driving force needs to be that we become a mission-oriented church and not one simply trying to survive. My hope is the ELCIC will continue

Why are you interested in being a delegate? (Keep to seven lines or less.)

I have not attended the ELCIC National Assembly in a very long time. I feel that it is time for me to attend once again. I am interested in some of the ELCIC's position on social justice issues, the mission goals of the church and the possible election of a new Bishop.



**2025 NATIONAL CONVENTION NOMINATION FORM
EVANGELICAL LUTHERAN CHURCH IN CANADA
EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION**

Nominee Name: Jordan Smith

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership: Trinity Lutheran (as of May 21, 2024)

City/Prov of Congregation: Hamilton, Ontario

Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)

- CLAY Planning Team (2010, 2012, 2014, 2021, 2023) - Working with leaders from across the country to coordinate planning a national church event
- National Assembly Delegate (2007, Youth; 2017, Lay; 2022/2023, Rostered)
- Synod Council (Lay, 2014-2018, Rostered 2021-2024)
- Ordained Dec. 2020 and served in Toronto at both Emmanuel (called) and Epiphany (Interim)

Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)

- 1) Our congregations are facing the challenge of how to function and worship effectively with lower membership. We need to work together nationally to support having a presence in our various community when possible.
- 2) Congregations and synods had various theological responses to how worship and communion practices changed during the pandemic. We have not revisited those responses now that we are out of an emergency phase and it may be necessary to have these conversations

Why are you interested in being a delegate? (Keep to seven lines or less.)

I was fortunate to attend the 2022/2023 ELCIC assemblies as a newly rostered delegate. I look forward to potentially attending again as I begin a new call at Trinity in Hamilton. It is a unique opportunity to gather with people from a variety of contexts to learn from their experiences and visions for the church.



**2025 NATIONAL CONVENTION NOMINATION FORM
EVANGELICAL LUTHERAN CHURCH IN CANADA**

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Tanya Varner

Position Nominated for: Rostered Lay

Check if applicable: I will be between 16 and 30 years of age as of July 10, 2025

Congregational Membership: Trinity Lutheran

City/Prov of Congregation: New Hamburg, ON

Please describe your education, work, church or life experience that might relate to being a delegate to National Convention. (Keep to seven lines or less.)

I am a PhD candidate studying collaborative leadership in a changing church.
I serve alongside the people of Trinity in New Hamburg
I am the Dean of the Nith Valley Ministry Area

Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)

The church of 2024 is experiencing a time of rapid and constant change, which requires adaptability, transformational thinking, maintaining current partnerships and looking for new, outside the box, partnerships. I am hopeful for the ELCIC presence in our country.

Why are you interested in being a delegate? (Keep to seven lines or less.)

I am interested in being a delegate, because I have been a pastor for 22 years and I have that many ahead of me until retirement. And I want to be an active part of the church's mission (both through church assemblies and also in local contexts) as we seek to bare witness to God's unconditional love with the world.



Section 3

Reports of National Bishop
and
Canadian Lutheran World Relief

Report of the ELCIC National Bishop to the EASTERN Synod

Grace to you and peace in the name of Jesus!

As I report to you on the work of the church over the past three years since your last synod assembly, it is good to reflect on the gifts that we have received and the gifts that we have been able to share. Romans 12:6a reminds us, *We have gifts that differ according to the grace given to us.*

Perhaps at the time it may feel like we have very little to share in the way of gifts.

However, a former General Secretary of the Lutheran World Federation (LWF) is known to say there is no church so small that it does not have a gift to share with the wider church, and there is no church too large that it cannot receive a gift from a smaller church. In this context I would say there is no national church, synod, congregation, or ministry that is so small that it doesn't have a gift to share, and there is no national church, synod, congregation, or ministry that is so big that it cannot receive a gift from a smaller entity.

For the gifts we have exchanged as national church, synod, congregations and ministries, I give thanks and praise to God. May we all be bold stewards of the gifts we have to use and share. And what a busy few years it has been for our church!

In 2022 we held our National Convention – online. This was the first time in the history of our church that we conducted the business of our National Convention via zoom! Then in 2023, we held our first ever Special Convention, but thankfully we were able to meet in person as there were many areas of business on the agenda and we wanted to make sure we allowed time and space for discussion and discernment. At the same time, we met with the Anglican Church of Canada for Assembly – the first time since we met jointly back in 2013.

It was a wonderful gathering and I'm so proud of the work of our church and the way we came together.

Some significant areas of business at the 2023 ELCIC Special Convention included:

- The ELCIC Special Convention and Anglican Church of Canada approved motions to bring the ELCIC / ACC / and the Canadian Churches of the Moravian Church in North America into full communion.
- Both the Lutherans and Anglicans approved motions calling on both churches to respond to opportunities for solidarity and advocacy, and to pray for peace and justice in Palestine and Israel.
- Throughout the Special Convention, delegates heard from four task forces, all which were formed out of convention action at the 2019 National Convention. Each task force had four sessions beginning with the introduction of the task force and its work. Table conversation among delegates

Reports of National Bishop & Canadian Lutheran World Relief

followed, where they submitted questions and observations to the task force; the presenters reflected on the comments and questions and at the final session, the task force report and recommendations formed motions that came before the delegates.

- Delegates voted unanimously to adopt the report and recommendations from the Addressing Ableism and Accessibility Task Force. The recommendations from the motion included: encouraging critical conversation and intentional formation on how faith communities can better confront ableism at the congregational level, and implementing ongoing certified accessibility and ableism training, with training happening at least every three years.
- Recommendations and motions from the Addressing Racism, White Supremacy and Racial Justice Task Force were unanimously approved. Among the recommendations, the task force calls for the ELCIC to: Implement ongoing anti-racism training across all expressions of the church; review the nomination, election and hiring processes for the ELCIC.
- In a near-unanimous vote, delegate approved the report and recommendations of the Task Force on Carbon Neutrality, which includes a Green House Gas (GHG) Inventory Calculator for Congregations developed by the task force to help congregations and organizations estimate their GHG emissions.
- Delegates unanimously approved a public statement of apology to 2SLGBTQIA+ folx who have been harmed by the ELCIC.
- Delegates approved the report and recommendations of the Task Force Addressing Homophobia, Biphobia and Transphobia which includes: increasing the ELCIC's visibility as an affirming church; creating national resources which would support listening, safe conversations and discernment at all levels of the church around healthy, consensual relationships, including ethical non-monogamous relationships.

There are also many other areas of work from the past three years since your last synod convention that I could share, but for the sake of brief reporting, the following are just a few highlights reporting on the ways we have come together and the many partnerships that help enable this work to be carried out.

These will be organized by the four areas of focus that make up the National Office strategic plan: striving to be a Healthier Church, seeking to cultivate Effective Partnerships, encouraging Relational Leadership, and leading with Compassionate Justice. I would invite you to look at these areas and consider how you, your congregation and your community might also be engaged in one or more of these priorities.

Healthier Church

The Program Committee for Leadership for Ministry (PCLM) met over zoom in January of this year to go through the Advanced Study Grant applications. A record number of 16 grants are being awarded this

Reports of National Bishop & Canadian Lutheran World Relief

year. The depth and breadth of the studies is quite fascinating and exciting. The committee approved over \$100,000 in grants for 2024! In 2023 the committee approved \$85,712.40!

Earlier this year, I developed a discernment resource for congregational and individual use as we begin to journey towards the 2025 ELCIC National Convention. ELCIC members are invited to prayerfully consider the call to this position and the gifts needed to carry out the role of National Bishop. The resource invites reflection on “When do we as a community of believers need to discern the will of God?” and “How do we go about doing spiritual discernment as a group?” In addition to discernment of the call and election of National Bishop, the resource can also be helpful for other group discernment processes. You can download a copy of the resource from the documents section of our website and we will have copies available at your synod convention.

Eternity for Today – a long-standing daily devotional resource – is now being entirely produced by the ELCIC National Office following the closure of Parasource last spring. We recently completed the 2024 renewal process for congregational subscriptions. Current subscribers were brought our new a circulation management program and congregations can now manage their own group subscriptions to *Eternity for Today* and pay online. If you don’t currently subscribe, consider getting an individual subscription by using the following link:

<https://www.simplecirc.com/subscribe/eternity-for-today>.

You can also purchase a gift subscription by using the following link:

https://www.simplecirc.com/give_a_gift/eternity-fortoday.

Each fall, the ELCIC National Office produces Annual Report Covers and sends them out to all ELCIC congregations that request copies. These resources are produced for congregations to use to organize their AGM reports. The Annual Report Covers share stories of our congregations and ministries from across the ELCIC as a way of telling the stories of our church, members and communities. The National Office provides these to congregations at no cost (although we appreciate donations to offset mailing and courier costs).

At the 2023 ELCIC Special Convention we were pleased to recognize our ELCIC Leadership Award recipient. Pat Lovell was honoured on Saturday evening of convention with the ELCIC Leadership Award and recognized for the numerous ways she has served church and community, and all expressions of the ELCIC. <https://assembly.anglicanlutheran.ca/news/pat-lovell-presented-with-2023-elcic-leadershipaward/>

Effective Partnerships

Anglican Church of Canada Archbishop Linda Nicholls and I continue to share joint Christmas and Easter messages whenever possible, along with speaking publicly on advocacy issues of mutual priority for our two churches. All of these statements and videos can be viewed on our joint website:

<https://www.anglicanlutheran.ca>.

Reports of National Bishop & Canadian Lutheran World Relief

At the beginning of the COVID pandemic in 2020, National and Synod Bishops and Assistants to the Bishops worked on a joint initiative that would see them providing sermons to congregations across the church from June to September. The Summer Sermon Series is now entering its fourth year and has been very well received by congregational leaders and members as a way of not only assisting in providing sermons during vacation time, but as a way of providing a variety of voices and introducing national and synod leaders across the synods.

Following the closure of Parasource in May of 2023, the ELCIC has been working with 1517 Media – formerly Augsburg Fortress – to ensure ELCIC congregations have access to the various print resources they would have previously ordered from Parasource.

In August 2023, over 200 youth and leaders, guests and volunteers gathered for the first in-person youth gathering since 2018. It was exciting to be together in-person in Waterloo, Ontario. The theme *Ashes and Embers* was explored by keynote speakers Rev. Aneeta Saroop and Rev. Nathan Fong.

In response to the crisis in the Holy Land, the ELCIC has issued a special appeal for our partners – the Evangelical Lutheran Church in Jordan and the Holy Land (ELCJHL). The goal is to raise \$263,000 to assist in covering one month of salaries for pastors and for teachers in ELCHL schools. An ongoing list of updates, statements and resources regarding the current situation in the Holy Land, including information from our partners in the region is available here: <https://www.elcic.ca/holy-land>.

The LWF Assembly met September 13–19, 2023 in Krakow, Poland. News from the Assembly can be found on the website, <https://www.2023.lwfassembly.org>. During the Assembly, ELCIC member Rev. Katherine Gohm was elected as Vice-President North America. The ELCIC was well represented at the Assembly with over 15 members serving in various capacities, including on the worship planning team, as advisors and delegates, and as seconded staff.

The ELCIC Mission Fund advisory committee is responsible for overseeing the use of the ELCIC Mission fund and encouraging our church in its missional pursuits. Over the last five years, the ELCIC Mission Fund has dispersed over \$2,700,000 to synods to assist with mission projects within the synods, congregations and ministries.

Our National and Synod Treasurers have continued to meet monthly on zoom over the past three years to discuss matters of mutual concern, provide ongoing support for congregational treasurers, as well as to consider forward-looking financial matters. The treasurers work together to prepare regular updates for congregations and their treasurers on important updates related to insurance, benefits, year-end charity return, the Clergy Residence Deduction from CRA, updates on Health Insurance Premiums, changes to note for charities, and more. These updates can be found here: <https://elcic.ca/treasurers-resources/>.

In February and March of this year, the National Office hosted two webinars with AON Insurance for congregational treasurers and those responsible for congregational insurance. The webinars were very well received and provide an opportunity for Q&A on specific congregational insurance questions.

Relational Leadership

The last Sunday of February is Diaconal Ministry Sunday, the day the ELCIC celebrates the witness expressed through service (diakonia). Through our baptism all Christians are called to share God's word and to serve our neighbours in Christ's name. It is also a day to recognize and give thanks to God for all of those who serve in official calls as deacons in our church. Each year the ELCIC National Office develops resources for Diaconal Sunday, which are available here: <https://www.elcic.ca/diaconal-Sunday.cfm>.

The ELCIC National Office has developed several Racial Justice workshops. Workshop 1 - on awareness, common language, self-identity and a history of racism in Canada - was first piloted with Task Force members in February 2023. This was in preparation for the session one to be presented to NCC in March 2023. Workshops sessions 1 and 2 were made available to all ELCIC members in November, 2023. Two more sessions are planned for Spring, 2024.

The ELCIC website now has a new Diversity, Equity and Inclusion website page, which can be found here: <https://elcic.ca/diversity-equity-and-inclusion/>.

Several Deepening Understanding for Intercultural Ministry (DUIM) workshops have taken place in the last year. In March 2023, a residential five-day program was held in Hamilton. A second session was held in the Synod of Alberta and the Territories in July 2023. Two more sessions are currently being planning for spring 2024.

Compassionate Justice

On October 7, with the horrific attacks carried out by Hamas against Israel and the subsequent war on Gaza, the context in Palestine and Israel has changed painfully and dramatically. The ELCIC seeks to accompany the Evangelical Lutheran Church in Jordan and the Holy Land (ELCJHL) and to advocate for peace. You can find updates, statements, and resources on the Crisis in the Holy Land section of our website: <https://www.elcic.ca/holy-land/>.

The most recent statements are:

- Dec 14: full communion letter to the Prime Minister in support of UN ceasefire demand
- Jan 24: a global call to stop arms transfers to Israel and Palestinian armed groups by civil society organizations.
- Feb 1: full communion letter to the Prime Minister on the ruling of the International Court of Justice.
- Feb 5: a Canadian call to stop arms transfers to Israel and Palestinian armed groups by civil society organizations. Project Ploughshares offered leadership for this initiative.

We have launched an Emergency Appeal for our partners in the ELCJHL with the goal of raising \$263,000 to cover one month of expenses for the ELCJHL. <https://www.elcic.ca/2023/11/03/elcic-emergency-appeal-for-our-partners-in-the-evangelical-lutheran-church-in-jordan-and-the-holy-land/>.

In January 2024, I was asked to visit our partners in the ELCJHL by Bishop Azar as a sign of solidarity. While I was there, we issued a joint statement:

Reports of National Bishop & Canadian Lutheran World Relief

<https://www.elcic.ca/wp-content/uploads/2024/02/2024-01-31-Joint-Statement-ELCJHL-and-ELCIC.pdf>

Each year on the first Sunday in February, we lift up Global Mission Sunday. This annual emphasis affirms the importance of Global Mission in the whole ministry of the ELCIC. Global Mission is one way the ELCIC is able to grow and strengthen relationships with its partner churches. This year, we lifted up particular emphasis on our partners in the Evangelical Lutheran Church in Jordan and the Holy Land (ELCJHL) and how they have been affected by the Israel/Hamas war. I created a sermon for the Sunday, and a new video was created with highlights from my travels in January 2024 to the region. The sermon, video and additional resources for Global Mission Sunday can be viewed here:

<https://www.elcic.ca/global-mission/global-missionsunday/>.

On behalf of the church, my role as National Bishop includes writing to leaders and speaking out on important areas of advocacy. Some of the letters I have recently shared, include the following:

- November 29, 2023: I joined church leaders in a letter to the Prime Minister following the World Council of Churches statement on climate justice
- November 3, 2023: I joined church leaders in a letter to the Minister of Environment and Climate Change
- October 4, 2023: myself and MNO Synod Bishop Jason Zinko sent a letter to Premier-designate Wab Kinew following his recent election as the first First Nations leader of a province in Canada
- September 5, 2023: I joined church leaders in calling for a search of a Manitoba landfill.

All of these letters and more can be viewed on the National Bishop Messages and Statements page of our web-site: <https://www.elcic.ca/partnerships/messages-and-statements-from-elcic-national-bishop-susan-c-johnson/>.

In closing, I want to thank you for the many ways that you as individuals, congregations, ministries, and as a synod have contributed gifts to the life of our church. We hope that you have also received the work of the National Church as a gift to further our shared ministry and mission in the gospel.

Yours in the name of the living and loving God,



Rev. Susan Johnson
National Bishop, ELCIC



Reports of National Bishop & Canadian Lutheran World Relief



Canadian Lutheran World Relief

Reports of National Bishop & Canadian Lutheran World Relief

Greetings, on behalf of the Board and staff of Canadian Lutheran World Relief, on the occasion of the 2024 Eastern Synod Convention! We are proud to be partners in ministry with the ELCIC, in mission for others, as together we respond to God's love in Christ by serving others.

We are continually inspired by all of you throughout the Eastern Synod for your commitment to the work of justice and peace, and your incredible generosity. It's my honour to offer you this report on our recent work — because this is ultimately a report on the good that you have made possible. As the world faced disaster, war and growing hunger, you responded with urgency, generosity and faithfulness. I'm pleased to report that the last few years at CLWR have been characterized by healthy budgets and growing support, including a new high mark last year of over \$17m in revenue. This incredible result is only possible because of the support of congregations like yours.

HUMANITARIAN RESPONSE

Your faithful support has meant our partners around the world have been able to respond immediately when communities face catastrophe. Over the last years, millions have been displaced by the war in Ukraine, and tens of millions more were affected by flooding in Pakistan and the earthquake in Türkiye. And now, the crisis in Gaza has pushed millions into crisis. Closer to home, families in B.C. struggled to recover from the devastating floods at the end of 2021. With your partnership, families facing disaster are receiving food, clean water, shelter and supplies, plus care for trauma. Through Lutheran World Federation and the ACT Alliance, CLWR has local partners in each of the affected communities who can make sure we're first on the scene, then guide our response to make sure we're responding with exactly what people need. In our 2023 fiscal year, we responded to crisis in Central African Republic, Ethiopia, Myanmar, Pakistan, South Sudan, Uganda, Ukraine, Venezuela as well as in Canada, sharing hope and tangible relief with a total of over 200,000 people.

FOOD SECURITY & LIVELIHOODS

After decades of progress, hunger is on the rise again. Years of historic droughts and increased weather variability have pushed millions to the brink, and some of the hardest hit are the small-scale farmers who feed so much of the world. Together with Canadian Foodgrains Bank, CLWR gives families the food they need today plus the skills and supplies to grow their own food — and food for their communities — tomorrow. With your support, we're working with small-scale farmers to improve their food production and increase their incomes through the provision of agricultural and marketing training, constructing irrigation systems, protecting watersheds and preventing soil erosion.

This includes a significant new undertaking around the Lake Chad basin, in Chad and Cameroon, where an ecosystem that supported life for millennia has unravelled in recent years. In consultation with hundreds of families there, we've just launched an initiative called Nature-Based Solutions which is being carried out alongside thousands of local farmers as we restore land, reforest, push adoption of sustainable farming and water management practices, and

include voices that have been left out. We expect that in the 2.5-year lifetime of this project, over 128,000 people will benefit directly from an improved ecosystem—with better nutrition, water access, crop yields, and sustainable futures—and an additional 640,000 people will be able to live and work in ecosystems that will have been restored.

EDUCATION

Conflict and disasters disrupt the education of vulnerable young learners worldwide. In the West Bank, women have far fewer opportunities than men to find employment, and the opportunities that do exist are difficult to access. For women with disabilities, the situation is even more difficult. Your support is giving children access to education in a safe, supportive environment. And through our five-year project called GRIT, with the support of Global Affairs Canada, you're giving Palestinian women technical and vocational training so they can secure their own futures and financial independence. Even now, as the war in Gaza has caused significant new instability in the West Bank, our partners in LWF-Jerusalem and local colleges are doing everything they can to support students and maintain this vital program. In February, the project was honoured with one of the inaugural Development Impact Awards from the Manitoba Council for International Cooperation.

REFUGEE RESETTLEMENT

In 1946, CLWR was created to help people displaced by the Second World War. Our commitment to refugees continues to this day through refugee resettlement. CLWR is a Sponsorship Agreement Holder with the Government of Canada. Through CLWR, congregations and groups are able to sponsor refugees from abroad and help them build new lives in Canada. In our 2023 fiscal year, 220 people went from refugee to Permanent Residents in Canada thanks to Lutheran churches and community groups across the country! Our thanks to the dedicated congregations and individuals across the Eastern Synod who make this ministry possible.

At the time of your last convention, we were in the midst of CLWR's 75th anniversary, which we celebrated in 2021. At the time, there was great uncertainty about what the pandemic would mean for our work, but you quickly showed us that whatever happened, you would not forget those we serve around the world. Throughout our 75th year, we saw the same spirit of generosity and sacrifice that birthed this movement and has sustained CLWR for all these decades. Seeing a world in crisis, you responded. It's because of that generosity that we are now able to offer a report of hope and to tell you that your partnership has truly made a difference.

Your partnership has been vital, and it has been truly-life saving. In each of these emergencies, this community of Lutherans and friends in Canada has responded immediately, and in doing so you have saved lives. And crucially, you have allowed us to continue the rest of our critical ongoing work to provide hope, help communities secure their long-term access to food and water, and challenge the oppression that marginalizes and restricts so many. We are also

Reports of National Bishop & Canadian Lutheran World Relief

especially excited about a recent new initiative called Welcoming the Stranger, which is a partnership CLWR negotiated directly with the UNHCR. Through this effort, we were able to establish a unique relationship which allowed us to facilitate the arrival of a first sponsored family from the US-Mexico border.

YOUR KINDNESS AT WORK

Because of your kindness, there are so many *good news* stories happening in our world. They may not make the news, but as communities have faced the threats of conflict, disaster and climate crisis, your support has changed lives and shared hope.

In 2023, inspired by the generosity of congregations across Canada, our Board authorized the launch of the Apple Tree Fund, a new long-term impact fund for major church and individual gifts. Through this donor-designated fund, the first 1/7th of a gift will have an immediate impact, while the remainder will be invested and allowed to grow and then used over seven years, ensuring long-lasting and significant impact.

This report offers only the smallest glimpse of the impact your partnership has made in these last years. We take such inspiration from the steadfastness of your compassion and your faith, and it is our prayer that this report might offer a little encouragement in return. I hope that during this gathering, you will visit our display to hear the real stories of the impact your generosity has made.

Our thanks to Bishop Mike for years of faithful leadership and partnership in mission. We also thank the special individuals from your Synod who have served on our board in recent years, including Pauline Klemencic, Reverend Doug Reble, and Reverend Adam Snook. And our thanks to all the pastors, deacons, lay leaders and congregations of the Eastern Synod for your partnership in ministry. May God bless this gathering, and may God bless your ministry.



Karin Achtelstetter
Chief Executive Officer – Canadian Lutheran World Relief



Section 4

Reports of the Bishop, Vice Chair and Ministry Areas




















Report of the Bishop



Report of the Vice Chair



Ministry Area Reports

-  Atlantic
-  Central Toronto
-  Georgian
-  Grand River
-  GTA East
-  GTA West
-  Huronia
-  Montreal
-  Niagara
-  Nith Valley
-  Northern
-  Ottawa
-  Ottawa Valley
-  Seaway
-  Thames
-  The Bay
-  Two Rivers

Reports of the Bishop, Vice Chair and Ministry Areas

Report of the Bishop

Reverend Dr. Michael J. Pryse

Report to be distributed at Assembly.

Report of the Vice Chair

Laurie Knott

Thank you. Two simple words seem insufficient to express my appreciation for the opportunity to serve as the vice-chair of the Eastern Synod.

As vice-chair, I have seen firsthand the value of working together as a synod. We have supported each other, encouraged each other and at times, challenged each other as we work to fulfil God's mission in this world. It is the same with our global companions – the Evangelical Lutheran Church of Jordan and the Holy Lands (ELCJHL) and the Evangelical Lutheran Church in Guyana (ELCG). We journey together in our work.

My work has been enriched by my colleagues. A special thanks to my fellow officers – Bishop Michael Pryse, Rev. Wendell Caron Grahlman and Keith Myra. It has been a joy to work with so many people across the synod including Martin Luther University College. I am grateful to the members of synod council, the Personnel Committee and the synod office team – Pastor Doug, Pastor Adam, Pastor Christie, Mandi, Pastor Jennifer, Rafael, Liz, Cindy, Danielle and Venia. Thank you for your commitment to the work and sharing your gifts of ministry.

Our context continues to evolve and change. The work of the church continues! I look forward with great anticipation and hope! Thanks be to God!

Reports of the Ministry Areas

Report of the Atlantic Ministry Area

Atlantic Ministry Area Dean
Rev. Dr. Kimberlynn McNabb

God's grace and unconditional love call us to be a diverse inclusive community that celebrates all and upholds life-giving relationship. -ELCIC Vision statement

The Atlantic Ministry Area lives the vision of the ELCIC on the East Coast in three diverse geographical regions: the province of New Brunswick (NB), Lunenburg County (LC), and Halifax Regional Municipality (HRM). We participate in the vision of our ELCIC through Synod's Strategic plan.

Before all else there is gratitude. We give thanks for the ministry of congregations, especially those celebrating significant anniversaries: 250th Anniversary – Zion, Lunenburg, 2022 and 170th anniversary – St. Paul's, Bridgewater, 2024.

Take note that in this report individual congregations are not named, rather, ministry highlights are given by geographical region. This is a written attempt to embrace God's ministry in our regions and understand ourselves as a Lutheran presence working together – a church that is more than any one building or community.

The Atlantic Ministry Area lived into the Strategic Plan of the Eastern Synod by:

Provide Vision, Leadership and Support to the Synod Community -Eastern Synod Strategic Plan
Identify, encourage and support new forms of ministry.

The following projects accessed Synod Ministry Grant money;

- "Walking the Hours: A Creative Retreat" – In partnership with Camino NS, Atlantic School of Theology, this weekend retreat provided space for creative work directed and held by the rhythm of walking, silence, and the traditional hours of prayer.
- "1001 Lights" – In partnership with St. Francis Xavier University Art Gallery, an art installation and event that immersed participants in an experience of Jewish Shabbat candles.

LC

- Creation of a prayer labyrinth in a church garden that is open to the wider community.
- "Fed and Nourished" - a monthly community supper that is vital to the social infrastructure of the County, so much so, that the MLA acknowledged this outreach program in the provincial legislature.

NB

- Vacation Bible School– An event by the church for the wider community that strengthened community bonds, built relationships with parents, and engaged 40 young people.

Assist congregations in strengthening viability and asking the hard questions, and encourage them to act decisively.

- Workshop: Discerning Where the Spirit Is Leading. This Area event invited Rev. Jennifer Hoover to facilitate a day of conversation and work, wrestling with redevelopment, resource management, and leading congregations through a discerning process.
- Lunenburg County Parish – one church, 20 campuses. Several factors have made it an auspicious time to embrace a unique model of shared ministry in this region. Initial steps have been taken to enter a life-giving way to be church.
- Worship – Various congregations embraced renewed and creative worship that included music that is acapella, guitar, or fiddle; used the hymn library (YouTube video) by Tim McNabb; accessed weekly church by Area church’s YouTube or FB Live services.

HRM

- Welcomed and received Lutherans from Tanzania, Eritrea, Ukraine, India, Columbia, Western Canada, newly posted Armed Forces members, and others from Iran or by invitation from friends.
- Witnessed healthier Sunday school and a shared confirmation class.

Connect the Synod Community with the Wider Church through Effective Partnerships

- Local non-profit organizations include Area churches in their collection of items to help with their ministries. One of the Area’s favourites is “Undies Sunday” where underwear is collected for Souls Harbour Mission (helping those precariously housed or on the street)

LC

- Year-round overnight Shelter - Partner NS Government/South Shore Open Door Assoc.
- Food programs: offering space for Community Cafés, supporting Food Equity Program
- Participating in Interchurch councils and ecumenical conversations; including a town wide Lenten Café themed, “What is the future of churches in town?”
- Management and running of events at community hall (benefited the community, CLWR, church)

NB

- Campus Ministry – provided food and comfort stations during exams and study week. Along with ecumenical partners the Area supported the presence of a chaplain on campus at St. Thomas/University of NB

Live as a Healthy Synod

To provide synodical leadership and resources in support of social justice initiatives, such as racial justice and reconciliation with increased emphasis on climate change.

Reports of the Bishop, Vice Chair and Ministry Areas

- The Area hosted two justice events - one sponsored by the Racial Justice Committee; the other a Justice Sing (accompanied by hymns in *All Creation Sings*)
- Refugee sponsorship – an upcoming application with partners NB and LC.; an ongoing application (soon to arrive) HRM and South Grey Parish, ON; and the arrival of a family of four.
- A number of churches have put in, or are considering, heat pumps in partnership with Efficiency NS; other green initiatives include exploring solar panels, wind project buy-in.

LC

- Speaker series – Rev. David Maginley on near death experiences, Rev. Carla Blakley on gender diversity and the Bible.

The logo for this year’s assembly expresses how we feel as a Ministry Area.

We are an Area cradled in God’s hand, where the Spirit is flowing. As seasons change, we too are changing! There is excitement and hope and willingness.

As a Ministry Area we pray: ***God, Let there be greening! Amen.***

Report of the Central Toronto Ministry Area

Central Ministry Area Dean
Rev. David Tin

Bless the Lord: Congregations and ministerial have picked up a new momentum and life as we exit “COVID” in the past 3 years. Bishop Pryse has been a great shepherd throughout these times. The regular “Rostered Leader Check-in” virtual meetings were invaluable.

About two years ago, with the projected congregation and clergy stat for the next 5-10 years being shared from the synod office, congregational leadership and clergy have been more intentional in reflecting about the post-pandemic church. Good vibes of “let’s work together” have emerged.

Lutheran Presence in Toronto: Congregations of the same ethnic background or geographical area have entered into a variety of ministry partnerships in the first year. In the second year, congregations have come together for a discussion of reinventing themselves into version “2.0”. Under the leadership of Pastor Pamela Korman, St Ansgar had invited the ministry area to discuss organizational partnerships, sadly, without success; St Ansgar disbanded in 2023. Advent has picked up from where St Ansgar left off. In June and October 2023, congregations and clergy were gathered again to continue imaging and formulating plans. Clergy have taken up the momentum in the ministerial and focus the discussion about “Lutheran Presence in Toronto.” Through discussion and some solid hard work, the clergy have submitted a proposal of cooperative work in the property of St Ansgar to the Synod. Rhenish and Toronto Chinese have entered into a “One Church Two Campus” ministry model. These congregations

Reports of the Bishop, Vice Chair and Ministry Areas

have emerged into a stronger and intentional ministry partnership and continue to discuss the next step in organizational partnership. We learn from one another in our practices of community outreach, building partners with the community and preparing applications for government fundings.

Welcome Initiative: The demographic in Canada has changed significantly with Canadian public policy “Life Boat” (permanent residence pathways for Hong Kong residents) and “CUAET” (Canada-Ukraine Authorization for Emergency Travel). Eastern Synod has begun the “Welcome Angels” ministry, which has now been adopted by the National Church as a welcome church initiative. Central Toronto area is the hub of this ministry serving across Canada overseeing Lutheran churches and Christian partners. The hope is that we welcome all newcomers into Canada, into our congregations, into our communities, into our neighborhoods, into our workplaces, into our schools, and into our homes.

Recognizing Our Diversity: The congregations in Central Toronto Ministry area are the most diversified in ethnic background in ELCIC. Our diversity is more than our race, language, color, food, and costume. We are also blessed with the presence of our Moravian siblings in ministry. In the past years, we have been intentional in learning about our diversified needs, challenges and church modelling from our Swedish, Danish, German, and Cantonese brothers and sisters (by the way, Mandarin and Cantonese congregations are not only different in dialect.) I hope we can continue to hear from all our diversified congregations. One common reality for these congregations is pastors are called from their homeland. We will continue to reflect on this practice for the future of our ethnic congregations. With my personal background, one thing for sure, with the influx of over 100,000 new arrivals from Hong Kong between 2022-2026 mostly in the age group of 20’s to 30’s, the need for Cantonese speaking congregations and clergy would be strong.

The Process of Preparing: Hats off to Bishop Pryse and the Synod Council, the process of preparing the church as we come together for the election at the upcoming assembly is highly appreciated. These words summarized the feedback from clergy and congregants. The leadership of our Synod has led us in preparing for exiting the pandemic, for facing the status quo of our congregations, and for election in this assembly. It is hopeful that we will layout pathways to prepare for our diversified need in lay leaders and clergy for this millennium.

I would like to say thank you for the faithful service to Andrew Slonetsky, David Berg, and Pastor Mavis Fung. Thank you for the energy and excitement of my clergy colleagues. You have empowered me. Let’s continue to imagine and be creative toward the “Lutheran Presence in Toronto.”

Report of the Georgian Ministry Area

Georgian Ministry Area Dean
Rev. Heather Spencer- Stoltz

Greetings from the beautiful and diverse vistas of the Georgian Ministry Area, traditional land of the Chippewa/Saugeen First Nations people, stretching from the farmlands in the south, to the shores of Lake Huron in the west, the shores of Georgian Bay in the east, and the natural splendour of the Bruce Peninsula in the north. This is truly God's Country!

The GBMA is a busy and happening place, where God's people gather to worship, serve, play, discuss, plan, lament, and grow. There is a gracious, vibrant and welcoming cooperative community when we all get together, and individually each congregation strives to be a beacon of hope and light to those who attend church and the communities beyond the walls. Here's a very brief snapshot of some of what's happening here:

St. Paul's Listowel and Wallace Township (Rev. Ralph Dwarika)

Like most congregations, we continue to suffer from the effects of Covid.

However, we have resurrected a number of programs and things are going well.

At St Paul Listowel we are excited about celebrating our 150th Anniversary. We have several projects on the go to celebrate this momentous occasion.

Trinity, Ayton (Rev. Kevin McLeod)

Trinity has taken up the idea of making the church into a community hub of activity. We have had a number of food drives to help local families in need. We are working with partners in the business community to round out the hampers with seasonal food items and grocery vouchers.

Trinity's strategic planning and outreach committee also decided to become one of the depots for the Good Food box program in the area. The congregation is also renovating its kitchen so that it meets health unit standards for preparation and serving of food.

South Grey Bruce Lutheran Parish (Rev.) Pam McNeil:

St. Matthew, Mildmay, St Paul Neustadt and St Paul's Normanby. Together they support a growing ministry to alleviate food insecurity. The parish has also been successful in raising the funds to help a refugee Eritrean family relocate to Canada. We await word on their final preparations. The parish worships together each Sunday and attend regardless of which church holds the service.

Individually, the three congregations are unique. **St Paul's Normanby** rents worship space, recognizing this is not sustainable. They've engaged a consultant to help them determine 'what might be next'.

St Paul Neustadt members contribute the education leaders of the parish. Two families live into this call with energy and dedication in leading the Friday night church school and youth group. More than half the children are from other denominations. The congregation runs successful fundraisers and takes initiative in planning unique opportunities for worship and ministry. (picnic in the park, CLAY, Sunday school on Friday night, creating space for a food pantry)

St Matthew Mildmay supports adult learning and new ventures. They are curious and eagerly participate in Bible Study programs. More than half the Bible Study participants are invited by St Matthew's people and are from other denominations or traditions. They are the only congregation in Mildmay with a full-time pastor.

Trinity Walkerton is also served by Pastor Pam and is experiencing typical decline in numbers, but their heart is strong. They continue to be a major supporter of the Walkerton food bank and a missionary outreach program. A new program of communion visitors has started and have begun regularly bringing communion to the shut-ins. Trinity is involved whole-heartedly in ecumenical activities in Walkerton. The congregation has begun exploring the process for closing as a congregation and looking at a list of options to the congregation. Our hope and prayer is that the community of Lutherans in this area continue to share mission, explore new vision, and work together as one body.

Elmwood-Brant Parish Interim Pastor (Rev.) Catharine House

St. John's Elmwood and St. Peter's Brant have come through a difficult time over the past two years but are working together at rebuilding strength and re-imagining their place in the Georgian Ministry Area and the wider church. We use a team approach to worship leadership, with one ordained pastor, (part-time interim) who leads communion service once a month in both congregations, and lay leaders for the other services, two are regular each month, and we have others who rotate through the remaining services. We also share our musicians. It has provided us with both variety and consistency and is appreciated by our members. We have a shared confirmation class with St. Matthew's Hanover, led by Pastor Lori and Pastor Catharine.

Faith Port Elgin. (Rev.) Dar Rath

Faith has special Sundays such as Gospel Music, Healing services, Pet Sunday and services where the teens organize and say readings and sing the psalms. Two young teens were confirmed this year, a wedding was celebrated in a local hospital with one of Faith's granddaughters being the bride. It was a special day for all.

New members continue to join Faith, and the congregation seems to be growing in numbers of those returning after the COVID isolation.

Faith is very involved in the community and local ministerial. Community suppers and generous support is given to the local food bank; Faith also supports a water project for indigenous people in the north. The congregation has helped the Ukraine people with financial support as well as quilts and jackets and hats etc. when they arrived.

St Mark's Chesley and St James' Williamsford (Rev.) Ed Wagner *(a two-year trial of shared ministry between these two churches has been put on hold as they discern God's plan for the future.)*

St James' averages about 25 worshippers on Sunday and is a slightly more aged congregation: the majority of regular Sunday attendees now in their 80s, and no families with young children yet. The parish still misses its pre-COVID days when a typical Sunday included a few such families with musical children and a regularly performing jug band. But it is aware that it remains the only Christian community in the village of Williamsford, and is engaging outreach there by helping to fund the Chatsworth food pantry, greeting Williamsford new-comers with a "welcome basket", offering community meals, and ringing its tower bell not only at various times during Sunday and other worship, but also for villagers who have died, one toll for each of their earthly years.

St. Mark's has about 25 attendees on a Sunday, among whom are several families who bring their young children (ages 2-7) regularly to worship, especially on the two Sundays a month St Mark's offers Godly Play sessions. Through its very active Shepherd Program, St Mark's continues as a major component of the ecumenical Chesley Christian effort offering a "hand up" to local people in need. The St Mark's weekly YouTube ministry is flourishing, and Sunday attendees (and the parish as a whole) remain enthusiastically supportive of accommodating the style and technology required by broadcasted public worship.

The LAAMB (Rev. Janaki Bandara) has been very busy over the past year, as the congregations emerged from pandemic with considerably less energy and fewer members. In Wiarton, where **St Peter's Lutheran and Trinity Anglican** work together from one building, fairly early in 2023, questions of legacy were asked. That led to a lot of visioning and discernment as the year proceeded resulting in explorations regarding the possibility of housing on the church property. A likely partner has stepped up, and a Memorandum of Understanding has been signed to formally examine goals of the congregations and the partner, to see how this project may move forward. This initiative has given the congregations new energy and formed the basis for a Wiarton ecumenical study on housing for Lent 2024.

Explorations of vision and discernment have also been done at the **Anglican** congregations in this appointment. At **Howdenvale** and **Tobermory**, the congregations are trying new things (extended worship season and Summer in the Spirit, respectively). At **St Peter's by the Lake**, the congregation discerned that closing their doors, and making the proceeds of sale of this location available to the other congregations for continuing and strengthening their ministry was the best stewardship option. We are thankful that we are a resurrection people, who believe in new life emerging from death.

Our hopes for the GBMA are for ongoing conversations and engagement to see how we can best share resources, ideas and support each other. Our Wiarton congregations hope to join St Matthews Hanover for a possible field trip to KW area, to see how missional redevelopment for housing has been done at churches in that neck of the woods.

St Matthew's, Hanover (Rev. Lori Pilatzke) ~ serving God, living Christ, loving neighbour

There is no time like turning 150 years old to reimagine being the body of Christ in our community! A 'revisioning team' has been organized to lead us through exploring our neighbours and communities to live, laugh and learn together. How are we able to share our bounty of assets with others in need? St Matt's is partnering with LAAMB as they move forward in redevelopment offering prayer, support and encouragement and a field trip to explore other redevelopments. St John's/St Peter's – Elmwood/Brant and St Matt's have partnered up to do confirmation together and we hosted the GBMA Women's Spring worship and fellowship day. We are always looking forward to opportunities to serve, live and love with others.

And so, as you can see, the Georgian Ministry Area is alive and vibrant and welcoming. The resurrection is God's way of revealing to us that nothing that belongs to God will ever go to waste. What belongs to God will never get lost. How will it be? How will it look? We're not always sure. But of this, we can be sure: love is stronger than death. The Spirit is present wherever people live by love, witness to the truth, act in solidarity, and practice compassion. Come and visit us here in the GBMA!

Report of the Grand River Ministry Area

Grand River Ministry Area Dean
Rev. Heike Toeller

The Grand River Ministry Area consists of congregations, situated in Guelph, Kitchener and Cambridge. The Ministry Area is situated on the traditional land of the Haudenosaunee, Anishinaabe and Chonnonton Peoples – land which is protected by the Haldimand tract to the Six Nations, Treaty 4.

The following congregations call the Grand River Ministry Area their home: All Saints Lutheran Anglican Church, Guelph (Rev. Brian Wilker), St. Paul's Lutheran Church, Bridgeport (Rev. Mario Hryniewicz), St. Matthews Lutheran Church, Kitchener (Rev. Carey Meadows-Helmer, Rev. Sebastian Meadows-Helmer and Deacon Scott Knarr), St. Peter's Lutheran Church, Kitchener (Rev. Mark Ehlebracht), St. Stephen's Lutheran Church, Kitchener (Rev. Richard Schwass), St. Luke's Evangelical Lutheran Church, Kitchener (Rev. Heike Toeller), St. Paul's Lutheran Church, Cambridge (Rev. Stephen Weber), St. Peter's Evangelical Lutheran Church, Cambridge (Rev. Laura Sauder).

In September and October 2022 we welcomed Rev. Mario Hryniewicz and Rev. Laura Sauder to our Ministry Area. Rev. Laura Sauder was installed as the new Pastor of St. Peter's Evangelical Lutheran Church, Cambridge on November 21, 2022. On February 11, 2024, St. James Evangelical Lutheran Church, Mannheim celebrated their Service of Leave Taking. The congregation joined Trinity Lutheran Church, New Hamburg and therefore left the Grand River Ministry Area. Rev. Stephen Weber has

announced his retirement. His ministry at St. Pauls Lutheran Church in Cambridge will conclude in May 2024.

Over the past years active rostered leaders meet on a monthly basis, either on ZOOM or in-person. These meetings are to foster collegiality, to celebrate high points in life and ministry as well as give mutual support to one another. Coming out of the Pandemic and facing new and different realities in our churches, all of the congregations in the Grand River Ministry Area are engaged in a process of reimagining the church, may it be through property re-development or deepened community connections and/or collaborations with other organizations. Therefore, in our active rostered leadership meetings we listen to each other, look for opportunities to collaborate or share resources, and get inspired by the experiences of others in this visionary process. Retired clergy are meeting once a month at St. Luke's, Evangelical Lutheran Church under the leadership of Rev. Stephen Larson.

Together with Two Rivers Ministry Area we facilitated a joint meeting with Mirko Petricevic, Director of Communications and Public Affairs at Martin Luther University College as our guest speaker, in regard to responsible use of social media in our congregations. Rev. Doug Reble was invited to present the current state of Interim and Shared Ministries in our area. Highlights have been our joined 'Checking In – Thinking Forward' meetings in 2023. For Part 1 clergy and lay leaders from Two Rivers and Grand River met at St. Paul's Lutheran Church in Bridgeport. The meeting was facilitated by Rev. Doug Reble, Rev. Adam Snook and Rev. Jennifer Hoover, sharing statistics about future prospects of our churches in both ministry areas. Part 2 took place as 'Global Café Workshop' at St. Matthews Lutheran Church and was facilitated by Rev. Sebastian Meadows-Helmer. An inspiring and encouraging discussion between congregations took place. Part 3 facilitated by Rev. Jennifer Hoover is supposed to take place in May 2024 with a focus on community connections, community hubs, and forms of collaborations.

We have seen different congregations working together in different ways: St. Matthews and St. Paul's, Bridgeport are celebrating Lenten Midweek Services together; now in their second year. In 2024 St. Matthews, St. Luke's and St. Paul's celebrated a meaningful Easter Vigil together. There is still the possibility of joining for Confirmation Workshops, albeit due to a lack of confirmation students this hasn't taken place in the last few years. 'Feather and Cross' is another successful joint project, providing a safe space for our congregations to learn about Indigenous practices and ways of life. Many of our congregations have been involved in 'Bridges VBS' and provided videos for their Summer Vacation Bible School. Unfortunately, due to a lack of registrations, Bridges VBS didn't take place in 2024.

Heartfelt thanks to the Grand River Leadership Team, namely Shirley Mitchell-Grumme (St. Paul's, Cambridge), Jan Hansen (St. Stephen's), Ron Roeder (St. Matthews) and Bob Bitton (St. Paul's). Thanks to the Leadership Team we celebrated our 4th Annual Grand River Ministry Area Picnic at St. Luke's in June 2023. It was wonderful to get together for the first time after the Pandemic this way.

Many thanks to all leaders, volunteers, disciples in our congregations. You are the hand and feet of Jesus in our communities. Your love for your church, your willingness to give time and talent is highly appreciated.



Reports of the Bishop, Vice Chair and Ministry Areas

Report of the GTA East Ministry Area

GTA East Ministry Area Dean
Rev. Ronnie Smith

Greetings Eastern Synod,

I have recently been appointed to Area Dean for GTA East and I have a lot to learn about the role, duties and expectations. Please bear with me.

To my knowledge, since the last report there have been a few changes;

- 1) We have closed down Christ the King in Whitby;
- 2) Pastor Charles Nolting is the new pastor at Christ Evangelical Lutheran Church in Peterborough, replacing Pastor Scott Schellenberger.
- 3) Pastor Dennis Becker has retired, a call process is ongoing.
- 4) Pastor Jordan Smith has moved on from Interim at Epiphany Lutheran Church in Scarborough.
- 5) Pastor Ronnie remains at Peace Lutheran Church.

Between COVID and all of the ministry changes there have not been any clergy meetings in GTA East in recent years.

Peace be with you.

Report of the GTA West Ministry Area

GTA West Ministry Area Dean
TBD

No report submitted.

Report of the Huronia Ministry Area

Huronia Ministry Area Dean
Rev. Martin Giebel

With just three congregations, we continue to be the smallest ministry area within the Eastern Synod. We also are a bit removed from other Lutheran congregations which would make it somewhat difficult for us to join other ministry areas. Two of our congregations also are Lutheran-Anglican which adds another layer of “extravagance”.

We continue to support one another as clergy. All of our churches are involved in forms of social ministry. Still not the same after Covid, we continue to help each other out with special services. We

have not yet found a regular pattern of meetings and not yet found our way back to meeting with lay ministers as we did before 2020.

We have not yet found common activities as we used to before 2020.

St. David Anglican-Lutheran is going through a vacancy right now, looking for a new minister in very much changed times. May God bless the efforts and sustain the ministry of St. David!

It remains to be seen if and how we will continue as a separate ministry area. We are receptive to change.

We continue to give thanks to God for being part of the Eastern Synod. We remain very grateful for the support and leadership of the Eastern Synod in the past and pray for our new leaders to be elected at Synod Assembly.

I feel humbled to continue to serve as Dean and remain thankful to my sisters in faith, Lori Pilatzke (formerly at St. David, Orillia) and Ann Krueger (Westside, Barrie).

Report of the Montreal Ministry Area

Montreal Ministry Area Dean
Rev. James Slack

Salutations de vos sœurs et frères du Grand Montréal.

With the closure of Chinese in 2021, and St. Paul's in the spring of 2023, we are now seven Eastern Synod Lutheran congregations in and around the city of Montreal.

Much of our work is coordinated through the Montreal Lutheran Council, in which ordained and lay leaders meet five or six times a year to plan shared ministries. Carol Meindl is currently serving as our Chair.

Since the onset of COVID Zoom has allowed us to hold several Bible studies, including a recent series *A Land Called Holy*.

An annual picnic is held at the end of August. After several years of COVID disruption almost 100 of us met outdoors in 2023 with the rector and members of St. James Anglican Church in Hudson, where we worshipped, enjoyed lunch, and played a few games together. A raffle of donated gifts raised almost \$200 for Canadian Lutheran World Relief.

Carol Meindl also serves as our member of the Christian-Jewish Dialogue of Montreal. An annual commemoration of the Shoah (Holocaust) is often held in a local Christian congregation. Events in Israel and Gaza since October 7 have heightened tensions among members of the Dialogue.

With the retirement of the Rev. Eric Dyck, the call process led to the Rev. Katherine Gohm being installed to service at St. John's of Montreal in November 2023.

As the dean I have continued to sit with the Anglican Diocesan Council, and attend many of their Synods. Attendance at Clericus meetings and the annual silent Lenten retreat have also served to bear witness to the partnership encouraged by the Waterloo Declaration.

In regards to the election of Synod delegates to the ELCIC Assembly, the Montreal Lutheran Council strives to "suggest" one local pastor and lay person.

Nous sommes vos partenaires dans le ministère.

Report of the Niagara Ministry Area

Niagara Ministry Area Dean
Rev. Bart Coleman

November 2021- The Rev. Julio Romero presided and preached at the installation services for Pastor Bart Coleman at St. Matthews, Welland and First Lutheran Port Colborne.

April 2022 Area churches held a confirmation retreat in April 2022 at Lutheran Church of the Good Shepherd, Niagara Falls.

November 2022: Area churches gathered for a Bishop's Table Talk at First Lutheran Port Colborne. Rev. Jennifer Hoover introduced concepts connected to redevelopment. Bishop Pryse presented statistical trends including pastoral vacancy rates, congregation amalgamation and redevelopment for congregations in the Eastern Synod.

November 2022: St Paul Lutheran Church, Niagara Falls permanently closed. St Paul started a second congregation during its history; Lutheran Church of the Good Shepherd.

June 2023 Rev. Julio Romero concluded his service as area dean. Rev. Bart Coleman began serving as dean of the Niagara area.

June 2024-The six congregations of Niagara will hold a worship service and barbecue lunch at First Lutheran, Port Colborne.

Report of the Nith Valley Ministry Area

Nith Valley Ministry Area Dean
Rev. Tanya Varner

The Nith Valley Ministry Area (NVMA) consists of twelve congregations in parts of Perth and Oxford Counties and the Region of Waterloo. The NVMA continues work to establish its identity and discern the mission that we share in this part of the Eastern Synod. In the Nith Valley Ministry Area, we seek to be **“Twelve Congregations – God’s love in action,”** through collaboration.

Significant Events in the NVMA

There are three working groups within the NVMA: the leadership team, the rostered leaders, and the area wide gatherings.

The leadership team meets 4-5 times a year, depending on the needs and requests of the wider area. Their ministry is to provide opportunities to bring the twelve congregations of the NVMA together for worship, fellowship, and learning. The leadership team members are: Margaret Harbinson, Heidi Van Schaik, Jane Thomas, Rev. Jeff Laustsen, and Rev. Barry Boeckner. I am grateful to work with this amazing team.

The rostered leaders meet monthly and consist of eighteen rostered leaders who are active, retired, or serving in interim positions. Our meetings focus on fellowship, study, worship, and support. Rotating our gatherings throughout the congregations, we also rotate sharing responsibility in providing worship and study topics.

Area wide gatherings – In June of 2022 – after pandemic restrictions had lifted, the NVMA gathered together for worship in the park in Stratford. Our worship honoured the lament of being socially isolated throughout the pandemic, as well as focusing on how the church would live into new realities following the intensity of the pandemic.

In 2023, we welcomed Pastors Doug Reble and Adam Snook from Synod Office to share with us statistical information relevant to our ministry area, number of rostered leaders eligible for retirement across the Synod in the next five years, number of new candidates for ministry, and the encouragement of conversations around shared congregations, in ministry and programming, via merger, or through amalgamation.

We have experienced several transitions in ministry in the past three years, welcoming new partners in ministry as well as giving thanks for the conclusion of ministries:

- Zion, St. Agatha ended its ministry on December 31, 2022
- Pastor Patricia Jackson ended her interim position at St. Matthew’s, East Zorra
- Pastor Leanne Darlington began three-quarter time at Zion, Philipsburg
- Pastor Don Nevile was appointed interim pastor at St. Matthew’s, East Zorra
- Pastor David Hammer resigned his call from St. James, Perth East

- Shared Ministry welcomed St. James, Perth East into their ministry. This ministry includes: St. James, Baden, St. Peter's, Milverton, and St. Paul's, Moserville
- Pastor Jennifer Hoover resigned her call to Bethany, Woodstock to accept the position of Congregational Redevelopment Advisor with the Eastern Synod
- Pastor Stephen Gross was appointed as interim at Bethany, Woodstock
- Pastor Rick Brown resigned from call at Trinity, Tavistock
- Pastor Hans Borch was appointed interim at Trinity, Tavistock
- Pastor Steve Hoffard accepted the call to Trinity, Tavistock

Report of the Northern Ministry Area

Northern Ministry Area Dean
Rev. Brad Mittleholtz

The eight congregations of the Northern Ministry area have much to offer the Eastern Synod in their commitment to the mission of God's church in the various places that they find themselves. We have many partners for which we are thankful for. Two of our parishes share ministry with the Anglican Diocese of Algoma, one is a new United-Lutheran partnership in Magnetawan served by the Rev. Sylvia Poetschke. Two of our worshipping communities, one in Sudbury and one in South Porcupine gather for worship in a local senior's home (long term care). Additionally, the two English Lutheran communities in Sudbury began sharing space in COVID. This arrangement continues at this time. Three of our congregations continue to offer worship services to an ever-aging Finnish-Canadian population and are very thankful for the connections and resources available to them from the Suomi Conference of the ELCIC as well as the Church of Finland.

During the last triennium we said farewell to the Rev. Charlie Nolting from New Hope Lutheran in Sudbury who accepted a call to Christ Lutheran in Peterborough; as well we uplifted the Elliot Lake/Massey community as their beloved pastor and priest the Rev. Henk Willems died in late 2021.

It was with joy that we welcomed the Rev. Enzo Pellini to Redeemer in North Bay, the Rev. Sylvia Poetschke to St. Paul's Magnetawan (along with Trinity United) and the Ven. Larry Armstrong (and Daisy his faithful canine companion) who serves Zion Massey and Faith Elliot Lake along with St. Peter the Apostle Anglican in Elliot Lake and Gowan Gilmour Anglican in the Sagamok First Nation.

Report of the Ottawa Ministry Area

Ottawa Ministry Area Dean
Rev. Martin Malina

Collaboration and cooperation

Collaboration in ministry continued in the last three years among Ottawa Area congregations. These included online and/or onsite formats for Confirmation ministry, weekly Prayer/Meditation groups, Lectio Divina/Bible lectionary group, Advent/Lent seasons midweek Holden Evening Prayer services, and shared outdoor worship services.

The congregations active in these collaborations are Faith Lutheran Church, Martin Luther Church, St Peter's/St John/Resurrection Lutheran Churches.

In the last three years, rostered clergy have continued in a shared cost program for an annual subscription to the online version of *Sundays and Seasons*, published by Augsburg Fortress. This collaboration has signaled a modest yet symbolic financial collaboration giving access to a wider leadership group in the Ottawa Ministry Area using quality worship-planning content consistent with our shared Lutheran liturgy.

Transitions since 2021

Rev. Joel Crouse currently serves Resurrection Orleans, St John and St Peter's. The Joint Service Committee of representatives from all three congregations continued to work in deepening ties in ministry together. In 2023 St John decided to amalgamate its financial and administrative function with St Peter's. Rev. Martin Malina continues to serve Faith alongside the retired Rev. Diane Raddatz as the Honorary Assistant Pastor. Rev. Chung Yan Lam serves All Saints Anglican Church in Westboro and continues to work on the racial justice committee of the Synod, and in ecumenical initiatives such as the Christian Council of the Capital Area. Rev. Judith Kierschke from the Evangelische Kirche Deutschland (EKD) achieved in 2023 the midway point in her term serving Martin Luther church. In April 2024, Rev Indra Skuja-Grislis was installed as the new pastor of Peace Latvian Lutheran Church.

Since last reporting, the Ottawa Ministry Area grieved the death of the late Rev. Dr. Barton Beglo whose funeral was conducted under pandemic protocol at St Peter's Lutheran.

Late in 2022, the Eastern Synod formally recognized a specialized ministry of *Jesus, the Only Way – Arabic Evangelical Mission* (JOWAEM), a group of Arabic-speaking Christians from Egypt, Syria, Lebanon, Jordan and Iraq that has been gathering in Ottawa since 2014. JOWAEM has made this transition to the ELCIC under the leadership of lay minister, John Sourial, also a member of Resurrection.

Over the last year, our congregations welcomed many newcomers to Canada, including recent arrivals who are Lutheran pastors from India and Democratic Republic of Congo: Bavani Rajan Joseph (ret.) and Rosalie Madika, respectively.

We continued to recognize and pray for our retired pastors residing in the Ottawa Ministry Area (in addition to those mentioned above): Rev. Ted Heinze, Rev. Stan Johnstone, Rev. Joanna Malina, and Rev. Silvia Zalts Sipolins.

Report of the Ottawa Valley Ministry Area

Ottawa Valley Ministry Area Dean
Rev. Bruce Thompson

The Ottawa Valley Ministry Area consists of 14 congregations primarily found in Renfrew County and points beyond: Maynooth and Denbigh in Ontario; Schwartz and Lady Smith Quebec. The Ministry Area is a blend of congregations found in rural and urban settings and is home to a large contingency of faithful Lutherans.

As the world changes, so has the Ottawa Valley Ministry Area since the last report.

Changes.....

The congregation of Bethlehem Woito Station Rd. decided to withdraw from their ministry agreement with Grace Rankin and St. Peter's Alice. Further then, decided to close. Trustees appointed by the Synod are handling the disbursement of assets.

St. James Renfrew sold their building and began renting space and worshipping at Trinity-St. Andrews United Church

Rev. Scott Schellenberger accepted a call to Zion Pembroke (2021)

Rev. Sue Neville accepted a part time call to Zion Pembroke (2023)

Rev. Norine Gullons resigned her call (2024) to St. Johns Arnprior and St. James Renfrew to begin her retirement.

Irene Churchill resigned from the Ministry Team (2024) and with sadness was called to the Church Triumphant in April 2024

Events.....

The Covid Pandemic precluded us from hosting many events. As the pandemic subsided and the world reopened, workshops and gatherings were planned. June 2022, an educational event was planned called. "Synod Comes to the Valley." Rev. Doug Reble and Rev. Adam Snook presented the more than 30 attendees from across the area with ideas on reengaging congregational life after the pandemic. A presentation was also made on the projected resources and health of the congregations for the next 5 to 10 years. This information included: pastors who are projected to retire and congregations that could possibly close. The material was shocking. The Fall of 2023, the Ministry Team once again planned a



Reports of the Bishop, Vice Chair and Ministry Areas

Reformation Service held at The Rankin Community Centre. Rev. Adam Snook was the guest preacher. Tickets were sold for a catered dinner. The event was another opportunity to build community. Plans for an educational event for this spring have been postponed due to the Assembly gathering.

I wish to thank the Ministry Area Leadership Team for their dedication, and enthusiasm in planning these events. The Team members include: Susan Autio, Irene Churchill, Susan Dupuis, Dennis Jensen, Delores Lemkay, Randy Zimmerling, and Rev. Norine Gullons. It is a joy and privilege to work with them.

The active and retired rostered ministers meet monthly at different churches throughout the area. It is a time for them to “check-in”, support one another, and share the activities of their parishes.

We continue to plan for learning, prayer and growth.

Report of the Seaway Ministry Area

Seaway Ministry Area Dean
Rev. Moses Prashad

St Luke’s Lutheran Church - Dunbar

St. Luke’s, Dunbar extends in-person weekly services over Zoom, via email and direct delivery. Our outreach ministries include monthly “Food-bank Sundays”, an annual “Hymnfest” service in support of the Community Food Share ministry, a “Give-Away-Yard-Sale”; our annual Global Hunger BBQ with all proceeds for CLWR (37 year total: \$37,661.05). In 2021 we celebrated the 40th anniversary of our organist and in 2023 the 40th anniversary of ordination of our Pastor. This year St. Luke’s celebrates the 150th Anniversary of its ministry and mission.

Holy Trinity Lutheran Church - Belleville

The past 12 months have been a turbulent and exciting time at Holy Trinity Evangelical Lutheran Church in Belleville. Our pastor moved on to a new calling in 2023. The congregation rose to the challenge of finding ways to maintain their life of worship and service. Along with lay people stepping up to lead worship, the congregation has begun building a new relationship with St. Thomas’ Anglican Church in Belleville, including their pastor leading services at HTELC once a month. As well, through the efforts of our Evangelical Lutheran Women group and a growing number of congregation members, HTELC held a successful Oktoberfest Church Bazaar and Tea Room last year and continues to have monthly Potluck lunches for congregation members. ELW also organizes the congregation’s participation in the local Christmas Sharing Program and Christmas Mitten Tree initiative and facilitates the participation in initiatives of Canadian Lutheran World Relief. We also continue to explore new ways to build our community and continue to carry forward our life of worship and service as a community and family.

St Mark’s Lutheran – Kingston

St Marks in Kingston is in the midst of a significant mission transition. In May of 2023 we called our new

full-time pastor, Brother Brett Ballenger who is a sibling in the Order of Lutheran Franciscans who recently served a congregation for eighteen years in New Jersey. Additionally, we hired two part time staff, the dynamic and accomplished musician, David Melhorn-Boe, to guide our music ministry and the very helpful and skillful administrator, Mercedes Morris. Worship continues to be vibrant and innovative especially since the removal of the pews and the arrival of our new staff. The congregation council with the guidance of the new staff has been leading the congregation through the process of dreaming and discernment to articulate our current vision for mission. We continue to be involved in ministry with persons who find themselves, unhoused, unemployed, underemployed, displaced, incarcerated, and studying as well as those who seek to follow the Way of Jesus. 2024 will also see complete overhauls of our audio visual and streaming systems as well as replacing the main entry to increase accessibility.

Good Shepherd Evangelical Lutheran Church – Brockville

With the blessing of a very creative musician, James Mackenzie, and an enthusiastic choir, Good Shepherd in Brockville continues to offer uplifting praise and worship. Our regular special guests, Chris and Alex, two renowned singers provide additional momentum and inspiration to our services. The celebration of the 60th ordination anniversary of our dearly beloved retired pastor, Keith Crouse was an amazing experience. Bishop Michael Pryse was our preacher. In November we once again opened our doors to the community for a musical evening. The expertise of Chris, Alex and James, as always, was well received. In partnership with St Lawrence and St Paul Anglican congregations, we hosted the ongoing spiritual practice of Lent and Advent Mid-Week Services with soup served after. Good Shepherd honors her mission to the community/world with contributions to 'Loaves and Fishes,' the Food Bank, CLWR, and other institutions which reach out to the vulnerable.

South Dundas Lutheran Community Church

South Dundas began 2023 with the challenge to employ a new organist. Left with no available options, the accomplished Mary-Jo Rosenquist offered us recorded music as an alternative. This has blended well with the congregation. Our yearly spring and fall suppers were well supported by the community. Part of the funds raised was used to support the work of the Food Bank, the Hospice, and CLWR. Over the years South Dundas has been making significant contributions to the Morrisburg Christmas Share Group. We are currently planning for next year's celebration of our 250th anniversary of mission and ministry.

Report of the Thames Ministry Area

Thames Ministry Area Dean
Rev. Sylvia Swiatoschik

We like most of the world watched and waited for Covid 19 restrictions to lift. Our small group of 9 churches in the very Southwestern part of Ontario continued to meet like many others through *ZOOM* and on occasion in very small in person meetings as people were comfortable.

Even when restrictions were lifted, some monthly meetings were in person and some meetings over the winter months continued over *ZOOM*. We continue this practice today.

Throughout the year of 2023, we experienced many pastoral changes. We said goodbye and Godspeed to beloved colleagues, Laura Sauder and Katherine Gohm and warmly welcomed Rob Weisner and Chris Krejlgaard. In September of that same year, we studied together the book, *Our Home and Treaty Land*.

Report of The Bay Ministry Area

The Bay Ministry Area Dean
Rev. Daniela Mertz

Burlington Anglican Lutheran Church is nearing the completion of the formal merger process that started before the COVID-19 pandemic (we really hope to be done by the time you read this). The process has been long with many ups and downs, and we've relied on our belief that God is calling us to this important work of unity. Our commitment to living out God's call in difficult and good times has made the merger possible. We are thankful for the support of our bishops (Michael Pryse and Susan Bell) as they've helped shepherd this flock of believers.

In May of 2023 we started worshipping in one location (on Lakeshore Road in Burlington) after an extended period of travelling between the two properties week by week. Since that time, we've been able to integrate the activities of both of our former congregations into our new expression of community. Recently we've restarted offering Sunday School programming and we're looking forward to finding a process to offer a combined Confirmation program after a few years of hiatus.

Generally, we've got a positive outlook as we continue to build a community in response to God's call. We are blessed by two strong traditions, and this gives us a wonderful foundation to build something new. We pray that this merger will continue to deepen our faith in God through the promise of new life through Jesus Christ.

For the most part, life at **Christ Latvian** continues as before. We had a new approach to Lenten Bible classes, as I introduced a weekly discussion group, and we used Henri Nouwen's *The Return of the Prodigal Son* as the basis for spiritual conversation and growth. It has been well received so far!

However, the main update, (as you well know) is the February 11 vote of the congregation in a special meeting regarding the future of the church property. The resolution to sell the property passed with a vote of 88 for, 2 against. The council is now in the process of signing a listing agreement with an agency that we trust, and that means that the property will shortly be on the market. We intend to continue our dialogue with Trinity regarding the use of the Fennell Ave. campus.

Life at **Faith Lutheran Church** has been fruitful and joyful the last few years.

Some events or new traditions to note:

- Annual communal crafting projects for Pentecost and All Saints.
- Discussion round table talks during the summer services.
- Red Dress Journey Service and Truth and Reconciliation Service.

- Learning in Lent (Learning about practical pieces of church and worship throughout lent).

- Theologically focused study groups.

- Blue Christmas/Longest Night service.

- The Faith Blanket Sewing Group remains very active with increasing community membership.

- The Faith Food Pantry is alive and well. The scouting group remains a beloved organization our congregation supports as well.

2022-2023 were years of great transition; Faith replaced the roof of the church, called a new pastor, hired a new Music Director, learned significant new music, revived the music team, experienced changes in lay leadership, and tried many new worship practices. Their grace, enthusiasm, and flexibility in this time has been beautiful to experience.

Trinity emerged from the formal amalgamation process of four Hamilton Lutheran congregations. The congregation currently worships at their downtown location awaiting renovation work to begin on the building in 2025.

Trinity still owns two other properties. The old "Faith Lutheran" church in the Hamilton East, was closed in January of this year during a service of leave taking, officiated by Bishop Dr. Michael Pryse. The people of Trinity hope that affordable housing will be developed on the closed property.

Trinity on the Mountain is the location of the old "Transfiguration Lutheran," currently used for the church's Good Food Box program and other ministries.

The building might become the new home of Christ Latvian Church in the future.

Earlier this year Thomas Mertz retired after 37 years of ministry. He had served Trinity and as dean of the Bay Ministry Area since 2014. His wife Rev. Daniela Mertz will continue with her ministry to Trinity and has accepted an appointment as the new dean of the ministry area.

The church has called Rev. Jordan Smith to join the pastoral team at Trinity.

Report of the Two Rivers Ministry Area

Two Rivers Ministry Area Dean
Rev. David Malina

The Two Rivers Ministry Area covers the geographic territory of what is known as the City of Waterloo and stretching north into the surrounding rural countryside. It is beautiful forest, field and river land

originally inhabited by the Haudenosaunee, Neutral and Anishinaabe peoples. The two rivers which flow through this area are the Grand and Conestogo Rivers.

Within the area, 11 Eastern Synod faith communities make their home: Faith, Fergus, St. Matthew's Conestogo, St. James St. Jacobs, St. James Elmira, St. Peter's Heidelberg, St. Paul's Waterloo (Erbsville), St. Peter's Linwood, Mt. Zion Waterloo, Third Space MLUC Waterloo, Trillium Waterloo and Christ Waterloo.

We grieve the death of Rev. Neil Thomsen in 2023 who served as interim pastor at St. Peter's Linwood. The congregation is now being served by Rev. Ed Bastien on an interim basis. Both Rev. Elina Salonen and Rev. Ed Bastien have announced their retirements and will be leaving Trillium Waterloo effective July 1.

Over the past couple of years, a new parish arrangement has been set up, with a Service of Thanksgiving and Blessing on January 28 of the "United in Faith Ministry," a group of three congregations in ministry together—St. Matthew's Conestogo, St. James St. Jacobs, St. James Elmira—served by Rev. Joanna Miller.

Since 2021, emerging from the pandemic, the active rostered ministers (Rev. Gloria Ryder, Rev. Joanna Miller, Rev. Olaf Poulsen, Rev. Neil Thomsen, Rev. Philip Mathai, Rev. Dr. Anne Anderson, Rev. Elina Salonen, Rev. Ed Bastien, Rev. Dr. Peter Kuhnert, Rev. Karen Kuhnert, Rev. David Malina) met monthly online (Zoom) for support, prayer, collaborative planning and information sharing. Beginning in 2022, in-person monthly meetings resumed. Retired ministers living in the area sought collegial support at a separate monthly group meeting at St. Luke's Kitchener.

Three area-wide in-person gatherings happened, one at St. Paul's Kitchener (May 2023), the other at St. Matthews Kitchener (September 2023), and the third at Mt. Zion, Waterloo (May 2024). These involved rostered and lay leaders from both the Two Rivers Ministry Area and the neighbouring Grand River Ministry Area (Kitchener, Guelph, Cambridge). Approximately 50 attended each gathering around the topic of congregational redevelopment and pathways of renewal. At different times, these were facilitated by either Rev. Adam Snook, Rev. Jennifer Hoover or Rev. Doug Reble. This was an opportunity to consider honestly the demographic and resource realities of Eastern Synod congregations in the Waterloo Region, and to begin envisioning possible pathways forward led by the Spirit.

An annual gathering of area Lutherans and Anglicans happened again on Wednesday evenings during Lent known as the Soup Supper/Holden Evening Prayer/Speaker Series. This past year, the theme was "Spiritual Practices as Self-Care". Theme speakers included Jeff Steckle (Action/Contemplation Dynamic), Rebekah Ludolph (Spirituality with Children), Debbie Lou Ludolph (Spirituality of Singing), Rev. Joanna Miller (My Journey with Prayer), and Andre Choquet (Canadian Christian Meditation Community).



Section 5

Statistical Reports

-  Report of the Secretary
-  Necrology Report
-  Report of the Archivist

Section 5 – Statistical Reports

Report of the Secretary

Rev. Wendell Caron Grahman

Changes in the Roster of Synod since Assembly 2021

Rostered Ministers Received into Synod

By Transfer

- Rev. Annika Klappert from EKD - August 1, 2021
- Rev. Bart Coleman from MNO Synod - September 1, 2021
- Rev. Enzo Pellini from Iglesia Evangelica del Rio de la Plata (Argentina) - September 26, 2021
- Rev. Mart Salumae from LCC – November 19, 2021
- Rev. Julianne Barlow from Alberta and the Territories - January 16, 2023
- Rev. Maria Scharffenberg from Church of Sweden - February 1, 2023
- Rev. Brett Ballenger from ELCA - May 31, 2023
- Rev. Indra Skuja-Grislis from Latvian Church Worldwide - November 19, 2023
- Rev. Cindy Jacobsen from ELCA - January 10, 2024
- Rev. Wallace Bornhuse from Alberta and the Territories – June 10, 2024

By Reinstatement

- Rev. Michael Mills – October 1, 2023

By Ordination

- Rev. Bethan Riehle-Johns – June 23, 2023
- Rev. Victoria Featherston – March 10, 2024

Candidates Approved for Ordination upon Receiving a Call

- Adam McComb

Anglican Clerics serving Synodical Parishes

- Rev. Andrew Cooke at Lutheran Church of Our Saviour, Dartmouth, Nova Scotia
- Rev. Patricia Dorland at St. John's Lutheran Church, South Porcupine, Ontario
- Rev. Edward Wagner at St. Mark's Evangelical Lutheran Church, Chesley, Ontario

Pastors on Leave from Call Status, July 1, 2021 to June 30, 2022:

First Year

Rev. Janaki Bandara

Rev. Rebecca Klages

Rev. Hilla Lahtinen

Rev. Suzanne Nevile

Rev. Bruce Schenk

Rev. Eric Schultz

Second Year

Rev. Michael Hackbusch

Rev. Olavi Hepomaki

Rev. Riitta Hepomaki

Third Year

Rev. Stephen Gross

Pastors on Leave from Call Status, July 1, 2022 – June 30, 2023

First Year

none

Second Year

Rev. Rebecca Klages

Rev. Hilla Lahtinen

Rev. Suzanne Nevile

Rev. Bruce Schenk

Third Year

Rev. Olavi Hepomaki

Rev. Riitta Hepomaki

Pastors on Leave from Call Status, July 1, 2023 – June 30, 2024

First Year

Rev. Hannes Aasa

Rev. Richard Brown

Rev. Karen Kuhnert

Second Year

none

Third Year

Rev. Rebecca Klages

Rev. Hilla Lahtinen

Rostered Ministers Removed from the Roster of Synod

By Transfer

- Rev. Glen Nelson to ELCA – June 17, 2021
- Rev. Linda Douglas to BC Synod – June 30, 2021
- Rev. Christian Schweter to ELCA – January 12, 2022
- Rev. Mei Sum Lai to BC Synod - August 9, 2022

- Rev. Maria Thorsson returned to Church of Sweden - February 1, 2023
- Rev. Seth Perry to ELCA - April 24, 2023
- Rev. Rick Kwiatkowski to ELCA - April 19, 2024

By Constitutional Directive

- Rev. Olavi Hepomaki removed - July 1, 2023
- Rev. Riitta Hepomaki removed - July 1, 2023

By Resignation/Request

- Rev. Loretta Jaunzarins resigned April 9, 2024
- Rev. Tom Doherty resigned April 22, 2024

By Death

See Necrology Report

Changes in the Roster of Congregations and Synodical Missions

- Grace, Hamilton amalgamated with Trinity, Hamilton - July 1, 2021
- Estonian Evangelical Lutheran Church, Sault Ste. Marie declared defunct - November 23, 2021
- Good Shepherd, Barrhaven removed from roster - January 11, 2022
- Christ the King, Whitby closing service - May 15, 2022
- Jesus Only Way Arabic Evangelical Mission joined roster - November 15, 2022
- Zion, St. Agatha closed – December 31, 2022
- St. Elizabeth’s Anglican Church, Burlington merged with Holy Cross Lutheran Church, Burlington to become Burlington Anglican Lutheran Church, Burlington – May 1, 2023
- St. Paul, Saint-Laurent closing service - May 28, 2023
- St. Ansgar, Toronto closing service - June 4, 2023
- Grace, Oakville closing service - December 31, 2023
- St. John’s, Ottawa merged with St. Peter’s, Ottawa and continues to operate as St. Peter’s, Ottawa - December 31, 2023
- Toronto Chinese, Toronto merged with Rhenish, Markham to become Rhenish Church of Canada, Markham - January 1, 2024
- St. James, Mannheim closing service – February 11, 2024

Rostered Ministers Requesting to be Excused from Assembly 2024 Sessions

Rev. Jason Ashby
Rev. John Goldsworthy
Rev. Steve Hoffard (Friday evening)
Rev. Randy Liedtke
Rev. Svante Olson
Rev. Jonathan Schmidt

Rostered Ministers Celebrating Anniversaries of Ordination/Consecration during Assembly 2024

Twenty-five Years

Rev. Hannes Aasa (1997)
Rev. Colin Cameron (1997)
Rev. Joel Crouse (1997)
Rev. David Hammer (1997)
Rev. Martin Malina (1997)
Rev. Moses Prashad (1997)
Rev. Maria Scharffenberg (1997)
Rev. Helen Toman (1997)
Rev. Brian Wilker (1997)
Rev. Kalle Kadakas (1998)
Rev. Terri- Ann Mattiasson (1998)
Rev. Kimberlynn McNabb (1998)
Rev. Enzo Pellini (1998)
Rev. Eric Schultz (1998)
Rev. Dwight Biggs (1998)
Rev. Dawn Hutchings (1998)
Rev. Nadine Schroeder- Kranz (1998)

Forty Years

Rev. Alan Cook (1982)
Rev. John Goldsworthy (1982)
Rev. Jim Goos (1982)
Rev. Cindy Halmarson (1982)
Rev. Marilyn Haugen- Strand (1982)
Rev. Svante Olson (1982)
Rev. Joachim Barkley- Probst (1983)
Rev. Ilze Kuplens- Ewart (1983)
Rev. Jeff Laustsen (1983)
Rev. Thomas Zumbrock (1983)
Rev. Dennis Becker (1984)
Rev. Fred Ludolph (1984)
Rev. Olaf Poulsen (1984)
Rev. Douglas Reble (1984)
Rev. Paul Roellchen- Pfohl (1984)
Rev. Jeff Smith (1984)

Fifty Years

Rev. John Boehmer (1972)
Rev. Wai- Chui Chan (1972)
Rev. James Garey (1972)
Rev. Tom Graham (1972)
Rev. Bob Kelly (1972)
Rev. Ron Leonard (1972)
Rev. Ambrose Tsui (1972)
Rev. Guenter Dahle (1973)
Rev. John O'Connor (1973)
Rev. Donald Nevile (1974)

Sixty Years

Rev. George Strack (1962)
Rev. Keith Crouse (1963)
Rev. Ivars Gaide (1963)
Rev. Wing Fai Tsang (1963)
Rev. Algimantas Zilinskas (1963)
Rev. Jim Bindernagel (1964)
Rev. Mike Schroeder (1964)
Rev. Kari Valanne (1964)

Seventy Years

Rev. Tom Ristine (1953)

Concluding Remarks

I've served as the Secretary of the Eastern Synod since September 1, 2002. I can't begin to find the words to express my joy, thanks and appreciation for being able to serve in this position. It's far more than I could have imagined, and I have grown in so many ways, both professionally and personally. I have learned so much about the people and congregations of this synod: the ways we operate when we gather for worship on Sunday mornings, for Congregational Council meetings on Tuesday evenings, the ministry meetings on Thursdays, the dinners and social events and service events on Saturday mornings. I have increased understanding and wisdom about our Eastern Synod itself, and what it takes to direct, cajole, and encourage what we dream about being and becoming. I hope and trust that I've left this as a better place and a more authentic witness.

It probably shouldn't have to be said, but nonetheless, all of this is because of people. Ministry makes little sense if it's not about people, including people, and working with people. People of our congregations and of Synod Council have been my partners in this position, and I've been privileged to record history, counsel and advise, commiserate yet looking forward, and forever learn and re-learn and think anew the rules by which we operate.

I'll conclude with an acknowledgement of those in the office who have accompanied me in these twenty-two years. They have my deep gratitude and my utmost respect as my teachers, my colleagues and my friends. I couldn't have done it without you and you've made me a better person.

Cathy, Lynn, Connie, Winne, Debbie, Christine, Stephanie, Jen, Sue, Karen, Cindy, Danielle, Kim, Terra, Mandi, Guenter, Susan, Phil, Mark, Riitta, Doug, Christie, Adam, Dorothy, Linda, Laurie, Keith, and Mike.

Thank you. Thank you all.



Wendell Caron Grahlman
Eastern Synod Secretary
2002 – 2024

Necrology Report

I am the resurrection and the life. Those who believe in me, even though they die, will live and everyone who lives and believes in me will never die. (John 11:25).

In this triennium, the deaths of 19 rostered leaders, and 7 spouses are recorded.

Marilyn Jane Schmidt- September 28, 2021

Marilyn Jane Schmidt (nee Boock), was the wife of Rev Frederick Schmidt and mother of Rev Jonathan Schmidt.

Born in Minneapolis, Minnesota and raised in Spencer, Wisconsin, parents Marian and Norbert Boock, younger brothers Dave and Jerry. Graduated from Concordia University, Chicago, Illinois with degrees in Elementary Education and Literature she obtained certification and taught in Wisconsin, Illinois, Ohio, and Missouri.

A service was held October 2, 2021 at Marlatt Funeral Home in Dundas.

Rev. Capt. Hendrikus (Henk) Willems- December 8, 1942- October 29, 2021

He is survived by his wife Rev. Beth Topps Willems of Elliot Lake, sister Jackie Snell (John) of Exeter, brother Dwight Willems of The Netherlands, son Joseph Willems of Vancouver, B.C., daughter Virginia Willems-Rossman of Toronto, stepson Matt Swan of Toronto, granddaughters Kezia Willems of Vancouver, B.C. and Leah Swan of Toronto. He is predeceased by his wife Susan Swan Willems and by his brother John Willems.

Born in The Hague, Netherlands, he came to Canada with his family in Feb. 1952. On May 9th of this year, he celebrated the 50th anniversary of his entry into Christian ministry. Originally as an officer in the Anglican Church Army, (now known as Threshold Ministries), he served in a number of pastoral ministries such as Scott Mission in Toronto, and as a Prison Chaplain in a maximum security prison. Later he was called into parish ministry, and ordained a priest in the Anglican Church of Canada, first serving in St. George's, Thunder Bay, and then St. Peter's in Elliot Lake in 2005. Currently along with St. Peter's, he had been serving as pastor to Faith Lutheran, Elliot Lake, Zion Lutheran, Massey, and Gowan Gilmore Memorial Chapel, Sagamok First Nation.

Rev. Richard (Dick) Bieber- December 20, 1927 – December 27, 2021

Dick is survived by his wife Jean, children Rachel (Philip) Eddins, Gretchen (Carl) Mezoff, Kristin (Jeffrey) Domm, Martin (Lynn) Bieber; eight grandchildren, six great-grandchildren and 10 nieces and nephews.

Born in Woodbury, New Jersey, Dick was a graduate of Muhlenberg College, Allentown, PA and Philadelphia Seminary. He was ordained in 1951 and served Our Saviour, Dartmouth, NS and Messiah, Detroit. He also served as interim at Grace, Cole Harbour and again at Our Saviour.

Rosmarie Goos- March 3, 2022

Rosemarie Goos (nee Groth), was the wife of Rev Jim Goos.

Loving mother of Melissa (Nate) Boisvenue & Nathan (Kate) Goos both of Ottawa. Caring Oma of Grace, Hannah, Isaac, Hudson, Henry, Adelaide and Merrick. Dear sister of Trudy Kastrau and Hilda Krueger (late Klaus). Predeceased by parents Otto & Wanda Groth (nee Bluemke) and by brother Bernie Groth and brothers-in-law John (Audrey) Goos and Ken (Rosalie) Goos. Special aunt to Peter (Leslie) Kastrau, Eddy (Rob) Kastrau, Martin Kastrau, Michael (Krista) Krueger and Mark (Caroline) Krueger, Caroline (Monty) Wolff, Tracy (Jeff) Sellers, Marie Goos and Mike (Mariah) Goos.

A funeral service was held at St. Timothy's Lutheran Church, Pembroke on March 7, 2022.

Rev. Robert Bruce Langen- April 26, 1919 – April 2, 2022

Bob is survived by his two sons, Peter (Rene), and Jens (Karen), grandchildren Shawna, Kendra, Anders, Torin and Callan, and great grandchildren Talia, Kayla, Jaden, and Dylan.

Predeceased by his wife Ruth (nee Oelsner) of 72 years. His parents were Ole Langen, born in Roros Norway and Maryann Langen (nee Kaiser), born in North Dakota. He had 5 siblings - Agnes, Harold, Adolph, Helen, Howard, and Lloyd, and 2 stepbrothers - Ted and Otto.

A funeral service for Robert and Ruth was held April 30, 2022 at Erb & Good Family Funeral Home, Waterloo, ON.

Alice Patricia Bartleman (nee Porter)- August 19, 1933 – April 23, 2022

Alice was the wife of Rev Bruce Bartleman. Loving mother of Nancy (Martin) West of England, Carolyn (Richard) Boyne of Elmira and Dr. Betty Bartleman (Murray McNab) of Yellowpoint B.C. Proud grandmother of Sarah (Ben) Zavitz, Maggie Boyne and Holly Boyne (Alex Fensham); great-grandmother to Oliver Zavitz and Elliott Rose Zavitz.

Survived by her brothers Jim (Lynn) Porter and Gary (Barb) Porter and sisters-in-law Mary Bartleman and Barbara Bartleman. Predeceased by her parents John and Pearl Porter, brothers Jack Porter and Jerry Porter, sisters Evelyn Porter, Jean Brethauer and Nellie Coles, sisters-in-law Ruth Bartleman, Jean Bartleman, Helen Porter and LaVerne Porter and brothers-in-law David Bartleman, Gord Brethauer and Owen Coles.

A funeral service was held May 2, 2022 at Faith Lutheran Church, Fergus, ON.

Rev. Joachim-Wedig von Schmeling- July 22, 1933 – May 22, 2022

Predeceased by his wife of 42 years, Irmgard (Luven), he is survived by his children Dietlinde (Larry), Birgit (Erik), Astrid, Hans- Henning (Josie) and Christopher as well as his 9 grandchildren and 4 great grandchildren.

Joachim-Wedig von Schmeling was born in Köslin on 22 July 1933.

Ordained by the Western Canada Synod of the United Lutheran Church in America, he served a variety of parishes in Saskatchewan and Sault Ste Marie, Ontario. While in the Soo, Padre von Schmeling first became chaplain of the 49th Field Regiment, RCA. In 1967 he was called by the Lutheran Church in America as chaplain to the Regular Forces and enrolled in the Royal Canadian Army Chaplain Corps.

His service in the Canadian Forces took him to bases in Ontario, Quebec and Nova Scotia. In 1974, and again in 1988-1989, he served with United Nations Peacekeeping troops in Egypt, Syria and Israel. During his second tour, these troops were awarded the 1988 Nobel Peace Prize. From 1983 to 1986, Padre von Schmeling served as Senior Brigade Chaplain of 4CMBG in Lahr, Germany.

Following his retirement from the Canadian Forces, Pastor von Schmeling served Lutheran parishes in South-Western Ontario until he retired in 1994.

The funeral was held on June 23, 2022 at the National Military Cemetery in Ottawa, ON.

Grace Anne Saabas (nee Faber)- May 17, 1932 – May 24, 2022

Grace Anne Saabas was the wife of our late brother and colleague, Rev Helmut Saabas. She is survived by her children John, Paul, and Andrew and her seven grandchildren Michelle, Gregory, Arielle, David, James, Erica and Stephen as well as her two great granddaughters Bradie and MacKenzie.

The funeral was held May 27, 2022 at Collins Clarke MacGillivray White funeral home in Montreal, QC.

Bill Free- June 24, 2022

Bill Free was the husband of Rev Sonja Free. He is survived by Sonja and their children Ken, Wendy and Lori Anne.

A Celebration of Life Service was held at Westside Evangelical Lutheran Church in Barrie, ON on July 2, 2022.

Rev. Lloyd Wiseman- August 31, 1935 – September 7, 2022

Lloyd was born in Normandy Township, Graduated Waterloo College, Waterloo Seminary (DipTh). Ordained June 3, 1959. Served as Pastor in Philipsburg, Baden, St. Agatha, Unionville, Wiarton, Port Elgin, Owen Sound; Visiting Pastor at Queen Charlotte Islands, and Senior's Pastor at St. Stephen's. Interim Pastor at Brodhagen, Milverton, and Mannheim. Chairperson of Unionville Home Society, LuthRanch and Participation Lodge. Administrator: Lutheran Nursing Home; Manager St. Francis Place, Owen Sound. Development Consultant: Trinity Lutheran Social Services, St. Ansgar Place, St. Matthew Lutheran Manor, and Faith Maple Estates and others.

He is survived by his wife Dale, sons Steven & Rachel, David & Wendy and James & Athena; 12 grandchildren and great grandchildren; sister Isabel Wilkin, and sister-in-law Joyce. Predeceased by his parents, Jacob Wiseman and Mathilda Liesemer, brother-in-law Harold Wilkin, and by sister, Anna Lantz & Elmer, and brothers, Edward and Conrad & Eileen.

A funeral was held at St. Stephen's Lutheran Church, Kitchener, ON September 10, 2022, Bishop Michael Pryse & Rev. Richard Schwass officiating.

Rev. Alwin Ronald (Ron) Sedo- February 14, 1946 – September 9, 2022

Pastor Ron Sedo was born in Edmonton, AB on February 14th, 1946, son of Reinhold and Frieda (nee Michau), survived by his wife Marilyn, children Matthew, Timothy and Sarah, and siblings Victor, Don, Philip, and Helen.

A funeral was held at Christ Evangelical Lutheran Church, Kelowna, BC on October 24, 2022.

Rev. John Polacok- July 13, 1965 – October 20, 2022

Born on July 13, 1965, in Homestead, Pennsylvania, to the late John and Joanne (nee Bretsnyder) Polacok. He started his career as a schoolteacher and coach and enjoyed teaching and working with young people. He was called into Ministry and attended seminary in Ontario. He accepted a call to St. Matthew's Evangelical Church in Hanover.

Survived by his beloved partner Tammy Aitken of Hanover. He was the cherished brother to sisters Laura Musat (Carl) of Avon Lake, Ohio, and Alicia Polacok (Shaun Kelly) of Portland, Oregon. Adored uncle of Alyson Musat (Anthony Covelli) and Carah Musat. John is also survived by father-in-law and mother-in-law Ross and Joyce Aitken, and brother-in-law to Kim Aitken, Bruce and Michele Aitken, Brian and Jenny Zeinstra, Rod and Sara Aitken, and their families.

A funeral was held October 27, 2022, at St. Matthew's Evangelical Lutheran Church, Hanover, ON with Bishop Michael Pryse officiating.

Rev. Sydney Richard Hills- August 10, 1936 – October 22, 2022

Sydney Richard Hills was born on August 10, 1936 in Ottawa to Albert Hills and Margaret Hills of Ottawa. Syd is predeceased by his parents, brothers Stanley, Frank, Kenneth and his sister Margaret. He is survived by his sister Ruth Penchuk, his brother John Hills, daughter Joanne Hills-Chenier and his son Richard David Hills (Laurie). He also had 5 grandchildren and 7 great grandchildren and many nieces and nephews.

He attended Waterloo Lutheran Seminary and was ordained in 1986. He faithfully served as pastor to several congregations in Ontario and Nova Scotia, and continued to provide supply and interim ministry well into his retirement.

A funeral was held at Capital Memorial Gardens, Ottawa, ON, November 8, 2022 with the Rev. Stanley Johnstone presiding.

Rev. Eduard Richard Riegert- September 28, 1932 – October 24, 2022

He is survived by his beloved wife of 66 years, Ladona Marilyn (Carlson); his son James Eduard of Waterloo; his daughter Ann Ladona and son-in-law Jeffrey Kempel, his granddaughters Sophia Kempel and Emily Kempel of Waterloo, his brother Alfred (Erna) of Mission, BC, and his sister-in-law Gloria and Les Herauf of Comox, BC and several nieces and nephews. He was predeceased by his parents, Anna and Theodor Riegert of Laird, SK; his brother Erwin (Jeanne) of Prince George, BC; his brother Arnold (Emma) of Laird, SK; his brother Paul (Betty) of Regina, SK; his sister Lottie (Ted Domhof) of Vanderhoof, BC; his nephew Sydney Riegert of Laird, SK; his niece Janice Alward of Ottawa, ON; his sister-in-law Doreen (Ken Gustafson) of Ottawa, ON; his niece Cheryl Row of Toronto, ON.

Ed graduated from the University of Saskatchewan in 1955, the Lutheran Theological Seminary in Saskatoon, SK in 1958, the Lutheran Theological Seminary in Philadelphia, PA in 1960, and received a PhD from Lutheran Theological Seminary, Princeton, NJ in 1967. He undertook additional studies at Union Theological Seminary, New York City; the Urban Training Center in Chicago, the Institute for Advanced Pastoral Studies in Bloomfield Hills, Michigan, and the University of Montana in Missoula.

He was ordained by the Evangelical Lutheran Church in Canada in 1962. After serving as Pastor of the Philipsburg, ON parish he joined the faculty of Waterloo Lutheran Seminary (affiliated with Wilfrid Laurier University) in 1965 and served there until his retirement in 1996 as Prof. of Homiletics (Preaching). He also lectured in Traditional North American Aboriginal Religion in the Department of Religion and Culture of WLU 1973-1990.

He served on the Joint Commission on Inter-Lutheran Relations 1970-74; the Commission on Faith and Order of the Canadian Council of Churches 1971-73; the Division of Theology of the Lutheran Council in Canada 1979-83; the Canadian Lutheran-Anglican Dialogue 1983-86; the Lutheran World Federation-Baptist World Alliance International Conversations 1986-89; the Division of Education and Leadership of

the Evangelical Lutheran Church in Canada 1986-89; the Board of Governors of the Lutheran Theological Seminary in Saskatoon, SK 1996-2000; the Board of Directors and Director of Membership of LuthRanch 1996-2000; the Church Council of Mount Zion Evangelical Lutheran Church, Waterloo 2007-2010. He was invested as a Companion of the Worship Arts by the Evangelical Lutheran Church in Canada in 2004.

A funeral was held October 28, 2022 at Mount Zion Lutheran Church, Waterloo, ON with Pastor Philip Mathai, Bishop Michael Pryse, Rev. Dr. Mark Harris and Rev. Dr. Richard Crossman presiding.

Rev. Bernard Hans Paetzold- November 20, 1934 – December 7, 2022

Predeceased by his wife Shirlene (Linkie) (Mayhew), step-father of Mark Mayhew (Karen) of New Carlow, ON, and the late Steven Mayhew; loved Opa of Selene and Madison.

Bernard was born in Berlin, Germany, on November 20, 1934, the youngest son of the late Eric and Frieda Paetzold. As a 16-year-old boy Bernard immigrated to Canada, along with his brother Hans, first living in Saskatoon, Saskatchewan. Bernard was extremely proud of his education earning his Honours B.A. at Waterloo Lutheran University, then, upon receiving a scholarship to Yale Divinity School he earned his M.Div., and his M.A. and M. Phil. from Yale Graduate School. Following his ordination Bernard served Christ Lutheran Church in Maynooth, ON , St. Stephen's in Schutt, ON, and St. Paul's Evangelical in Denbigh, ON, from 1974 - 1976; he was then called to St. Peter's in Alice, ON, Grace Evangelical in Rankin, ON, and Bethlehem Lutheran in Woito, ON where he served from 1976 - 1981. He lastly served as Pastor at Trinity Lutheran in Ayton, ON from 1981 -1994, retiring in Mount Forest, ON.

Bruce Alan Schenk- August 16, 1953 – January 16, 2023

Survived by his wife, Vicki, and his daughters Sarah-Dawn (Steve), Alissa (Pete) and Katie (Shawn). Bruce was the beloved son of Ken and Betty Schenk and much-loved brother of Linda (Willie). Bruce loved and adored his seven wonderful grandchildren-Euan, Heidi, Everett, Cece, Chole, Oscar and Millie.

He served as chaplain at Brookside Youth Detention Centre in Cobourg, where he introduced restorative justice into the institution. From there, in the early 2000's, Bruce served as the Lead of the Ontario Government's team for implementing the restorative justice provisions of Canada's new Youth Criminal Justice Act.

In 2007, Bruce worked closely with Shalem's FaithCare (Faith Communities Affirming Restorative Practices) program. Bruce remained active in FaithCare until his very last days.

In 2008, Bruce became founding Director of the Canadian International Institute for Restorative Practices (IIRP-Canada).

A funeral was held at St. Luke's Church, Peterborough, ON, February 4, 2023.

Rev. Paul Frederick Bosch- January 21, 1931 – January 21, 2023

Paul was a retired pastor of the Evangelical Lutheran Church in Canada. Born in Buffalo, NY, as the third of four children of Herbert and Ruth (née Krauss) Bosch, and the sixth generation of Lutheran pastors in the USA, he attended public schools in Buffalo. He graduated Magna Cum Laude from Muhlenberg College (1952) and he received his BD from The Lutheran Theological Seminary at Philadelphia (1956).

In 1956 he was ordained by the Central Pennsylvania Synod of the Lutheran Church in America as Assistant Pastor at St. Mark's Lutheran Church in Williamsport, PA, and in 1960 he was called as the first ordained Lutheran campus pastor at Syracuse University, NY, where he served for almost 20 years. He married Kathryn Stinar of Lakefield, MN in 1961.

For six years before retirement, Paul taught worship, pastoral practice, church architecture, church music and hymnody, and church drama at Waterloo Lutheran Seminary (now Martin Luther University College). Paul was prime mover in establishing in the Eastern Synod of the ELCIC an annual Spiritual Retreat for Pastors, and an annual Spiritual Retreat for laity. Upon his retirement, he was appointed by WLS as its first Emeritus Dean of the Chapel.

In 1993-94 he served as the Eli Lilly Visiting Professor of Religion at Berea College. He was honored by the ELCIC in 1996 as its first Laureate Companion of the Worship Arts.

A memorial service was held at Christ Lutheran Church, Waterloo, ON, February 25, 2023.

Sister Elizabeth Anne Keffer- October 8, 1940-February 1, 2023

Sr. Anne has served in a variety of ministries in Ontario, Nova Scotia, Saskatchewan and Chicago. She directed the Prairie Centre for Ecumenism in Saskatoon before she was called by the Diaconess Community (both the USA and Canada) to be its directing deaconess.

Family was very important to Sr. Anne: parents Rev. Norman and Irene Keffer (deceased); sister Millie (Stuart, deceased) Rhem; nieces Susan Rhem, Kathy (Michael) Faragalli, Carol (Rob) Chester, and Norman (Nancy) Rhem. She showered love on her grandnieces and nephews: Joe Faragalli, Phillip Faragalli, Theresa Konan, Laura Faragalli, Jessica O'Donoghue, Bryan Chester; and on her nine great-great nieces and nephews.

A funeral was held at Trinity Lutheran Church, New Hamburg, ON, February 9, 2023 with Bishop Michael Pryse and Rev. Tanya Varner presiding.

Rev. Dr. William David Huras, Bishop (Retired)- September 22, 1932 – February 26, 2023

Survived by his wife Barbara Elizabeth (Lotz). Loving father of David (Christina) Huras, Matthew (Theresa) Huras, and Andrea (Barry) Wolfe; his grandchildren Jenelle and Jason Huras, Kristyn Richards,

Adam and Katie Huras, Krystal Wolfe, Cassie (Johnny) Fulford, and Courtney Wolfe; and his great grandchildren, Jack and Liam Pearce, and Theo Fulford. Predeceased by his parents, William Adam and Frieda Dorothea (Rose) Huras, brothers Elmer and Rev. Ralph, and sister Ruth (Leyes).

Bill was born in Kitchener, Ontario on September 22, 1932. In the early 1950s, Bill was headed to the University of Western Ontario with a Math scholarship, when he was offered (and accepted) a competing award at Waterloo College (now Wilfred Laurier University (WLU)). It was an investment that paid off as he later served on the Board of Governors of the university and seminary for more than 35 years, and was named one of WLU's most influential 100 graduates in 2011. After graduation, his scholarship continued for decades and included Master's degrees in both theology and divinity, certification as a Pastoral Counsellor and Associate Supervisor from the Toronto Institute of Human Relations, and two honorary Doctorate degrees in divinity.

Bill was mission developer for two Lutheran congregations - St James in Renfrew (1957-62) and Advent in Toronto (1962-78). He led the creation of these parishes, including the construction and dedication of the associated church buildings. In 1978, he was elected President of the Eastern Canada Synod of the Lutheran Church in America, the largest synod of Lutheran churches in Canada. Through actively building bridges with other ecumenical churches, and serving on the Lutheran Merger Commission, he helped create the Evangelical Lutheran Church in Canada (ELCIC), uniting many Lutherans across the country into one church. He was then elected Bishop of the new Eastern Synod of the ELCIC, and ultimately became one of the longest serving Lutheran synodical bishops in North America, serving from 1978 to 1998 when he retired.

A funeral was held March 7, 2023 at Trillium Lutheran Church, Waterloo, ON with Bishop Michael Pryse, Bishop Susan Johnson, Rev. Mark Ehlebracht and Rev. Elina Salonen presiding.

Rev. Frederick Schmidt- July 6, 1937 – March 5, 2023

Born in Monterey, MN in 1937, he studied science at Valparaiso University in Indiana before transferring to Concordia College in St. Paul, MN. In 1961, Fred graduated with a BA from Concordia Sr. College in Fort Wayne, IN and received an M.Div. from Concordia Seminary, St. Louis, MO in 1965. Fred and Marilyn married in 1962 and moved to Painesville, OH where Fred served a vicarage at Zion Lutheran Church. Upon graduation he was ordained in the Lutheran Church-Missouri Synod and sent to serve as Pastor to Gloria Dei Lutheran Church in Edmonton AB. He later would serve Bethlehem Lutheran in Vancouver, BC, Meadowvale Lutheran in Mississauga ON, and Grace Lutheran in Hamilton ON. In retirement, he served as an interim minister in the Upper La Have-Rhodes Corner Parish in Nova Scotia.

Predeceased by his wife Marilyn, Fred is survived by his brothers and their wives H. Paul and Sylvia, Steve and Diane (dec.), Leon and Marlene, and Bob and Kathy; Marilyn's two younger brothers and their wives Dave and Cheri and Jerry and Darcy; his son Michael, daughter-in-law Teajai; his son Jonathan, and

daughter-in-law Alice; and three grandchildren Annika, Martin and Maya Schmidt, whom Fred showered with love.

A memorial service was held at Trinity Lutheran Church, Hamilton, ON, March 14, 2023 with Bishop Michael Pryse, Rev. Daniela Mertz and Rev. Loretta Jaunzarins presiding.

Rev. Douglas Robert Moore- August 7, 1949- March 9, 2023

Doug passed away on Thursday March 9, 2023 at the age of 73. The obituary prepared by his family read as follows:

As family we thank God for Doug.

His brothers Rick, Bobby, Jeff, John, and Eric and sister Jennifer

His children Robert, Linnea, and Deborah and their spouses Natalie, Matt, and Ryan

His grandchildren Ryan, Claire, Lucas, Isaac, and Ava

His wife Karen

We love him.

A funeral for Doug took place on March 20, 2023 at Zion Lutheran Church, Lunenburg, NS.

Rev. Walter Philip (Phil) Heinze- November 2, 1942- May 25, 2023

Survived by his wife Carolin (née Deane). Loving father and grandfather to Matthew (wife Sherri Cobaugh, Alexander and Jacob) of Danville, California, Jeremy (wife Michelle, Joshua and Evan) of Mount Albert, Ontario, and Stephanie (husband Matthew, Lillian and Isaac) Brubacher of Kitchener, Ontario. Brother to Theodore (Ted). Predeceased by his parents Reverend Walter Christian Herman and Lillian Edith Heinze (née Pranschke), his brother James (Jimmy) and sister-in-law Jean. Fondly remembered by Carolin's siblings - Harl Deane (Ruth, deceased), Henry Deane, Kathy Deane (John Burgard, deceased), Barbara Drezek, and his many nieces and nephews.

Phil was born in Ottawa on November 2, 1942 and grew up in Wellesley, Ontario. He was ordained in June of 1968 and Phil and Carolin were married later that year on his birthday. Phil served as pastor in Lutheran congregations throughout Ontario including in Waterloo, Germanicus, Augsburg, Eganville, Niagara Falls, and Newmarket. He also served as chaplain at Rideau Correctional Centre in Burritts Rapids and as Assistant to the Bishop and Director for Public Policy and Service Ministries for the Eastern Synod of the ELCIC.

A funeral service was held at Trinity Evangelical Lutheran Church, New Hamburg, ON, May 31, 2023 with Bishop Michael Pryse and Rev. Tanya Varner presiding.

Capt. The Rev. Neil C. Thomsen- December 26, 1967 – August 06, 2023

Born December 26, 1967 in Brampton, ON was the son of Kai Gordon & Isobel (nee Gwilliam) Thomsen & the younger brother of Keith, husband to Kathryn (nee Crabtree) and father to Charlotte, forever his “Little One.”

Neil was an alumnus of Trent University (Class of '86) & Waterloo Lutheran Seminary. He was ordained to the ministry of Word & Sacrament in the Evangelical Lutheran Church in Canada on June 3, 1994 & served the congregations of St. Matthew, Mildmay; St. Paul's, Neustadt; St. Peter's, Preston; the Evangelical Lutheran Church of the Reformation, Kitchener; St. Paul's Normandy Township; St Peter's, Linwood where he experienced new found joy in ministry. As a pastor he served on many committees at conference, ministerial, synodical, & national levels but most adored the outdoor ministries of the Church especially at Camp Edgewood in Eden Mills, ON.

Neil completed basic training twice in order to serve proudly as a member of the Canadian Armed Forces, the first time when he was 21 to be a combat infantryman & the second time when he was 46 as a chaplain. He truly found his calling as the longtime padre of the Royal Highland Fusiliers of Canada, Waterloo County's army reserve infantry regiment. He received the Canadian Forces decoration in February 2019 & retired from the Canadian Armed Forces on his 55th birthday in 2022. Neil also enjoyed serving as a Chaplain for several summers at Cadet Training Centres.

A funeral was held at St. Luke's Lutheran Church, Kitchener, ON, September 6, 2023, with Rev. Heike Toeller, Bishop Michael Pryse and Rev. Colin Cameron officiating.

Grace Caroline Mueller- September 15, 2023

Grace was the wife of our late brother and colleague, Rev Fred Mueller.

Step mother to Eric (Debbie), Wanda Stuart (the late Gerald), Joanne Braund (late Kenneth) and Franklin. Predeceased by Carl (Mary Lou) and Kirk (Mary). Loving grandmother, great-grandmother and great-great-grandmother. Loved by many nieces, nephews, cousins and friends

A funeral was held at Faith Lutheran Church, Brantford, ON, September 23, 2023.

Rev. Paul M. C. Yap- March 26, 1940 – December 7, 1934- October 20, 2023

Paul passed away October 20, 2023 at the age of 83.

Born in West Malaysia and ordained on November 5, 1972; Paul was a graduate of Lutheran Bible Training Institute, West Malaysia and Trinity Theological College in Singapore. He served at Bethel Lutheran Church, Truth Lutheran and Canaan Lutheran in Malaysia before coming to Canada and serving the Chinese Lutheran Church in Montreal.

He is survived by his wife and 4 children.

Barbara Elizabeth Huras- January 11, 2024

Barbara was the wife of the late Bishop William Huras.

Loving mother of David (Christina) Huras, Matthew (Theresa) Huras, and Andrea (Barry) Wolfe; her grandchildren Jenelle and Jason Huras, Kristyn Richards, Adam and Katie Huras, Krystal Wolfe (partner Josh), Cassie (Johnny) Fulford, and Courtney Wolfe; and her great-grandchildren, Jack and Liam Pearce, and Theo Fulford. Predeceased by her devoted and beloved husband of 65+ years, Bishop Rev. Dr. William David Huras, parents Rev. Albert and Hester (Kelterborn) Lotz, and sister Kathryn Weber.

A funeral was held at St. Luke's Lutheran Church, Kitchener, ON, January 24, 2024.

Oscar Leon Cole Arnal- May 12, 2024

Survived by wife Barbara, sons Bill & Brad and stepchildren Liz, Barb and Sarah.

Ordained June 9, 1966; Oz served Ohio View Lutheran 1966-69; Unity Lutheran 1970-72. He taught history of Christianity at Waterloo Lutheran Seminary 1975-2006.

Funeral arrangements were not completed at time of completion of this bulletin.

Report of the Archivist

Rev. Karen Kuhnert

At the end of my last Report of the Archivist, I turned the attention of the Synod and the 2021 Assembly to the election season in which we now find ourselves. In that writing I pointed to the three decades of service to our Church that we have known with Michael J. Pryse as our Bishop. I noted that as the Synod's historian, it is easy to connect the leadership dots between the increasingly more inclusive and outreaching church that we have become and Bishop Mike's personal orientation to ministry "that all may be one" as described in his Senior-Seminarian paper on John 17. I said at that time that I sensed as the Synod's story-keeper that it fell to me in my role to note that history will remember that we "have been very well served by Bishop Michael who was blessed to us in brave service through both exciting and difficult times. To God and to Bishop Pryse we owe our heartfelt thanks." I echo those sentiments again and offer my deep appreciation to Bishop Michael and to the senior team of departing leaders who we appreciate and acknowledge at this Assembly. My heartfelt thanks goes out to each of you for the ways you have shaped our Church, our ministries, our lives, and more personally, my life and that of my family. It has been my honour to be part of this church that we have shared since our family arrived in Waterloo in 2000 from our previous homes in Inuvik, Northwest Territories and Edmonton, Alberta. I have been blessed to serve alongside you as we reflected on the past and endeavoured to bring into being an even more faithful and robust future.

As with all writers in this Bulletin of Reports, I am challenged to write without interfering in what the Spirit intends for us during the elections. The caution not to interfere, but instead to let the candidates and the Spirit speak for themselves, is worthy of being heeded. In this Report I will highlight technical information related to Archives that the Synod needs to know as a Church in a time of transition. I will highlight some of what has been done this Triennium to advance our self-understandings as a Lutheran people Called by our gracious God through my role as Storykeeper for the Synod. Then I will conclude with where the Spirit has taken me during this last Triennium, and all this as I await news of whether the Synod wants to see me continue in the official role of Archivist.

Some Technical Information about Archives

The Eastern Synod has a treasured relationship with Wilfrid Laurier University Archives and Special Collections. There is an Agreement between the Synod and the University that outlines the mutual responsibilities and opportunities of the shared relationship. Care for the maintenance of the Agreement and the relationships of it, falls to the Bishop on behalf of the Synod and to the Head of Archives and Special Collections for Laurier University. The current Head is Amanda Oliver, and Cindy Preece continues as the Archives Administrator. The Eastern Synod Archivist animates the ongoing relationship between the University and the Synod in all its expressions under the direction of the Bishop and Synod Council.

At this moment, if readers type <https://libarchives.wlu.ca/> in a web browser and then type “Eastern Synod” into the search bar, a hyperlink listing to 8691 results will appear. Within the Eastern Synod Collection, the Martin Luther University College fonds specifically has 815 results, see <https://libarchives.wlu.ca/index.php/waterloo-lutheran-seminary-fonds>. Congregations, like MLUC, also have their own collections that are named and searchable as above.

Using the web address (<https://libarchives.wlu.ca/>) readers can locate digital copies of many of the Minute Books of the Eastern Synod going back into the 1800s, as well as many alumni photos from the seminary that have been digitized, plus *College Cords*, *Canada Lutherans* and more. Congregational Annual Reports are available in digitized form - if they were provided to Laurier Archives in digitized form. Synod Council is providing digital copies of Minutes to Laurier, and thereby reducing both the Synod’s carbon footprint and staff time at Synod Office and Laurier University.

Immediately following this Report, readers will find a two-page brief titled “Transfer of Congregational Records.” In the last decade, congregations making deposits have asked for increasingly clear guidance on what “to send” and what “not to send,” to the secure vault and storage in Waterloo. Please note that the listing ends with an encouragement to contact the Laurier Archives staff with questions, and also to “look up” and celebrate deposits after they have been processed. Please do this! And, if you appreciate the work done for us by Laurier at no charge, feel free to send them a thank you for the service they do for us and for the world.

Congregations that have been closing or merging have also asked for clearer and more specific guidance regarding what they are obligated to do with their institutional legacies. Let me say, the situation with congregational archive preservation is MUCH IMPROVED since the Exit Interview process has been implemented. Congregations are encouraged to begin first with the transfer list noted above. Then work with the appropriate members of the Synod Office team.

A guideline has been developed by the Synod Secretary, Archivist and Treasurer in consultation with the Bishop and Synod Council regarding the archival content of closing and merging entities. This guideline is available from the Synod Office staff via email and is posted to the website. It is, however, only a guideline as the Eastern Synod operates in multiple jurisdictions with differing provincial and municipal laws. The guideline points to legal, financial and human resource matters that need consideration, but it only gives clear direction where possible eg. Revenue Canada requirements because these apply equally across the entire Synod. There are some legal ministry matters that stand apart from the building and financial assets such as the Marriage Register and Church Records relating to Baptisms and Burials. Care for these records can become challenging if a congregation uses a digital system rather than a physical Marriage Book from the Province, for example. Deeds and the seal of the congregation are also matters for careful consideration based on the unique context for the congregation. Sometimes the Synod has a person tasked with helping congregations think about their properties and assets at the time of closures or mergers, and these individuals may be aware of liability documents that need to be managed. As with Laurier Archives above, please feel free to contact Synod Office so we can work together for best outcomes for the gifts that God has given.

As the Synod's Archivist I have been delighted to welcome the National Church records to Wilfrid Laurier University Archives in Waterloo. ELCIC Collections have been moved to Waterloo from Saskatoon and Winnipeg over a period of many years. As well, the CLWR Collection has now been gathered in Waterloo. Typing "CLWR" into the search bar of the website noted above (<https://libarchives.wlu.ca/>) shows the Canadian Lutheran World Relief fonds has 3082 searchable results. The work of CLWR is an expression of our collective ministry. Seeing the CLWR, ELCIC and Eastern Synod collections together is an exciting tiny glimpse into what God is doing in the world. When I meet descendants of WWII resettlement programs and tell them that photos and documents relating to their family may have been preserved – the response is joy! Laurier Archives makes it possible for people to see us and see themselves in life-giving ways. As they make our church collections available to students and scholars, we participate in developing the world in which we live and serve.

Storykeeping

In my time of service with Bishop Pryse, he has affirmed my work as Storykeeper for our Synod. Since 2009 that has meant preserving and raising up our stories so that they would be available to help the Church and our neighbours - now and into the future. The term and concept of "Storykeeper" was discussed and formalized in the transition time following the tenure of Erich Schultz, my predecessor who served the Synod for fifty years as Archivist and Librarian on campus at Waterloo. The term Storykeeper intentionally evokes an Indigenous Peoples perspective regarding keeping history and memories in such a way that they might be of service to an unknowable future. Bishop Pryse and I both have deep relationships with Indigenous communities. The title was chosen after consultations with leaders in our Synod's First Peoples groups including members of the KAIROS Indigenous Rights Circle during my tenure (2011-2017).

In the 2011 Commemoration of the joint Anniversary of the Synod, Seminary and Laurier University, the 150/100 Anniversary leadership team took the insights of Jocelyn Létourneau into our framing of the commemoration. Létourneau's 2004 text called *A History for the Future*, (2004) reminds readers that narratives of identity can liberate and/or limit people; good story-keeping prevents people from getting stuck in narratives that are no longer life-giving. This commitment is reflected in the title of the 150/100 Anniversary Video "Remembering for the Future." In the last Triennium my Storykeeping work has been best expressed through the Remembering Today for the Church of Tomorrow Project, a national ELCIC fellowship that uplifts our ELCIC Lutheran stories, the preservation of our less formal documents and the creation of content that brings together wider communities (scholars, retired and active rostered leaders, laity and the public) to remember stories from our past that motivate and undergird hope for the future. Our work can be found online at canadianlutheranhistory.ca. There have been several thousand hits on the canadianlutheranhistory.ca website since it launched in 2022, and about one thousand views of our videos on Youtube, see for example this video on Diaconal Ministry: <https://youtu.be/PzjMFL8xa3E>. We will be hosting an in-person and online event with Laurier Archives in November of 2024 with a presentation from Amanda Oliver on our Archives Collections (Eastern Synod, ELCIC, CLWR...) and holding a book launch for Gordon Jensen's *Experiencing Gospel* on November 4-5 in follow up to our first three webinars.

Considerable effort has been invested in writing and preserving works for the *Consensus Journal of Theology*, and the partnership with Lutheran Theological Seminary and Martin Luther University College in the form of teaching webinars. Four examples of our collective work include

- 1) the list of Canadian missionaries and a dedicated web page to their service coupled with writings on the need for the contemporary church to rethink mission, the Great Commission and to decolonize;
- 2) the publishing of emerging writings that tell challenging stories and histories such as that by Lindsey Jorgensen-Skakum's (2023) "A Powerful Story I Had Been Set Free to Tell," *Consensus*: Vol. 44: Iss. 2,, <https://scholars.wlu.ca/consensus/vol44/iss2/15> from the ThunderCLAY Keynote at the National Youth Gathering in 2018, and my own writing "2SLGBTQIA+- Sexuality in Changing Canadian Lutheran Contexts and Identities," *Consensus*: Vol. 43: <https://scholars.wlu.ca/consensus/vol43/iss2/7>;
- 3) articles that help the people of the church think about place-based Lutheranism (Peter Oickle writing on Bridgewater, Nova Scotia and the Study Trips led by Maranatha Caribbean Lutheran Congregation to Black History and Indigenous Community locations across Ontario); as well as
- 4) videos and associated content related to lesser understood ministries including Diaconal Ministry and Campus Ministry, see <https://scholars.wlu.ca/consensus/vol44/iss2/>, under the title "Canadian Lutheran History: Remembering Today, for the Sake of Tomorrow."

This work is history-from-below rather than institutional commemoration. Please contribute and send in your storyline suggestions.

In my fifteen years of service as a historian for the Eastern Synod I have noticed that our history, our story, has typically been told in ways that were a bit off from our reality, and also from our actual history. In 2023, I was able to take an extended Study Time to do Canadian Lutheran history research outside of our own collections. The aim was in part to better understand how a larger group of researchers could gather a more accurate and complete history if we built upon foundations that were not so *off* from the beginning. We need a new Canadian Lutheran History book that better reflects our people and our story from coast-to-coast-to-coast. In the last year I have done research at many libraries, Archives, museums and churches. Sometimes this was looking into how immigration stories can be told while decolonizing and deconstructing racial and religious intolerance (Edinburgh, Glasgow, Belfast, London, Riga, Berlin). In other places this meant looking precisely into our Lutheran roots in Germany, Austria, Poland, Finland, Latvia, Estonia, Switzerland, and England. I did extensive research on Canadian Lutherans in international, ecumenical, and Indigenous contexts on two trips to Geneva with the United Nations Archives, the Archives of the Lutheran World Federation, the Archives of the World Council of Churches and at the International Museum of the Reformation. Along the way I saw original documents from the 1700s that tell us things about who we were and how others have seen us at different stages in our development. This research, and information on these Archives will be featured on the website that I have maintained since the 150/100 Anniversary, see <https://LutheranSynodSeminary.com/> .

This Triennium I prayed and sang with a lot of diverse global Lutherans in their own home churches and chapels, and I also prayed and sang with Catholics, Anglicans and more as well. I prayed in Poland with the ingathering Lutherans of the World, and those shut out in Polish communities, and in Geneva I prayed with delegates to a meeting of the ecumenical World addressing Faith and Life Sciences, Combatting Climate Change and developing our collective understanding of Faith, Order and Doctrine as unity in diversity. I enjoyed incredible times with Global Christians aged 18-35; they too give me hope. There is hope.

There was much to Report! Thank you for the opportunity to share these glimpses into our lives and ministries from the past and into the future to which God is calling us by grace. We are blessed. Amen.

Transfer of Congregational Records

Wilfrid Laurier University Archives and Special Collections (Laurier Archives and Special Collections) acquires material about the Lutheran Church in Canada and is the repository of Eastern Synod's records, including congregational records. Laurier Archives and Special Collections collects the following types of material:

- Annual reports
- Church council minutes
- Minutes of auxiliaries and groups
- Constitution and other legal documents
- Records of baptism, confirmations, marriages, and deaths
- Histories and historical booklets
- Photographs and scrapbooks
- Audio and video recordings
- Church newsletters
- Correspondence and select administrative records

Laurier Archives and Special Collections does not collect the following types of material:

- Photocopies and/or scans of documents and photographs
- Weekly bulletins
- Ceremonial certificates (baptisms, etc.)

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- Transient financial records (invoices, bills, payment receipts, etc.)
 - Congregation's library (books, pamphlets, guides, etc.)
 - Objects and vestments
 - Local and family histories

Preparing Records for Transfer

Review the lists above noting the types of material collected and not collected by the archives. Only prepare records for transfer that are types of material collected by the archives.

- Number each box to be donated. Please do not transfer material in broken, stained, or otherwise damaged boxes.
- Prepare a list of material to be considered for donation. Please give as much information as possible for each item or folder: box number where the item is located, title of item or folder, dates (start and end dates), and general description of the contents.
- Do not rearrange or reorganize the material. Leave the records in their original order or filing system.
- Contact the Laurier Archives and Special Collections to make an appointment to discuss the transfer of congregational records. Please email the box or file listing when making an appointment.

Please reach out to the Laurier Archives and Special Collections at any time while you are preparing records for transfer. Laurier Archives and Special Collections' staff are happy to discuss your records or the process of transferring records. Please note that congregational records will not be accepted without a box or file listing.

Descriptions of processed congregational records are available in the Laurier Archives and Special Collections' database: <https://libarchives.wlu.ca/>. Please visit the Laurier Archives and Special Collections' website for more information about consulting congregational records in the collection: <https://library.wlu.ca/research/laurier-archives>

Have questions? Please reach out to us!

Email: libarch@wlu.ca

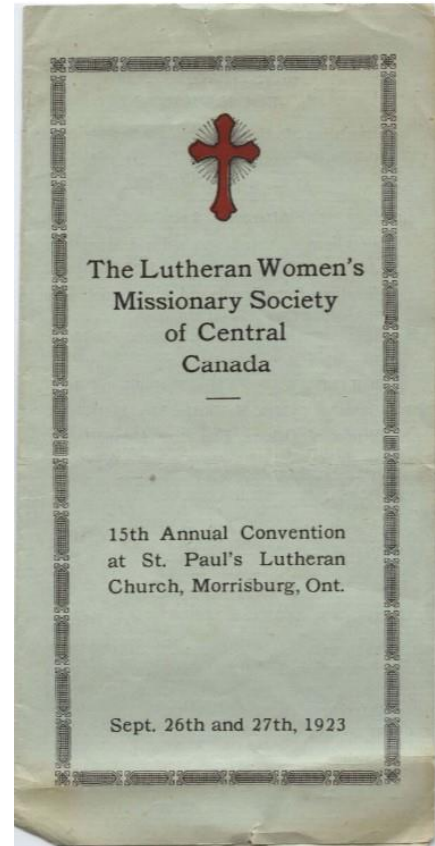
Website: <https://library.wlu.ca/research/laurier-archives>

Instagram: @LaurierArchives

Facebook: facebook.com/LaurierArchives



First English Evangelical Lutheran Church, Kitchener, Ontario, 1924.



Lutheran Women's Missionary Society of Central Canada 15th Annual Convention, 1923.



Section 6

Report of Synod Council

- Synod Council Directory
- Part A – Eastern Synod Council
Recommendations Requiring Action
- Part B – Amendments to Eastern
Synod Constitution and Bylaws
- Part C – Chronological listings of
Synod Council and Officer Resolutions

Section 6 – Report of Synod Council

Directory of Synod Council 2021-2024

Officers:

Bishop: Rev. Dr. Michael J. Pryse
Vice-Chairperson: Laurie Knott
Secretary: Rev. Wendell Caron Grahlman
Treasurer: Keith Myra

Synod Council:

Term Ending Convention 2024

Rev. Anne Anderson
Susan Dupuis
Katherine Gohm
Robert Murphy
Jordan Smith
Judy Von Wahl

Term Ending Convention 2027

Selina Broadshaw
Rev. Patricia Dorland (*began Nov 2022*)
Rev. Mavis Fung
Gwenanne Jorgenson
Rev. Brooklynn Lane
Rev. Seth Perry (*resigned Aug 2022*)
Mark Weingartner

Assistants to the Bishop and Staff

Rev. Douglas Reble
Rev. Christie Morrow-Wolfe
Rev. Adam Snook
Rev. Jennifer Hoover (Congregational Redevelopment Advisor) (*began Jun 2022*)
Rafael Rodriguez (Ministry Director for Public Policy and Service) (*began July 2023*)
Kim Marcy (Director of Finance and Personnel) (*resigned Aug 2022*)
Mandi Walker (Manager of Finance and Personnel) (*began Feb 2023*)

Table of Contents for Section 6

Part A	Eastern Synod Council Recommendations Requiring Action	6-3
Part B	Amendments to Eastern Synod Constitution and Bylaws	6-4
Part C	Chronological listing of Synod Council and Officer Motions	6-7

Notes:

The items that require assembly action are placed at the front of this section in Part A. The listing of motions from Synod Council and Officer meetings are placed in Part C (these pages are adopted by the assembly as part of the Consent Agenda).

Information printed in other synodical reports is not repeated here. Informative reports from the Officers, Standing Committees, Martin Luther University College, the Evangelical Lutheran Foundation of Eastern Canada, the National Church and Ministry Directors were given during each Synod Council meeting, and their information is recorded in their respective reports to the Assembly.

Synod budgets for 2024, 2025, 2026 and 2027 and reports of synod auditors are found in the report of the Treasurer of Synod. (See Section 8 – Financial Reports)

Other information may be found in the report of the Secretary of Synod (See Section 5).

Part A

Eastern Synod Council Recommendations Requiring Action

1. That the first readings for the amendments to the Constitution of the Eastern Synod be adopted. (see Part B.1)
 - a. Article VI Section 3
 - b. Article XI Section 1 and Section 2
 - c. Article XIX Section 2
2. That the amendments for the Bylaws for the Eastern Synod be adopted. (see Part B.2)
 - a. Part II Section 3 and Section 4
 - b. Part V Section 12
 - c. Part VII Section 1
 - d. Part VIII Sections 1 and 2
 - e. Part IX Section 2
 - f. Part X Section 4 and 5
3. That the 2024 Revised Budget and 2025-2027 Proposed Budgets be adopted. (see Section 8)
4. That Christine Hulan be nominated for election as Eastern Synod Secretary for a six-year term.
5. That Frederick Mertz be nominated for election as Eastern Synod Treasurer for a six-year term.

Part B

B.1 Amendment to the Eastern Synod Constitution, First Reading

- a) That the Eastern Synod Constitution, Article VI Section 3 be amended:

Every congregation of this synod shall choose a delegate or delegates to represent it at conventions of this synod and at meetings of the ministry area to which the congregation is assigned in accordance with procedures as defined in the bylaws of this synod.

- b) That the Eastern Synod Constitution, Article XI Section 1 and Section 2 be amended:

Ministry Areas

Section 1. This synod shall be organized into ministry areas whose number and boundaries shall be determined by Synod Council.

Section 2. The role of the ministry areas shall be defined in the bylaws of this synod.”

- c) That the Eastern Synod Constitution, Article XIX Section 2 be amended:

- d. Ten convention delegates, representing at least four ministry areas.

B.2 Amendment to the Eastern Synod Bylaws

- a) That Synod Bylaw Part II Section 3 and Section 4 be amended:

Section 3. **Ministry** Areas

- a. **Ministry** areas are groups of congregations that work together in mission ~~led by an Area Leadership Team.~~

Section 4. **Ministry** Area Leadership Teams

- a. The bishop, ~~in consultation with synod council,~~ shall appoint a ministry area dean who may, in turn, designate a ministry area leadership team ~~for each area.~~

- b. The role of the **dean and ministry** area leadership team is to:

- i. ~~Assist~~ **Encourage** congregations and ministries within the area to plan, promote and implement the mission of this church;
- ii. Maintain contact with the synod bishop **and staff**;
- iii. Serve as the bishop’s representative, as requested, at installations, assisting with the call process, and conducting exit interviews;
- iv. ~~Maintain contact with Synod Mission staff;~~

cont’d

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- ~~v. Work with congregational leaders to create mission strategies;~~
 - iv. Arrange for continuing education opportunities for rostered and lay leaders to support and encourage area mission strategies;
 - v. Encourage networking and mutual support among rostered and lay leaders;
 - vi. Provide pastoral support to area rostered leaders as ~~required~~ **requested**.
- c. **Ministry** area **deans** Leadership Teams shall report to the bishop annually and at other times as requested ~~by the bishop~~.
- ~~d. Area Leadership Team members shall be appointed for three year terms and are eligible for reappointment. In the event an Area Leadership Team member is unable or unwilling to serve the full term, the bishop may appoint a replacement to complete the term.~~
- ~~e. The appointment of an Area Leadership Team member may be rescinded mid-term only upon resolution of synod council.~~
- b) That Synod Bylaw Part V Section 12 be amended:
- b. The Committee on Nominations shall provide the following information for each nominee: **ministry** area, church/community involvement and vision for the church.
- c) That Synod Bylaw Part VII Section 1 be amended:
- a. Provide pastoral leadership and counsel to ordained and diaconal ministers, congregations, synodically recognized ministries and **ministry** areas of this synod;
- d) That Synod Bylaw Part VIII Sections 1 and 2 be amended:

Part VIII ~~Standing~~ **Program** Committees

Section 1.

- a. ~~Standing~~ **Program** Committees of this synod will have continued existence, formed to do their assigned work on an ongoing basis.
- b. No person shall be a member of more than one ~~standing~~ **program** committee at the same time.
- c. ~~Standing~~ **Program** Committees shall be accountable to synod council and shall report to council through the office of the Bishop.
- d. Synod Council shall establish or conclude committees and task forces from time to time as related to the ministry of the synod.**
- e. Committee members, who normally shall be a member of an Eastern Synod congregation, shall be appointed by synod council. Synod council may also appoint advisory persons who will be not members of the committee but shall have voice.**

cont'd

f. Terms of reference for each program committee shall be approved by synod council and kept in a Committee Policy Manual.

Section 2.

a. Synod Council Committees will be maintained as needed for the ongoing work of the council.

b. Terms of reference for each committee shall be approved by synod council and kept in the Committee Policy Manual.

e) That Synod Bylaw Part IX Section 2 be amended:

~~Financial support for Martin Luther University College shall be determined by a process of consultation between the board of governors and synod council.~~

~~and re-number Section 3 to Section 2.~~

f) That Synod Bylaw Part X Section 4 and 5 be amended:

~~Section 4: There shall be an operating reserve, determined by the synod council, of no more than 15% of the following year's budget.~~

~~Section 5: Representatives of synod council shall meet with representatives appointed by National Church Council to agree upon the synod's commitment goal for support of the budget of this church during the next fiscal year. These representatives shall recommend for approval by Synod Council and National Church Council the amount of support to be transmitted through this synod to this church.~~

~~and re-number Sections 6 and 7 as Sections 4 and 5.~~

Part C

Chronological listing of Synod Council & Officer Resolutions

This report includes actions as recorded in Synod Council and Officer Minutes.

ESC xx-xx are Eastern Synod Council motions.

O xx-xx are Officer Motions.

Housekeeping items (e.g. motions to approve the agenda or previous Minutes) are not included in this report.

Sensitive issues relating to any Investigative Committees, Disciplinary Committees, Executive Sessions (aka In Camera sessions), congregational conflict, etc., which may have required Synod Council action are not detailed in this composite summary.

Officers Meeting – August 18, 2021

O 21-18 MSC that in light of Pastor Douglas's request to be granted retired status, that the decision to remove her from the ELCIC roster of ministers be rescinded.

O 21-19 MSC that Mike Gallant be admitted as a member of the Lutheran Homes KW corporation and elected as a director for a three-year term ending December 31, 2023.

O 21-20 MSC that Rev. Anne Anderson be appointed as the synod council liaison on Youth and Young Adult Ministries Committee for the interim period ending December 31, 2021.

Officers Meeting – September 24, 2021

O 21-21 MSC that the quote from Certapro Painters for painting the siding on the exterior of the synod office building be accepted.

O 21-22 MSC that the cola for the 2022 synod compensation schedule be set for 0.75%.

Officers Meeting – October 26, 2021

O 21-23 MSC that Jeff Harris and Rev. Dr. Julianne Barlow be appointed to the Board of Governors of Martin Luther University College for a three year term ending October 31, 2024.

O 21-24 MSC that the Vaccination Policy for Synod office be approved.

O 21-25 MSC that the Officers recommend to Synod Council that the Strategic Plan Priorities be extended to the end of 2022.

Synod Council Meeting – November 19-20, 2021

ESC 21-24 MSC that the Strategic Plan Priorities be extended to the end of 2022.

ESC 21-25 MSC that Rev Mart Salumae be received onto the roster of ordained ministers in the ELCIC.

ESC 21-26 MSC that Ernst & Young LLP be appointed as Synod auditors for 2021, the fee to be negotiated by the Treasurer and the Director, Finance and Administration.

ESC 21-27 MSC that \$1,460 plus \$2,500, representing 10% of the undesignated gifts received respectively from St. John's, Montreal and Zion, Stratford, be donated to the ELCIC.

ESC 21-28 MSC that \$750 from the Incidentals account be donated to the Canadian Centre for Christian Charities' Legal Defence Trust Fund.

ESC 21-29 MSC that the Camp Financial Policy be amended as requested by the Youth and Young Adult Ministry Committee, with the following underlined additions (and the existing b, c and d re-lettered as c, d and e):

- a. In order to be considered for Synod funding in the following year, each camp board must submit financial statements in accordance with item e) for the previous calendar year to the Synod staff person responsible for Youth and Young Adult Ministries no later than April 30th the following calendar year-end. In the case of statements not being received by April 30th, the Synod will withhold approved funding for the current year until the required statements have been provided.
- b. Funding is contingent on the Synod staff person responsible for Youth and Young Adult Ministries or the YAYA committee representative being invited to participate in all camp board meetings, and the staff person being included on the camp board email distribution list.

ESC 21-30 MSC that the Synod's existing Extended Health Care Benefit for Retired Pastors and Lay Diaconal Ministers policy (refer to pages 18-28 in the Nov 2020 Eastern Synod Financial Policies Manual) be replaced with the following:

The Synod's legacy health plan for retired rostered ministers shall be administered in accordance with the provisions of ELCIC Group Services Inc.'s "Eastern Synod Legacy Plan" policy, with the synod being responsible for the subsidy.

ESC 21-31 MSC that Christine Hulan and Rev. Daniela Mertz be appointed to the Candidacy Committee for a third three-year term ending December 31, 2024.

ESC 21-32 MSC that Rev. Nadine Nicholds be appointed to the Candidacy Committee for a second three-year term ending December 31, 2024.

ESC 21-33 MSC that Rev. Steven Hoffard be appointed to the Candidacy Committee for a first three-year term ending December 31, 2024.

ESC 21-34 MSC that Uli Kuebler and Normal Yau be appointed to the Examining Committee for a third three-year term ending December 31, 2024.

ESC 21-35 MSC that Rev. Gloria Ryder be appointed to the Examining Committee for a second three-year term ending December 31, 2024.

ESC 21-36 MSC that Rev. Heather Spencer Stoltz and Jonathan Mertz be appointed to the Examining Committee for a first three-year term ending December 31, 2024.

ESC 21-37 MSC that Rev. Dr. Kristine Lund be appointed to the Examining Committee as the Martin Luther University College representative for a first three-year term ending December 31, 2024.

ESC 21-38 MSC that Rev. Stanley Johnstone, Jimmy Krats and Rev. Sylvia Swiatoschik be appointed to the Mission Committee for a third three-year term ending December 31, 2024.

ESC 21-39 MSC that Rev. Jonah Bruce be appointed to the Mission Committee for a second three-year term ending December 31, 2024.

ESC 21-40 MSC that Rev. Laura Sauder and Jeff Pym be appointed to the Mission Committee for a first three-year term ending December 31, 2024.

ESC 21-41 MSC that Laurie Knott be appointed to the Mission Committee as the synod council liaison for a one-year term ending December 31, 2022.

ESC 21-42 MSC that Sophos Slessor, Jonathon Hopkins, Ben Cameron, Nancy Hilborn and James Suknundun and Sydney Marshall be appointed to the Youth and Young Adult Ministries Committee for a one-year term ending December 31, 2022.

ESC 21-43 MSC that Rev. Anne Anderson be appointed to the Youth and Young Adult Ministries Committee as the synod council liaison for a one-year term ending December 31, 2022.

ESC 21-44 MSC that Geoff Bellew, John Neufeld and Randy Gondosch be appointed to the Congregational Redevelopment Services Committee for a third three-year term ending December 31, 2024.

ESC 21-45 MSC that Rev. Annette Smith, Karen Gastmeier, and Ron Roeder be appointed to the Congregational Redevelopment Services Committee for a second three-year term ending December 31, 2024.

ESC 21-46 MSC that Karen Bjerland be appointed to the Congregational Redevelopment Services Committee for a first three-year term ending December 31, 2024.

ESC 21-47 MSC that Keith Myra be appointed to the Congregational Redevelopment Services Committee as the synod council liaison for a one-year term ending December 31, 2022.

ESC 21-48 MSC that Rev. Joanna Miller, Rev. Chun Zhang, Emily Savage, Rev. Jennifer Hoover, Rev. Chung Yan (JoAnne) Lam, Rev. Dr. Jonathan Schmidt, Rev. Dr. Mary Philip, Pat Lovell, Rev. Dr. Philip Mathai, Rev. Rick

Pryce and Rev. Dag Demandt be appointed to the Racial Justice Committee for a first three-year term ending December 31, 2024.

ESC 21-49 MSC that Selina Broadshaw be appointed to the Racial Justice Committee as the synod council liaison for a one-year term ending December 31, 2022.

ESC 21-50 MSC that the constitutional amendment of St. James, Renfrew (Article IX Section 1) be approved.

ESC 21-51 MSC that the bylaw amendments of Faith, Port Elgin (Part VI Section 9, Part VII Section 1 and Section 5, Part VIII Section 1) be approved.

ESC 21-52 MSC that the Constitution and Bylaws of Christ, Waterloo be approved.

ESC 21-53 MSC that the Constitution and Bylaws of St. John's, Arnprior be approved.

ESC 21-54 MSC that the Constitution and Bylaws of Advent, Toronto be approved, with the exception of Part IX.

ESC 21-55 MSC that the Constitution and Bylaws of Redeemer, North Bay be approved, pending receipt of congregational approval.

ESC 21-56 MSC that the Constitution and Bylaws of St. George's, Toronto be approved, pending receipt of clarifying Part VI Section 6 (re: congregational quorum).

ESC 21-57 MSC that the Eastern Synod Council approve, in principle, a change in the Credit Policy for Funding Congregational Redevelopment to repurpose the use of these funds for the following purposes:

1. to provide congregational grants, of up to \$2500, to cover UPRC expenses pertaining to work carried out in Phase 1/Stages 4 and 5 of congregational redevelopment, and
2. as a congregational loan, of up to \$50,000, to pay expenses incurred in Phase 2/Stage 2 of congregational redevelopment, in order to undertake a feasibility study and develop a business plan.

ESC 21-58 MSC that the synod's Professional Leadership Committee be dissolved effective immediately.

Officers Meeting – December 14, 2021

O 21-26 MSC that retroactive to August 31, 2021, Karen Bjerland's contract with the synod as Congregational Redevelopment Advisor be extended to December 31, 2021 on its existing terms.

O 21-27 MSC that the Estonian Evangelical Lutheran Church of Sault Ste. Marie be declared defunct effective November 23, 2021.

O 21-28 MSC that the following policy be approved:

Policy for Funding Initial Assessment Costs for Congregational Redevelopment

The following criteria shall apply:

- a) Upon recommendation of the Congregational Redevelopment Advisor and subsequent approval by the CRSC, CRS shall assume responsibility for the costs incurred by United Property Resource Corporation (UPRC) for its initial assessment work with a congregation considering redevelopment, to a maximum of \$2,500.
- b) This grant shall be provided from the CRS Congregational Grant/Loan Fund. Payment shall be made directly to UPRC.
- c) The CRSC shall review this policy at the end of 2023.

O 21-29 MSC that the following policy be approved:

Credit Policy for Funding Congregational Redevelopment Pre-Development Expenses

The following criteria shall apply:

- a) Loans for Pre-Development Expenses, as defined in the Letter of Intent and/or other agreements between the congregation, United Property Resource Corporation (UPRC) and the Eastern Synod shall be made available to congregations, to a maximum of \$50,000, upon recommendation of the Congregational Redevelopment Advisor and subsequent approval by the CRSC.
- b) This loan shall be provided from the CRS Congregational Grant/Loan Fund. Payment shall be made directly to UPRC, and CRS shall provide an accounting of the actual expenses incurred by UPRC to the congregation.
- c) The annual interest rate on all funds that are advanced shall be set at RBC Royal Bank's prime rate in effect at the time a Credit Agreement and Charge document is signed, and shall remain in effect for the duration of the loan. Interest payments are not required until the Loan Maturity Date, as documented in the Credit Agreement and Charge.
- d) The Congregational Council shall submit to the Congregational Redevelopment Advisor a completed Credit Application Form, including a copy of its financial statements for the most recently completed fiscal year, and copies of financial statements annually thereafter if the application is approved.
- e) The decision on whether to approve a request in whole or in part shall be made by the CRS Committee taking into consideration criteria such as the following:
 - i. The ability of the Congregation to fund this work using its own funds.
 - ii. A maximum credit-to-net property value ratio of 50%.
 - iii. The total amount of credit available for this purpose, as determined by Synod Council.
- f) Prior to approval of the Credit Application, the congregation shall provide a copy of the minutes of the congregational or council meeting documenting the review and approval of the

Credit Application form and its related terms for the congregation to incur the debt, including who is authorized to sign on behalf of the congregation.

g) In those situations where Synod agrees to approve credit, the Congregation and the Synod shall be required to sign a Credit Agreement and Charge documenting the terms of the arrangement.

h) Funds owing to the Synod must be repaid by the Congregation in full including all interest outstanding up to the day of repayment in accordance with the Credit Agreement and Charge referenced in (g) above.

i) The Credit Application and Credit Agreement and Charge will also state clearly and unambiguously that in the event that the congregation chooses to close or to amalgamate/merge with another congregation and dispose of its property with or without the assistance of CRS that the Synod will have first priority claim on the full proceeds and other congregational assets, sufficient to fully pay off the Loan Advanced under the Credit and Loan Agreement plus interest.

In the event that such proceeds and other congregational assets are insufficient to fully prepay the Loan plus interest, the Synod may, at its option, waive its rights to the unpaid balance.

j) The synod council or the officers have the authority to approve exceptions to this policy in exceptional circumstances.

k) The CRSC shall review this policy at the end of 2023.

O 21-30 MSC that a call be extended to Rev. Eric Schultz as a Spiritual Care Practitioner (SCP) at the Scarborough Health Network.

O 21-31 MSC that Rev. Jun Gao be appointed to the Candidacy Committee for a first three-year term ending December 31, 2024.

Officers Meeting – January 28, 2022

O 22-01 MSC that 100% (\$215,000) of the ELFEC General Operations Grant be allocated to fund the 2021 operating budget.

O 22-02 MSC that the following grants be requested from ELFEC to fund the 2021 operating budget:

- a. \$160,000 from the Undesignated Gift/Bequest Fund
- b. \$80,000 from the Remembering for the Future Fund

O 22-03 MSC that the following allocations be made from the 2021 Operating Fund surplus:

- a. \$50,000 to the ELCIC (level 2 benevolence)
- b. \$50,000 to be reinvested in the General Investment Fund

- c. \$12,771.29 to the Lutherlyn Hoffman Beach expense account to cover expenses incurred when the property was put on the market for an interim period of time.

O 22-04 MSC that the \$28,000 loan made in 2014 (ESC 14-11) from the Undesignated Gift and Bequest Fund to purchase property that included road access to Camp Mush-a-Mush be written off.

O 22-05 MSC that Cathy Dowling be appointed to the Candidacy Committee for a first three-year term ending December 31, 2024.

O 22-06 MSC that Darrin Snyder be admitted as a member of the corporation, and be elected as a director until the AGM of 2022 to fulfil the balance of an incomplete term.

Officers Meeting – January 31, 2022

O 22-07 MSC that first mortgage financing be provided to a synod employee, subject to the following:

- a) a maximum of \$800,000, with repayment amortized over 30 years,
- b) an interest rate of 3.5% for a 5 year period, renewable for another 5 years at the 5 year fixed mortgage rate plus 0.50%, using RBC's (or equivalent) lowest posted 5 year fixed mortgage rate plus 50 bps,
- c) full repayment of the mortgage balance in 10 years from the initial drawdown date, and
- d) both the employee and their spouse securing life insurance payable to the Eastern Synod for the full balance of the mortgage.

Officers Meeting – March 3, 2022

O 22-08 MSC that the following be appointed as a delegate to the 2022 ELCIC National Convention: Lay: Joey Mathers Scholl.

Synod Council Meeting – March 25-26, 2022

ESC 22-01 MSC that the following be appointed as delegates to the 2022 ELCIC National Convention:
Rostered: Rev. Brooklynn Lane, Rev. Dr. Kristine Lund, Rev. Sylvia Swiatoschik, Rev. Roy Thakurdyal, Rev. David Tin, Rev. Sherry Coman, Rev. Mira Salmelainen, Rev. Chung Yan Lam; Lay: Carol Meindl, Dr. Mary (Joy) Philip, Finnley Boehm, Jonathon Hopkins, Emily Walker, Kristina Kuhnert, Tatiana Hulan, Nancy Hilborn, Sophos Slessor, Ellen Vandersleen, Joanna Coombs and Christopher Mertz.

ESC 22-02 MSC that the following be appointed as a delegate to the 2022 ELCIC National Convention:
Lay: Mary Kowaltschuk.

ESC 22-03 MSC that the following amendment to the Congregational Redevelopment Services Credit Policy for Funding Congregational Redevelopment Pre-Development Expenses be adopted:

c) The annual interest rate on all funds that are advanced shall be set at RBC Royal Bank's prime rate in effect at the time a Credit Agreement and Charge document is signed, and shall remain in effect ~~for the duration of the loan~~ **for the following five (5) year period, at which time the rate for the next five (5) year period shall be set at RBC Royal Bank's prime rate in effect at that time.** Interest payments are not required until the Loan Maturity Date, as documented in the Credit Agreement and Charge.

ESC 22-04 MSC that the St. Peter's, Kitchener - CTV Television Ministry Appeal be authorized for 2023.

ESC 22-05 MSC that the quote of \$12,500 + HST from RMW Exteriors to replace the stucco on the outside of the synod office building with aluminum siding be accepted and that an additional \$4,500 be authorized as contingency, subject to a satisfactory reference check.

ESC 22-06 MSC that the 2022 revised budget as presented and amended to remove 2022 ELCIC National Convention expenditures be adopted.

ESC 22-07 MSC that Rev. Jens (Chris) Krejlgaard, Rev. Jeff Laustsen, Rev. Nadine Schroeder-Kranz, Lynn Thompson, Melissa Buehlow and Abigail Kong be appointed to the Scholarship Committee for a first three year term ending December 31, 2024.

ESC 22-08 MSC that Rev. Janaki Bandara be appointed to the Board of Governors of Martin Luther University College for a three year term ending at the Annual General Meeting 2024.

ESC 22-09 MSC that the amendment for Peace, Chatham (Constitution, Article III, Section 2a: the addition of the sentence "We are committed to racial equity.") be approved.

ESC 22-10 MSC that the amendment for St. Matthew's, Conestogo (Bylaws, Part VI, Section 6: Twenty (20) percent of the voting members shall constitute a quorum.) be approved.

ESC 22-11 MSC that the policy outlining the Officers' Terms of Reference be adopted.

ESC 22-12 MSC that the model bylaw for a Mission Endowment Fund be discontinued in its use as a synodical resource.

ESC 22-13 MSC that the Nomination Process for the Election of a Bishop and/or Vice Chairperson be adopted.

ESC 22-14 MSC that the Committee Policy Manual be adopted as presented.

ESC 22-15 MSC that the Eastern Synod Council approve the Racial Justice Committee's Community Conversations proposal in principle. Release of funding to be subject to final Synod Council approval of a full implementation plan as recommended by the Eastern Synod Officers after further consultation with the Racial Justice Committee.

Items to be considered in this consultation to include:

- Clarifying a full implementation plan and budgetary considerations beyond the initial facilitator training
- A further interview with proposed training facilitator and review of potential toolbox components
- Articulation of specific expectations for the trained facilitators
- Articulation of specific expectations of Deans and Ministry Areas
- Articulation of lines of accountability and responsibility for implementation, evaluation and follow up with participants
- Articulation of a communication plan
- Consideration of potential alignment with the ELCIC

ESC 22-16 MSC that the remuneration as presented for the Bishop, Assistants to the Bishop and synod office staff, and compensation for the synod Treasurer and Secretary be adopted for 2022, retroactive to January 1, 2022.

ESC 22-17 MSC that first mortgage financing be provided to a synod employee, subject to the following:

- a) a maximum of \$800,000, with repayment amortized over 30 years,
- b) an interest rate of 3.5% for a 5 year period, renewable for another 5 years at the 5 year fixed mortgage rate plus 0.50%, using RBC's (or equivalent) lowest posted 5 year fixed mortgage rate plus 50 bps,
- c) full repayment of the mortgage balance in 10 years from the initial drawdown date, and
- d) both the employee and their spouse securing life insurance for the full balance of the mortgage.

Officers Meeting – May 19, 2022

O 22-09 MSC that the following persons be appointed as trustees for Christ the King Evangelical Lutheran Church, Whitby effective May 16, 2022: Shari Nelson, Arden Baechler, Jemina Lal, Sue Mills, Anthony Whitney, Kim Marcy.

O 22-10 MSC that Pastor Anne Anderson's call to Specialized Ministry as Director of Recruitment and Community Pastor at Martin Luther University College be extended for an additional 5 year term beginning May 1, 2022, according to the current agreement.

O 22-11 MSC that a call to Specialized Ministry be extended to Rev. Jennifer Hoover to serve as Congregational Redevelopment Advisor effective June 1, 2022.

O 22-12 MSC that the officers approve an increase of approximately \$9,000 per year for insurance for Camp Lutherlyn and Camp Mush-a-Mush based on recent appraisals.

Officers Meeting – August 8, 2022

O 22-13 MSC that a non-stipendiary call to Specialized Ministry - Intentional Interim Ministry be issued to Rev. Stephen Gross.

O 22-14 MSC that the following rostered persons be granted On Leave from Call status, July 1, 2022 to June 30, 2023:

First Year

None

Second Year

Rev. Rebecca Klages

Rev. Hilla Lahtinen

Rev. Suzanne Nevile

Rev. Bruce Schenk

Third Year

Rev. Olavi Hepomaki

Rev. Riitta Hepomaki

O 22-15 MSC that the recommendation of the Finance Committee to approve the draft audited 2021 financial statements be adopted.

O 22-16 MSC that the Synod instruct its lawyer to establish an arm's length corporation that will function as the general partner on a 50/50 shareholder basis with Kindred Works in Congregational Redevelopment Services initiatives.

O 22-17 MSC that the contract with Rev. Mark Harris be extended to July 31, 2022 at the current rate of pay to facilitate the transition of Congregational Services Redevelopment Advisor responsibilities to Rev. Jennifer Hoover.

O 22-18 MSC that the Officers recommend "Community Conversations: Let's Talk about Racial Justice" for adoption by Synod Council, with funding to come equally from the Bishops' Company for Mission Fund, the Rostered Ministry Education Fund, and the Lay Ministry Education Fund.

O 22-19 MSC that we engage Robert Half Talent Solutions to conduct a job search for a new Manager, Finance and Administration.

O 22-20 MSC that the 2023 Compensation Schedule be approved with an increase of 4.8% in the salary grid and the housing equity allowance, as well as an increase in the hourly compensation rate for interim pastors, from \$40/hour to \$45/hour.

O 22-21 MSC that Rev. Doug Reble be appointed to serve as a trustee to St. Peter's, Gadshill and Christ the King, Whitby.

O 22-22 MSC that the quote from VIP Fencing be approved for fence repair at the synod office property for a cost of \$2,825 including HST.

Officers Meeting – September 23, 2022

O 22-23 MSC that a scholarship of \$1000.00 be awarded to Allie Elizabeth Courtney.

O 22-24 MSC that a call to Specialized Ministry be extended to Rev. Dr. Matthew Anderson to serve as the Director of Camino Nova Scotia at the Atlantic School of Theology.

Officers Meeting – October 19, 2022

O 22-25 MSC that the vaccination policy for the Eastern Synod office be suspended.

O 22-26 MSC that the request from Lutherlyn Camp and Conference Centre to move Shepherd Staff Cabin to Hoffman Beach, and relocate Cabin #8, be approved.

Synod Council Meeting – November 3-5, 2022

ESC 22-18 MSC that synod council approves "Community Conversations: Let's Talk about Racial Justice," with funding to come equally from the Bishops' Company for Mission Fund, the Rostered Ministry Education Fund, and the Lay Ministry Education Fund.

ESC 22-19 MSC that Ernst & Young LLP be appointed as Synod auditors for 2022 (fee of approximately \$45,000) and that the Synod go to market for a replacement auditor in 2023.

ESC 22-20 MSC that \$5,000 representing 10% of the undesignated bequest received from the Otto Schilling Estate be donated to the ELCIC.

ESC 22-21 MSC that the Synod accept the option offered by ELFEC to increase the disburseable income from internally endowed funds by increasing the proportion of disburseable income versus retained income from one third to two thirds of realized and unrealized capital gains.

ESC 22-22 MSC that Leah Danaher be appointed to the Candidacy Committee for a 1st two year term ending December 31, 2024.

ESC 22-23 MSC that Rev. Dr. Mark Harris be appointed to the Congregational Redevelopment Services Committee for a 1st two year term ending December 31, 2024.

ESC 22-24 MSC that Rev. Rob Wiesner be appointed to the Racial Justice Committee for a 1st two year term ending December 31, 2024.

ESC 22-25 MSC that Rev. Anne Anderson be appointed as the synod council liaison to the Youth and Young Adult Committee for a one year term ending December 31, 2023.

ESC 22-26 MSC that Selina Broadshaw be appointed as the synod council liaison to the Racial Justice Committee for a one year term ending December 31, 2023.

ESC 22-27 MSC that Keith Myra be appointed as the synod council liaison to the Congregational Redevelopment Services Committee for a one year term ending December 31, 2023.

ESC 22-28 MSC that Laurie Knott be appointed as the synod council liaison to the Mission Committee for a one year term ending December 31, 2023.

ESC 22-29 MSC that Rev. Patricia Dorland be elected to synod council to fill the vacant seat with the term ending at Synod Assembly 2027.

ESC 22-30 MSC that the Mortgage Assistance Policy be adopted as presented.

ESC 22-31 MSC that the Eastern Synod Council nominate Christine Hulan to the 2024 Synod Assembly for election as Secretary.

ESC 22-32 MSC that the amendment for Trillium, Waterloo (Bylaws, Part V, Section 7: "The quorum for all meetings of the community of faith shall be a minimum of 35 voting members present in person.") be approved.

ESC 22-33 MSC that the amendment for Faith, Fergus (Bylaws, Part 9.1: "The administrative and temporal affairs of the Church shall be the responsibility of the Congregational Council consisting of Seven (7) Voting Members of the Church. For the purposes of the Act, the Congregational Council shall be deemed to be the board of Directors and in this regard a Councilor shall be deemed to be a Director of the Church.") be approved.

ESC 22-34 MSC that the amendment for St. Paul's, Magnetawan (Bylaws, Part VI, Section 6: "The quorum for all congregational meetings shall be 11 voting members.") be approved.

ESC 22-35 MSC that the amendment for St. Paul, Neustadt (Constitution, Article VIII, Section 4: "15 voting members shall constitute a quorum.") be approved.

ESC 22-36 MSC that the new constitution and bylaws for Zion, Pembroke be approved.

ESC 22-37 MSC that the new constitution and bylaws for Peace, Pickering be approved upon receipt of clarification in Part VI Section 1 and Part VII Section 4 regarding who can vote and who can serve on council.

ESC 22-38 MSC that the templates for the Congregational Endowment Fund Policy be approved for congregational use.

ESC 22-39 MSC that the number of committee members for the Racial Justice Committee, as outlined in the Committee Policy Manual, be changed from 6-12 to 9-15 members.

ESC 22-40 MSC that the Eastern Synod Council express appreciation to the board and staff of ELCIC Group Services Inc., for the report that was shared in the May 2022 Pension Newsletter and presented to the Synod Council on November 5, 2022 in response to ES 21-08 "That the Eastern Synod petition Group Services Inc. to prepare a report detailing the advantages and disadvantages of the ELCIC joining a public sector type defined benefit pension plan and to make the report available to ELCIC congregations and GSI pension plan members." We believe ELCIC Group Services Inc has responded to our petition and accept their conclusions.

Officers Meeting – November 15, 2022

O 22-27 MSC that Jesus Only Way Arabic Evangelical Mission (JOWAEM) be received as a synodically recognized ministry subject to the alignment of Article II in their proposed constitution and bylaws with Article II of the ELCIC Constitution.

Officers Meeting – November 30, 2022

O 22-28 MSC that Jan Atkinson be appointed to the Lutheran Homes Kitchener-Waterloo board to fill the vacant seat with the term ending at the AGM 2023.

Officers Meeting – January 27, 2023

O 23-01 MSC that 100% (\$215,000) of the ELFEC General Operations Grant be allocated to fund the 2022 operating budget.

O 23-02 MSC that the following grant be requested from ELFEC to fund the 2022 operating budget:
a. \$80,000 from the Remembering for the Future Fund.

O 23-03 MSC that Alison Burkett be authorized to sign the building permit and any other required documents relating to Lutherlyn's Hoffman Beach comfort station until December 31, 2023.

O 23-04 MSC that the Eastern Synod grant permission for Authorized Lay Ministers to perform marriages and seek such authorization from provincial authorities upon recommendation of the bishop.

Officers Meeting – March 31, 2023

O 23-05 MSC that Karen Gauthier and Heidi Van Schaik be appointed as replacement synodical delegates to the ELCIC Special Convention in 2023.

O 23-06 MSC that the Eastern Synod officers approve the merger agreement between St. Elizabeth's Anglican Church, Holy Cross Lutheran Church, the Synod of the Diocese of Niagara and the Eastern Synod of the Evangelical Lutheran Church in Canada, as circulated, and authorizes the Bishop and Secretary of Synod to sign the agreement on behalf of the Eastern Synod.

O 23-07 MSC that Janet Noel-Annable, Anne Schlorff and Yasir Dildar be appointed to the Board of Governors of Martin Luther University College for a three year term ending at the Annual General Meeting 2025.

Officers Meeting – April 11, 2023

O 23-08 MSC that the Synod provide a \$24,000 interest-free loan to Holy Trinity Evangelical Lutheran Church of Belleville, Ontario from the synod's CECF account, subject to a signed agreement between the Synod and congregation, based on the following terms:

Effective date: as soon as practically feasible following confirmation of congregational approval.

Security: unregistered charge against the assets of the congregation.

Repayment terms:

- monthly payments of \$2,000 each for 12 months;
- payments due on the first of the month;
- initial payment date of Sept 1, 2023;
- payments may be made via monthly cheques, pre-dated cheques or e-transfer;
- repayable in full or in part anytime prior to maturity without penalty.

Officers Meeting – April 13, 2023

O 23-09 MSC that Lawrence Kuntz be appointed, effective immediately, to the LHKW Board to fulfill the vacant position ending at the AGM of 2023.

Synod Council Meeting – April 21-22, 2023

ESC 23-01 MSC that we acknowledge the letter from Mr. Kuehnbaum, and Bishop will respond to him with synod council's perspective.

ESC 23-02 MSC that we seek a partnership with Net Zero Churches as a way of addressing the Synod Assembly mandate for climate action work to support the work of the ELCIC Carbon Neutrality Task Force and to become a greening church.

ESC 23-03 MSC that the St. Peter's, Kitchener - CTV Television Ministry Appeal be authorized for 2024.

ESC 23-04 MSC that the 10% portion from the \$10,000 Elva Trussler bequest be transferred to the ELCIC and designated for the Canadian Lutheran Anglican Youth Gathering (CLAY) Fund.

ESC 23-05 MSC that the Signing Officer Policy be amended as follows:

1. That all references to “Director, Finance and Administration” be changed to “Manager of Finance and Administration.”
2. That authorized signing officers for cheques and other RBC banking transactions (except for access to safety deposit boxes) be as follows: one of Amanda Walker or Keith Myra, plus one of Bishop Michael Pryse or Rev. Adam Snook or Rev. Douglas Reble.

ESC 23-06 MSC that:

- a) the \$300 amount in #1 a) and #1 b) be increased to \$1,000,
- b) the \$1,000 amount in #1 c) be increased to \$3,000,
- c) the reference to “treasurer of synod” in #6 be replaced with “Manager of Finance and Administration,”
- d) the following note be added to the end of the policy “Note: In accordance with the Income Tax Act, a T4A (Statement of Pension, Retirement, Annuity, and Other Income) shall be issued to the grant recipient.”

ESC 23-07 MSC that effective May 1, 2023, the \$0.40 per km rate in a) be replaced with “80% of the current authorized CRA automobile allowance rate”.

ESC 23-08 MSC that the 2023 revised budget be adopted as presented.

ESC 23-09 MSC that Etienne Eason be appointed to the Youth and Young Adult committee for 2023.

ESC 23-10 MSC that the Workplace Anti-Violence, Sexual Harassment and Harassment policy be amended as presented.

ESC 23-11 MS that the Travel Expenses for Bishop’s Spouse (Accompanying Person) policy be amended as presented.

Amended and carried to use the term “accompanying person” instead of “partner.” Motion Carried.

ESC 23-12 MSC that the new constitution and bylaws for Emmanuel, Toronto be approved.

ESC 23-13 MSC that the new constitution and bylaws for Trinity, Ayton be approved.

ESC 23-14 MSC that the amendment for St. John's, Bonnechere (Constitution, Article VIII, Section 4: "Nine voting members shall constitute a quorum.") be approved.

ESC 23-15 MSC that the Strategic Plan Priorities be adopted as amended, effective to Synod Assembly 2024.

ESC 23-16 MSC that the Eastern Synod Council nominate Frederick Mertz to the 2024 Synod Assembly for election as Treasurer.

ESC 23-17 MSC that the Synod affirm its support for Lutheran Homes KW's proposed retirement residence development project by committing the balance of the Lutheran Homes Fund (approximately \$445,000 as of March 31, 2023) to assist in funding pre-development activities, funding to be released in tranches, subject to receiving a progress report prior to each release.

ESC 23-18 MSC that the Synod request Net Zero Churches to perform an assessment to measure the greenhouse gas output from the synod office building and recommend available grants and other resources to assist with remediation.

ESC 23-19 MSC that the remuneration as presented for the Bishop, Assistants to the Bishop and synod office staff, and compensation for the synod Treasurer and Secretary be adopted for 2023.

Officers Meeting – June 22, 2023

O 23-10 MSC that the terms of the mortgage to the synod employee and the co-holder of the mortgage be amended effective July 1, 2023 to interest only, with interest payable monthly at 3.50% for a 12 month period with an option to renew twice (subject to annual review by the Officers) for a total period of 36 months with the expectation that the outstanding balance would be repaid in its entirety at the time of sale.

O 23-11 MSC that the Officers approve the recommendation of the Finance Committee and approve the draft 2022 financial statements.

O 23-12 that the 2024 Compensation Schedule be approved with an increase of 4.0% in the salary grid and the housing equity allowance.

Officers Meeting – October 4, 2023

O 23-13 MSC that Rev. Guenter Dahle, Hal Debor, Chuck Jaschke, and Dr. Franz Knoll be appointed as trustees for St. Paul, St. Laurent.

O 23-14 MSC that as per the action taken at the February 26, 2023 Annual General Meeting of St. Ansgar Evangelical Lutheran Church in Toronto, that David Weind and David Bestvater be appointed as trustees, and Michael Rothe and Louise Clunas as alternates, for the purposes of assisting the Eastern Synod in distributing the proceeds of sale as per the schedule approved by the congregation; CLWR - 35%, ELCIC - 20%, Eastern Synod - 20%, Local Charities - 25%. Subsequent to the transfer of all real and personal property and liquid assets, such persons shall be considered to be volunteers of the Eastern Synod for insurance purposes.

O 23-15 MSC that Paquita Freire be admitted as a member of the Lutheran Homes KW corporation and elected as a director for a three-year term ending AGM June 2026.

O 23-16 MSC that Jan Atkinson be admitted as a member of the Lutheran Homes KW corporation and elected as a director for a three-year term ending AGM June 2026.

O 23-17 MSC that the following rostered persons be granted On Leave from Call status, July 1, 2023 to June 30, 2024:

First Year

Rev. Hannes Aasa
Rev. Richard Brown
Rev. Karen Kuhnert

Second Year

none

Third Year

Rev. Rebecca Klages
Rev. Hilla Lahtinen

O 23-18 MSC that Rev. Olavi Hepomaki and Rev. Riitta Hepomaki be removed from the ELCIC Roster of Ordained Ministers as of July 1, 2023.

O 23-19 MSC that the merger of Toronto Chinese Lutheran Church (TCLC), Scarborough and the Rhenish Church of Canada (RCC), Markham, to be known as Rhenish Church of Canada, is approved effective January 1, 2024.

O 23-20 MSC that the bylaw amendment lowering the quorum to 15 voting members for St. James, Elmira be approved.

O 23-21 MSC that the action of O 22-16 (“that the Synod instruct its lawyer to establish an arm's length corporation that will function as the general partner on a 50/50 shareholder basis with Kindred Works in Congregational Redevelopment Services initiatives”) be rescinded.

O 23-22 MSC that the officers authorize the repayment of the St. Ansgar loan provided there is not a significant penalty in doing so.

O 23-23 MSC that the Rev. Michael Mills be issued a Call to Specialized Ministry to serve as a synodical interim minister for a 3-year period beginning October 1, 2023 and ending on October 1, 2026, or upon receipt and acceptance of a new call to ministry.

Synod Council Meeting – November 4-5, 2023

ESC 23-20 MSC that the quote of \$3,360.00 plus HST from Alfa Mechanical to replace the kitchen fan at St. Ansgar's be accepted.

ESC 23-21 MSC that Rev. Dr. Matthew Anderson's current call to Specialized Ministry be amended to be in support of his ministry as Chair of Christian Studies at St Francis Xavier University, Antigonish.

ESC 23-22 MSC that the Eastern Synod Council approve the ELCIC Treasurers' Group Mandate 2.0.

ESC 23-23 MSC that RLB Chartered Professional Accountants be appointed as Synod auditors for 2023, 2024 and 2025, with annual fees of \$18,800, \$19,350, and \$19,900 (+ HST) respectively.

ESC 23-24 MSC that the Policy for Disbursement of Congregational Assets be amended to align with the ELCIC Model Constitution and Bylaws for Congregations (2017).

ESC 23-25 MSC that Synod Council request the Legal and Constitutions Committee to review Bylaw Part X, Section 4 and consider recommending its deletion to Assembly 2024.

ESC 23-26 MSC that Rev. Brooklynn Lane be appointed as the synod council representative to the Youth and Young Adult Committee for a one-year term ending December 31, 2024.

ESC 23-27 MSC that Ben Cameron, Sophos Slessor, James Suknundun and Etienne Eason be re-appointed to the Youth and Young Adult Committee for a one-year term ending December 31, 2024.

ESC 23-28 MSC that Selina Broadshaw be appointed as the synod council liaison to the Racial Justice Committee for a one-year term ending December 31, 2024.

ESC 23-29 MSC that Keith Myra be appointed as the synod council liaison to the Congregational Redevelopment Services Committee for an interim term ending at Synod Assembly June 2024.

ESC 23-30 MSC that Rev. Mavis Fung be appointed as the synod council liaison to the Mission Committee for a one-year term ending December 31, 2024.

ESC 23-31 MSC that the new constitution and bylaws for Zion, Sault Ste. Marie be approved.

ESC 23-32 MSC that the new constitution and bylaws for Resurrection, Orleans be approved.

ESC 23-33 MSC that the new constitution and bylaws for Faith, Oshawa be approved.

ESC 23-34 MSC that the new constitution and bylaws for St. Stephen, Kitchener be approved.

ESC 23-35 MSC that the amendment for St. Peter's, Warton (Constitution, Article VIII, Section 4: "Nine (9) voting members shall constitute a quorum.") be approved.

ESC 23-36 MSC that the Model Constitution and Bylaws for Congregations Incorporated in Ontario be approved.

ESC 23-37 MSC that the Policy for Funding Initial Assessment Costs for Congregational Redevelopment be increased to \$3,500 from \$2,500 for the year 2023 – 2024.

ESC 23-38 MSC that pursuant upon receipt and acceptance of a call, that candidate Bethan Riehle-Johns be ordained and received onto the roster of ordained ministers in the Evangelical Lutheran Church in Canada and that this approval remains in effect until December 31, 2024.

ESC 23-39 MSC that pursuant upon receipt and acceptance of a call, that Michael Mills be re-instated to the roster of ordained ministers in the Evangelical Lutheran Church in Canada and that this approval remains in effect until December 31, 2024.

ESC 23-40 MSC that pursuant upon receipt and acceptance of a call, that candidate Victoria Featherston be ordained and received onto the roster of ordained ministers in the Evangelical Lutheran Church in Canada and that this approval remains in effect until December 31, 2024.

ESC 23-41 MSC that:

- The Assembly 2024 delegate registration fee be \$750 and visitor fee \$325.
- The Assembly 2024 per diem, parking and accommodation costs to congregations/employers be \$327.
- Section 5(a) of the Financial Policies Manual, "Assembly Travel Policy" be amended from "\$0.20/km for the first delegate, the first delegate and an additional \$0.05/km for each additional delegate" to "\$0.30/km for the first delegate, and an additional \$0.05/km for each additional delegate."

ESC 23-42 MSC that the Eastern Synod contribute \$25,000 from the Undesignated Gift and Bequest Fund to the ELCIC Appeal for the Evangelical Lutheran Church in Jordan and the Holy Land.

Officers Meeting – January 30, 2024

O 24-01 MSC that releases to Lutheran Homes Kitchener-Waterloo of the 2023 Q4 draw of \$81,225 and the 2024 Q1 draw of \$158,550 be authorized.

O 24-02 MSC that the Synod authorize the Manager of Finance and Administration to work with Alison Burkett to obtain an appraisal and report back to the Officers regarding the possible sale of 50 feet of Lutherlyn Camp and Conference Centre's waterfront property. It is understood that should such a sale materialize, all related real estate, legal, surveying and other costs would be the responsibility of the purchaser and that the allocation of the proceeds from the sale would be determined by the Synod after the sale is complete.

O 24-03a MSC that the Charitus General Operations Grant be allocated as follows:

- a. 88% (\$189,200) to the 2023 operating budget,
- b. 0% (\$0) to the Special Project Fund.

O 24-03b MSC that 12% (\$25,800) of the Charitus General Operations Grant be allocated to the Emergency Fund, designated for the ELCJHL Appeal.

O 24-04 MSC that the following amounts be allocated to fund the 2023 operating budget:

- a. \$326,028 from the Remembering for the Future Fund,
- b. \$171,000 from the Undesignated Gift/Bequest Fund.

O 24-05 MSC to offer a \$75.00 per child, per day subsidy to qualifying synod assembly delegates requiring child care.

O 24-06 MSC that Michael Pryse, Bishop, and Keith Myra, Treasurer, be appointed as authorized signatories for the Assignment of Claim on the mortgage between St. Paul's Lutheran Church, St. Laurent QC, and Y12Help Foundation.

O 24-07 MSC that the bylaw amendment for Grace, Oakville in Part VI Section 6: "The quorum for all congregational meetings shall be those voting members present, in person or by proxy." be approved.

O 24-08 MSC that the Synod approve Lutherlyn Camp and Conference Centre's request to proceed with washroom renovations to Schmieder Hall, the costs to be funded entirely by Lutherlyn.

O 24-09 MSC that the 2024 policy for Nominations and Election of Eastern Synod Delegates to ELCIC National Convention be approved.

Officers Meeting – February 23, 2024

O 24-10 MSC that the Congregational Redevelopment Services section of the Committee Policy Manual be revised by replacing it with the following:

Program Committee: CONGREGATIONAL REDEVELOPMENT SERVICES ADVISORY COMMITTEE (CRSCA)

Committee Purpose:

- a. Provide insight and advice to the bishop to support the physical repurposing of land and facilities within the Eastern Synod, to meet the missional ends of the congregation and Synod.
- b. Review and revise strategic directions for Congregational Redevelopment Services.
- c. Proactively identify risks and mitigation strategies.
- d. Receive and review CRS operating plans and budgets.
- e. Advise on the establishment of strategic measures of success.
- f. Monitor results.

Terms of Reference:

- This committee shall consist of members appointed by Synod Council.
- CRSAC will identify the diversity of skill and experience required.
- The term of an appointment is 3 years, renewable twice.
- The chairperson and secretary shall be appointed annually by the committee.
- The majority of the membership shall constitute a quorum.
- If deemed helpful and/or required to support the work of the committee, Synod Council may appoint one of its own members as an advisory member with voice but no vote.
- The committee shall report to Synod Council regularly.

Officers Meeting – April 4, 2024

O 24-11 MSC that Debbie Grant, Trish Rahn, Rev. Bruce Thompson, Rev. Douglas Reble and Mandi Walker be appointed as trustees for Bethlehem Evangelical Lutheran Church, Woito as per Article VI, Section 9 of the Eastern Synod Constitution.

O 24-12 MSC that the compensation rate for pulpit supply be increased from \$200/ service or \$300/two services to \$250/ service and remain at \$300/ two services, effective January 1, 2025; congregations will be encouraged to implement the changes where possible during 2024.

O 24-13 MSC that the Officers recommend to Synod Council the following update to the Strategic Plan Priorities:

To provide synodical leadership and resources to become a more diverse, equitable, and inclusive church and to support social and climate justice initiatives.

Synod Council Meeting – April 18-20, 2024

ESC 24-01 MSC that 12% (\$25,800) of the Charitus General Operations Grant be allocated to the Emergency Fund, designated for the ELCJHL Appeal.

ESC 24-02 MSC that the following update to the Strategic Plan Priorities be approved:

To provide synodical leadership and resources to become a more diverse, equitable, and inclusive church and to support social and climate justice initiatives.

ESC 24-03 MSC that pursuant upon receipt and acceptance of a call, candidate Adam McComb be ordained and received onto the roster of ordained ministers in the Evangelical Lutheran Church in Canada and that this approval remains in effect until December 31, 2024.

ESC 24-04 MSC that the Rev. Joel A. Nagel, Iglesia Evangélica del Río de la Plata be certified as eligible for call within the Evangelical Lutheran Church in Canada and that this certification remain in effect until December 31, 2025.

ESC 24-05 MSC that the following be appointed as young adult delegates to the 2024 Eastern Synod Assembly: Etienne Eason (St. Peter's, Ottawa); Alison VanShaik (Trinity, New Hamburg); Ethan Mittleholtz (Zion, Sault Ste Marie); Maria Wittal (Peace Christian Church: A Lutheran Fellowship, Chatham); Abigail McGuire (St. John's, Mahone Bay); Andre Brideau (St. Paul's, Bridgewater).

ESC 24-06 MSC that the St. Peter's, Kitchener Television Ministry Appeal be authorized for 2025.

ESC 24-07 MSC the Outdoor Ministry Emergency Fund Guidelines be amended as follows:

Current Guidelines

- 1. These guidelines currently apply only to Camp Mush-a-Mush. (In accordance with the terms of the January 1, 2022 lease agreement between the Synod and Lutherlyn Camp and Conference Centre, Lutherlyn is not eligible for emergency funding).**
2. Emergency funds are to be used to cover unforeseen property expenses incurred in rectifying crisis situations which would adversely affect the normal camp operations.
3. Emergency funds will be allocated to separately held synodical holding accounts in the name of each camp. Such funds shall be disbursed to these accounts, at year end, on an equal basis, as budgeted in the Youth and Young Adult Ministry budget.
4. The Youth and Young Adult Ministry Committee shall approve emergency fund ceiling limits for each camp. **The current ceiling limit is \$15,000.**

5. At year end, camps shall replace any expended emergency funds (up to the highest level previously reached) from year end surpluses and/or non-designated capital holding accounts.
6. Funds collected in emergency funds beyond the approved ceiling shall be disbursed to the respective camp upon approval from the Youth and Young Adult Ministry Committee.
- ~~7. The ceiling limit of the emergency fund for Camp Mush-a-Mush and Camp Lutherlyn is to be set at \$15,000 to be managed according to the financial policy of the Synod / YAYA.~~

ESC 24-08 MSC that the 2024 revised budget and the proposed budgets for 2025-2027 be recommended to Assembly 2024 for adoption, as presented.

ESC 24-09 MSC that John Kendall and Pat Lovell be appointed to Martin Luther University College Board of Governors for a first three-year term ending at the Annual Meeting 2027.

ESC 24-10 MSC that the following wording be added as part of the introduction to the Eastern Synod Health and Safety Policy:

EASTERN SYNOD HEALTH & SAFETY POLICY

(Adopted April, 2017)

This policy has been developed to serve as a guide and a frame of reference for the Health and Safety Representative and for all employees of the Eastern Synod office.

Every effort will be made to provide a safe, healthy work environment and to act in compliance with all applicable workplace health and safety legislation.

Each employee must protect his or her own health and safety by working in compliance with the law and with safe work practices established for the Eastern Synod office. All employees should consider health and safety in every activity.

All Health and Safety policies and the Accessibility for People with Disabilities (AODA) policy will be reviewed annually with all synod office employees.

ESC 24-11 MSC that the new constitution and bylaws for Augsburg, Brampton be approved.

ESC 24-12 MSC that the new constitution and bylaws for St. John's, Elmwood be approved.

ESC 24-13 MSC that the new constitution and bylaws for Good Shepherd, Brockville be approved.

ESC 24-14 MSC that the new constitution and bylaws for Trillium, Waterloo be approved.

ESC 23-15 MSC that the amendment for Trinity, Fort Erie (Constitution, Article VIII, Section 4: "Fifteen (15) voting members shall constitute a quorum.") be approved.

ESC 24-16 MSC that upon contingent of a change from “himself/herself” to “themselves”, the amendment for St. Peter’s, New Denmark (Constitution, Article IX, Section 1: “In addition to the officers, at its annual meeting the congregation shall elect a Congregation Council of six members for terms of two years each with one-third of the terms expiring annually. No general member of the Congregation council shall be eligible to succeed himself/herself more than once.”) be approved.

ESC 24-17 MSC that the amendment for St. James, Williamsford (Constitution, Article IX, Section 1: “At its annual meeting the congregation shall elect a Congregational Council of seven members at least 18 years of age for terms of three years each with three of the terms expiring annually. No member of the council shall be eligible to serve more than two consecutive terms. The members of the council must be voting members of the congregation.”) be approved.

ESC 24-18 MSC that the amendments for All Saints, Guelph (Constitution, Article IX, Section 1 and Article XII, Section 1) be approved.

- Article IX, Section 1: “At its annual meeting, the congregation shall elect a Congregational Council of up to twelve (12) members (no fewer than six (6)) for terms of two (2) years each with approximately half of the terms expiring annually. No member of Congregational Council shall be eligible to serve for more than three (3) consecutive terms. The members of the Congregational Council must be voting members of the congregation.”
- Article XII, Section 1. Amendments to this constitution or bylaws, with the exception of ARTICLE II, may be proposed by the Congregational Council and shall be proposed by the council at the request of five (5) voting members. Such proposed amendments shall:
 - a. be transmitted to the diocese/synod to ensure they do not conflict with their canons, constitution and bylaws.
 - b. be reviewed by the Congregational Council.
 - c. be distributed to the voting members, along with the recommendation of the Congregational Council, not less than 30 days before the meeting at which they are to be considered.
 - d. require a two-thirds (2/3) majority vote of those present and voting in order to be approved.
 - i. amendments to the proposed amendment may only be considered in order to clarify the intent of the proposed amendment and require a two-thirds (2/3) majority for approval.
 - ii. any changes to the basic intent of the proposed amendment shall require an additional meeting with at least 30 days’ notice.
 - e. become effective upon official notice and approval by the Diocese and Synod Councils.

ESC 24-19 MSC that the first reading for the following amendment for the Synod Constitution Article VI Section 3 be forwarded for adoption by Assembly:

Article VI

Section 3. Every congregation of this synod shall choose a delegate or delegates to represent it at conventions of this synod and at meetings of the **ministry** area to which the congregation is assigned in accordance with procedures as defined in the bylaws of this synod.

ESC 24-20 MSC that the first reading for the following amendments for the Synod Constitution Article XI Section 1 and Section 2 be forwarded for adoption by Assembly:

Article XI

Ministry Areas

Section 1. This synod shall be organized into **ministry** areas whose number and boundaries shall be determined by Synod Council.

Section 2. The role of the **ministry** areas shall be defined in the bylaws of this synod.

ESC 24-21 MSC that the first reading for the following amendment for the Synod Constitution Article XIX Section 2 be forwarded for adoption by Assembly:

Article XIX

Section 2

- d. Ten convention delegates, representing at least four **ministry** areas.

ESC 24-22 MSC that the following amendments for the Synod Bylaws Part II Section 3 and Section 4 be forwarded for adoption by Assembly:

Part II

Section 3. **Ministry** Areas

a. **Ministry** areas are groups of congregations that work together in mission ~~led by an Area Leadership Team.~~

Section 4. **Ministry** Area Leadership Teams

a. The bishop, ~~in consultation with synod council,~~ shall appoint **a ministry area dean who may, in turn, designate a ministry** area leadership team ~~for each area.~~

b. The role of the **dean and ministry** area leadership team is to:

- i. ~~Assist~~ **Encourage** congregations and ministries within the area to plan, promote and implement the mission of this church;
- ii. Maintain contact with the synod bishop **and staff**;
- iii. Serve as the bishop's representative, as requested, at installations, assisting with the call process, and conducting exit interviews;
- iv. ~~Maintain contact with Synod Mission staff;~~
- v. ~~Work with congregational leaders to create mission strategies;~~
- iv. Arrange for continuing education opportunities for rostered and lay leaders to support and encourage area mission strategies;
- v. Encourage networking and mutual support among rostered and lay leaders;
- vi. Provide pastoral support to area rostered leaders as ~~required~~ **requested**.

c. **Ministry** area **deans** ~~Leadership Teams~~ shall report to the bishop ~~annually and at other times as requested by the bishop.~~

d. ~~Area Leadership Team members shall be appointed for three year terms and are eligible for reappointment. In the event an Area Leadership Team member is unable or unwilling to serve the full term, the bishop may appoint a replacement to complete the term.~~

~~e. The appointment of an Area Leadership Team member may be rescinded mid-term only upon resolution of synod council.~~

ESC 24-23 MSC that the following amendment for the Synod Bylaws Part V Section 12 be forwarded for adoption by Assembly:

Part V

Section 12

b. The Committee on Nominations shall provide the following information for each nominee: **ministry** area, church/community involvement and vision for the church.

ESC 24-24 MSC that the following amendment for the Synod Bylaws Part VII Section 1 be forwarded for adoption by Assembly:

Part VII

Section 1

a. Provide pastoral leadership and counsel to ordained and diaconal ministers, congregations, synodically recognized ministries and **ministry** areas of this synod;

ESC 24-25 MSC that the following amendments for the Synod Bylaws Part VIII Sections 1 and 2 be forwarded for adoption by Assembly:

Part VIII ~~Standing~~ **Program** Committees

Section 1.

a. ~~Standing~~ **Program** Committees of this synod will have continued existence, formed to do their assigned work on an ongoing basis.

b. No person shall be a member of more than one ~~standing~~ **program** committee at the same time.

c. ~~Standing~~ **Program** Committees shall be accountable to synod council and shall report to council through the office of the Bishop.

d. Synod Council shall establish or conclude committees and task forces from time to time as related to the ministry of the synod.

e. Committee members, who normally shall be a member of an Eastern Synod congregation, shall be appointed by synod council. Synod council may also appoint advisory persons who will be not members of the committee but shall have voice.

f. Terms of reference for each program committee shall be approved by synod council and kept in a Committee Policy Manual.

Section 2.

a. **Synod Council Committees will be maintained as needed for the ongoing work of the council.**

b. Terms of reference for each committee shall be approved by synod council and kept in the Committee Policy Manual.

ESC 24-26 MSC that the following amendment for the Synod Bylaws Part IX Section 2 be forwarded for adoption by Assembly.

Part IX

Section 2: ~~Financial support for Martin Luther University College shall be determined by a process of consultation between the board of governors and synod council.~~
and re-number Section 3 to Section 2.

ESC 24-27 MSC that the following amendments for the Synod Bylaws Part X Section 4 and 5 be forwarded for adoption by Assembly.

Bylaw X

Section 4: ~~There shall be an operating reserve, determined by the synod council, of no more than 15% of the following year's budget.~~

Section 5: ~~Representatives of synod council shall meet with representatives appointed by National Church Council to agree upon the synod's commitment goal for support of the budget of this church during the next fiscal year. These representatives shall recommend for approval by Synod Council and National Church Council the amount of support to be transmitted through this synod to this church.~~
and re-number Sections 6 and 7 to Sections 4 and 5.

ESC 24-28 MSC that the following people be adopted as recipients for the Eastern Synod Leadership Awards to be presented at Assembly 2024:

- Youth: Outstanding Service to the Eastern Synod – James Suknundun
- Youth: Outstanding Service to the Wider Community – Etienne Eason
- Lay: Outstanding Service to the Eastern Synod – Jeff Pym
- Lay: Outstanding Service to the Wider Community – Debbie Lou Ludolph
- Clergy: Outstanding Service to the Eastern Synod – Rev. Chung Yan Lam
- Clergy: Outstanding Service to the Wider Community – Rev. Deacon Scott Knarr

ESC 24-29 MSC that the agenda for Synod Assembly 2024 be approved as presented.

ESC 24-30 MSC that in addition to a previously approved grant of ~\$481,000 from the Lutheran Homes Fund, the Eastern Synod affirm its support for Lutheran Homes Kitchener-Waterloo's proposed retirement residence development project by offering a loan from the Undesignated Gift/Bequest Fund for pre-development activities, subject to the following provisions:

- Principal: ~\$695,000
- Interest Rate: 5% annually and payable at each loan anniversary date
- Repayment Schedule: no requirement to repay any portion of the principal until December 31, 2028, at which time the principal must be repaid in full
- Principal to be released in two tranches at the end of Q3 2024 and Q4 2024, subject to receipt of acceptable progress reports
- The Synod to hold a registered charge against the assets of LHKW as security for the loan
- A formal agreement to be prepared by the Synod's lawyer, costs to be covered by LHKW.




Report of Synod Council

ESC 24-31 MSC that the remuneration as presented for the Bishop, Assistants to the Bishop and synod office staff, and compensation for the synod Treasurer and Secretary be adopted for 2024.



Section 7

Reports of Program Committees and Ministry Directors

-  Mission Committee
-  Candidacy Committee
-  Examining Committee
-  Racial Justice Committee
-  Congregational
Redevelopment Services
-  Youth and Young Adults
-  Public Policy & Service
Ministries

Reports of Program Committees and Ministry Directors

Reports of Program Committees and Ministry Directors

Mission Committee

Committee Roster

Rev. Jason Ashby, Rev. Jonah Bruce, Rev. Mavis Fung (Synod Council liaison), Rev. Stan Johnstone, Jim Krats, Rev. Adam Snook (staff support), Jeff Pym, Rev. Laura Sauder, Rev. Sylvia Swiatoschik (chair), Emily Walker

Grace and peace in the name of God who has called and equipped us to serve!

On behalf of the Eastern Synod Mission Committee, I am delighted to provide this report representing our collective mission ministries over the past triennium.

Because of our partnership in the wider church, the ELCIC Mission Fund has enabled the Eastern Synod Mission Committee to provide 115 grants to congregations, Ministry Areas and ministries of the Eastern Synod totalling over \$725,000.00! In addition, a portion of available grant funds were used to support various aspects of our common life in the Eastern Synod such as Stewardship & Generous Giving, Racial Justice, Reconciliation, Climate Justice as well as Congregational Redevelopment. I would encourage you to learn more about the various projects listed below by speaking with a member of the Eastern Synod Mission Committee, or members of the various representative congregations/organizations.



In addition to overseeing the grant disbursement process, the Eastern Synod Mission Committee has completed a comprehensive review of our application and reporting process. A new combined and electronic application which better reflects our review criteria is now available on the Eastern Synod website.



Our committee has carried out a number of webinars in various ministry areas to re-introduce the grant program and process. These webinars have created space for dialogue and feedback! Thank you to all those who participated and made these gatherings a success. Likewise, several gatherings were provided for grant recipients for the purpose of mutual resourcing and networking. We hope to expand these regional gatherings into a national conference in 2025.

Reports of Program Committees and Ministry Directors

A primary theme of our work over the past triennium has been ‘flexibility’. Hearing the need for various kinds of support, we have made provision for technology grants (\$4,000/congregation), visioning grants (\$500/congregation) and website grants (\$500/congregation). In addition to our primary grant deadline (September 30), a secondary deadline has been established (April 30) to ensure better access to available funds in the same calendar year. This dual-deadline approach has been very well received. In addition, the Mission Committee remains committed to ensuring access throughout the year should a particular need arise between deadlines.



The committee wishes to express our deep and heartfelt thanks to the ELCIC Mission Fund Board for their strong partnership in this work, the Synod Council for their fervent support, Liz Zehr for here impeccable administrative support without which we would be lost, as well as our 115 current mission project partners with whom we are committed to loving service across our Synod! God is up to some wonderful things in our Synod, and we are humbled to provide some measure of support and accompaniment!



Personally, I wish to express a sincere word of thanks to all those who have and currently serve on the Eastern Synod Mission Committee over the past triennium! Your commitment to the mission ministries of our Synod makes us stronger as a church. Thank you!

By God’s grace, we look forward to increased opportunities for mission ministry and outreach over the next triennium! May the Spirit lead us where She will!

Rev. Adam Snook

Reports of Program Committees and Ministry Directors

2021 Grants

Short Term Grants

Arnprior, St. John's	Healthy Snack Pack	\$1,000
Belleville, Holy Trinity	Food Insecurity	\$2,000
Bridgewater, St. Paul's	Re-Imagining Children & Youth Ministry	\$1,000
Central Toronto Area	Outdoor Community Pantry	\$1,000
Fergus-Elora, Faith	Messy Church/Kids Garden Club	\$1,500
Guelph, All Saints	Silvercreek Community Market	\$3,000
Kingston, St. Mark's	Neighbourhood Connect	\$4,500
London, Redeemer	Faith at Home	\$500
Lutheran Campus Ministry	Devotional Ministry	\$9,600
Montreal, St. John's	Food Justice Ministries	\$4,000
Nith Valley Ministry Area	NVMA Collaborative	\$5,000
Racial Justice Committee	Social Media	\$4,000
Six Nations	Music Program	\$11,000
Toronto, Martin Luther	Bowls & Blessings	\$2,800
Toronto, Redeemer	Finding Life In Community	\$2,000
Waterloo, Mount Zion	Young Canadian Lutherans	\$3,750
Waterloo, Thirdspace	Breathe	\$500
Waterloo, Thirdspace	Families Helping Families	\$1,800
Wellesley, St. Mark's	Website	\$500

Reports of Program Committees and Ministry Directors

Long Term Grants

Kitchener, St. Peter's	TV Ministry	\$12,500
Markham, Rhenish	Partnership Support	\$23,200
New Hamburg, Trinity	Support for Indigenous Women	\$4,200
Unionville, St. Paul's	Partnership Support	\$21,000

Compassionate Justice Grants

Chatham, Peace	Peace Cares Project	\$4,000
Etobicoke, St. Philip's	Mobile Good Food Market	\$4,700
Waterloo, Mount Zion	Open Sesame	\$7,000
Waterloo, Mount Zion	Seniors Outreach	\$1,500

2022 Grants

Short Term Grants

Arnprior, St. John's	Youth Movie Night	\$500
Arnprior, St. John's	Planning A Faithful Future	\$500
Brantford, Faith	Sewing Group	\$2,500
Bridgewater, St. Paul's	First Responders Wellness Symposium	\$1,000
Brodhagen, St. Peter's	Website	\$500
Cambridge, St. Paul's	Livestreaming	\$2,700
Chatham, Peace	Peace Cares	\$5,000
Conestogo/MLUC, St. Matthew's/Thirdspace	Mom Pod Squad	\$775
Fort Erie, Trinity	Online Evangelism	\$1,000

Reports of Program Committees and Ministry Directors

Guelph, All Saints	AV Streaming	\$4,000
Magnetawan, St. Paul's	Community Pantry	\$1,750
Neustadt, St. Paul's	Seeing The Church Outside The Walls	\$1,250
Pembroke, Zion	Pulse/Messy Church	\$1,000
Pembroke, Zion	Living Stones Worship	\$1,200
Pembroke, St. Timothy's	Serving The Marginalized Community	\$1,200
Philipsburg, Zion	Building Community	\$750
Philipsburg, Zion	Project RED	\$2,000
Pickering, Peace	Scribbler to Scribe Podcast	\$500
Port Elgin, Faith	Clean Water Project	\$500
Tavistock, Trinity	Website	\$500
Toronto, Martin Luther	Visiting Ministry	\$5,000
Unionville, St. Paul's	Cooking/Baking Class	\$650
Unionville, St. Paul's	Christian Movie Night	\$650
Upper Northfield, Mt Calvary	Fed & Nourished	\$5,000
Waterloo, Mount Zion	Senior's Café	\$4,000
Waterloo, Mount Zion	Open Sesame	\$7,000
Waterloo, Mount Xion	Kitchen Foor Ministry	\$1,300
Waterloo, Thirdspace	Student Distro	\$7,820
Waterloo, Thirdspace	Earth Charter International	\$2,500

Long Term Grants

Kitchener, St. Matthew's	Feather & Cross	\$7,500
Kingston, St. Mark's	Neighbourhood Connect	\$15,000

Reports of Program Committees and Ministry Directors

Markham, Rhenish	Welcome Angels	\$50,000
Six Nations	Music for the Spirit	\$7,441
Waterloo, Centre for Spirituality & Media	Ministry Support	\$15,000

Compassionate Justice Grants

Arnprior, St. John's	Healthy Snack Program	\$1,000
Belleville, Holy Trinity	Food Insecurity	\$3,000
Orillia, St. David's	Community Garden	\$5,000
Toronto, St. Philip's	Farm to Neighbourhood	\$5,000

2023 Grants

Short Term Grants

Atlantic Ministry Area	Spirituality Through Our Feet	\$3,000
Baden, St. James	Technology Update	\$1,500
Elmwood, St. John's	AV System	\$1,500
Fergus/Elora, Faith	Community Garden/Pantry	\$1,500
Fredericton, St. Matthew's	Outreach to LutherPlace	\$2,500
Kitchener, St. Peter's	Something Bigger Than Us	\$4,000
Kitchener, St. Stephen's	Parsonage Park	\$1,600
Mahone Bay, St. John's	Redevelopment Education	\$10,000
Mahone Bay, St. John's	Common Table	\$5,000
Montreal, St. John's	Community Food Bank	\$10,000
New Denmark, Bethany	Community Through VBS	\$1,500

Reports of Program Committees and Ministry Directors

Orillia, St. David's	Community Breakfast	\$4,000
Orillia, St. David's	Community Gar	
Orillia, St. David's	Harmony Centre	\$4,500
Orillia, St. David's	Visioning Process	\$8,000
Pembroke, Zion	Technology Update	\$2,000
Toronto, Martin Luther	Let There Be Greening	\$1,600
Toronto, St. Philip's	Community Food Market	\$6,600
Upper Northfield, Mt Calvary	Fed & Nourished	\$5,000
Waterloo, Kanata	Nature of Things Art Program	\$2,500
Waterloo, Kanata	Seven Grandfathers Program	\$5,000

Long Term Grants

Fort Erie, Trinity	Mom To Mom Box	\$10,000
Kitchener, St. Matthew's	Feather & Cross	\$10,000
Kitchener, St. Peter's	TV Ministry	\$12,500
Ottawa, JOWEAM	Ministry Support	\$62,465
Markham, Rhenish	Welcome Angels	\$28,000
Six Nations	Music For The Spirit	\$10,499
Waterloo, Centre for Spirituality & Media	Program Support	\$16,000
Waterloo, Mount Zion	Open Sesame	\$7,000

Compassionate Justice Grants

Arnprior, St. John's	Healthy Snack Program	\$1,000
Guelph, All Saints	Community Market	\$5,000

Reports of Program Committees and Ministry Directors

Toronto, St. Philip's	Good Food Market	\$5,000
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2024 Grants (* To Date)

Short Term Grants

Atlantic Ministry Area	1001 Lights	\$2,000
Kitchener, St. Luke's	Personal Witness Workshop	\$150
London, Trinity	Inshall-London	\$2,000
Orillia, St. David's	Harmony Centre	\$3,600
Philipsburg, Zion	Project RED	\$2,000
Sault Ste Marie, Zion	Sewing Ministry	\$1,800
Waterloo, Trillium	Bless This Night	\$1,000

Long Term Grants

Kitchener, St. Matthey's	Music for the Spirit	\$6,700
Markham, Rhenish	Welcome Angels	\$25,000
Montreal, St. John's	Community Food Bank	\$17,300
Ottawa, JOWEAM	Ministry Support	\$48,465
Six Nations	Feather & Cross	\$5,000
Waterloo, Centre for Spirituality & Media	Ministry Support	\$16,000
Waterloo, Mount Zion	Food Ministry	\$5,000
Waterloo, Mount Zion	Open Sesame	\$9,000
Waterloo, Thirdspace	Food Distro	\$10,000

Compassionate Justice Grants



Reports of Program Committees and Ministry Directors

Guelph, All Saints	Silvercreek Community Market	\$5,000
Toronto, St. Philip's	Good Food Market	\$13,860

Candidacy Committee

Committee Roster

Leah Danaher, Jim Diehl, Cathy Dowsling, Rev. Jun Gao, Rev. Steve Hoffard (chair), Chris Hulan (past chair), Deacon Scott Knarr, Rev. Daniela Mertz, Rev. Nadine Nicholds, Mary Joy Philip (MLUC Liaison), Rick Christie Morrow- Wolfe (synod support)

The Candidacy Committee is responsible for interviewing, evaluating, and endorsing candidates. We use national standards and requirements as outlined in the [ELCIC candidacy manual](#) to determine readiness of persons to enter the candidacy process and begin theological education, endorsing candidates for a specific roster of the church, annual endorsement to continue in candidacy and finally forwarding an evaluation of each candidate's qualifications and readiness for ministry to the synod for the use of the Examining Committee. Each step is intended to assist in the larger process of discernment that takes place as persons are prepared for continuing ministry in God's name.

Candidacy Committees are comprised of persons chosen by the synod who are responsible for assessing a person's call to public ministry and evaluating the character and qualifications of applicants to the rosters of the ELCIC. Candidacy Committees provide guidance, encouragement, and support throughout the candidacy process in a faithful ministry of identifying and evaluating candidates for rostered leadership.

Many of our candidates are not lifelong Lutherans and come from a diverse array of backgrounds and experiences including second career candidates, those seeking bi-vocational ministry, as well as individuals from various equity deserving groups. Therefore, we continue to strive to adapt our process to accommodate individualized programs of study, as well as educate ourselves to the lived experience of 2SLGBTQIA+ and BIPOC folx, so that we might better help support and encourage them through the process.

After an individual completes a candidacy application, psychological assessment, and structured interview with a rostered leader the committee reviews the application and supporting documentation and interviews the candidate to make an initial endorsement. The committee throughout the process endeavors to get to know the candidates to foster a deeper understanding of their gifts for ministry and to offer honest feedback and clear recommendations. The candidates are endorsed for continued study and internship after an annual developmental interview.

Reports of Program Committees and Ministry Directors

As part of the process, each candidate is assigned a member of the candidacy committee as a relator. The role of the relator is to provide consistency in the process and for the candidate to have a regular point of contact for information, assistance, and to track progress.

When the Candidacy Committee believes the candidate is ready for rostered ministry a recommendation is made to the examining committee for an examination interview. It is also the responsibility of the Candidacy committee to clearly indicate when an individual's gifts are not suited for public ministry.

I am grateful for the participation of our committee members, for the leadership and guidance of Rev. Doug Reble (outgoing), and Rev. Christie Morrow-Wolf (incoming) as synod staff support, seminary liaison Dr. Mary Joy Phillip and past CCOM chair Christine Hulan.

Please continue to identify candidates for rostered ministry and pray for all candidates as they discern how their gifts are best suited for ministry.

Rev. Steve Hoffard

Examining Committee

Committee Roster

Rev Dr. Kristine Lund, Uli Kuebler, Bishop Michael Pryse (chairperson), Jonathan Mertz, Rev Gloria Ryder, Rev. Heather Spencer- Stoltz, Norma Yau

The 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 triennium, the committee has examined 8 candidates and subsequently recommended the endorsement of those six candidates for ordained ministry. A record of those persons who have been endorsed can be found in the Report of Synod Council.

Reports of Program Committees and Ministry Directors

Racial Justice Committee

Committee Roster

Selina Broadshaw (synod council rep), Rev. Chung Yan Lam, Pat Lovell, Rev. Dr. Philip Mathai (co-chair), Rev. Joanna Miller (co-chair), Mary Philip, Rev. Rick Pryce, Rev. Jonathan Schmidt, Rev. Rob Wiesner, Rev. Chun Zhang, Rafael Rodriguez (synod liaison)

Jesus said, "I came that they may have life, and have it abundantly." John 10:10

As Lutherans, we believe we are called to work for racial justice through the love of Christ. We are called to witness a love that always reaches out to the ones on the margins, because when any member of the Body of Christ suffers, all suffer together with it (1 Cor 12:26).

The Racial Justice Committee meets regularly to work toward our vision, which we articulate in this way:

We believe that the Eastern Synod is called to be an anti-racist synod. Therefore, we envision being a group of faith communities that embodies equitable participation, representation and active consultation with Black, Indigenous, and People of Colour. We celebrate and will continually lift up the contributions and presence of Black, Indigenous, and People of Colour in the mission of Jesus Christ and in the full life of the Eastern Synod of the Evangelical Lutheran Church in Canada.

To this end, our committee has focused our energy on a couple initiatives over the last three years.

Our biggest project of this triennium has been Community Conversations on Racism. We had a vision to invite people into conversations that would both meet them where they are on their journey of anti-racism and challenge them into deeper engagement. Modeled loosely on the 'Caring Conversations' our Synod used in the past, we sought to create places for meaningful participation for all. The goal was not for this to become another program or a workshop whereby participants check 'anti-racism workshop' off their to do list, but rather a more in-depth, ongoing engagement – the goal was for people to come together to build relationships, to get to know one another where people would invest together in the work of racial justice.

With the understanding that conversation on race and racism can be challenging for all involved, we trained approximately twenty facilitators from across the Synod who would be able to plan and lead Community Conversations on Racism. We sought out and hired someone with the skills to teach and prepare our facilitators; Jacinta Goveas proved to be someone who would not only teach us, but encourage and support our work with enthusiasm.

A number of these conversations have begun to play out in areas of the Synod, including Lunenburg County, Ottawa, Toronto, and Waterloo Region. We are in a process of reflecting on these experiences and are planning to continue this work, applying what we have learned from our preliminary sessions. Deep and abundant thanks are given to Chung Yan Lam who has offered great leadership and vision

Reports of Program Committees and Ministry Directors

throughout this project, to Jacinta Goveas, our facilitator trainer, and to the twenty people who committed themselves to learning and leading.

Please watch for Community Conversations on Racism to happen near you and do what you can to participate in this meaningful initiative and to invite others into a journey of learning and deeper relationships.

Another focus of the Racial Justice Committee has been annual celebrations of Black History Month. Every year, we have invited the Synod into active participation and support of Black History Month by providing resources for learning and growth, as well as ideas for incorporating Black History Month into worship planning, on our synod website. Many thanks to all of you who have clicked on articles, watched videos, listened to podcasts, and read books that have been recommended through the Black History Month content. We offer our gratitude to Pat Lovell, who has animated this work with passion and determination for the past few years.

The Racial Justice Committee understands this work to be long-term and ongoing. We are a group of committed individuals who are passionate about the gospel and racial justice. We are grateful for all the ways that our Synod has become more aware and engaged in the work of Racial Justice in recent years and we call on each of us to recommit ourselves as individuals and as a Synod to ongoing learning and dedication. We all need to work as partners in this mission - with the Black, Indigenous, and People of Colour voices lifted up and allies/co-conspirators who are willing to stand shoulder to shoulder to support, encourage, and continue the call for justice. This is not the work of one group, but all our work.

Our committee is always looking to build up members and partners. If you are interested in serving on the committee, please be in touch with a co-chair. If you would like to be involved in the work another way, let us know and we will figure out together how you can animate this work using your gifts.

With heartfelt thanks to those who have served on the Racial Justice Committee in this triennium, those who are joining, and those continuing to serve. We carry on, in faith.

Respectfully submitted,
Rev. Joanna Miller & Rev. Philip Mathai
Co-chairs of the Eastern Synod Racial Justice Committee

Reports of Program Committees and Ministry Directors

Congregational Redevelopment Services

Committee Roster

Geoff Bellew, Karen Bjerland, Karen Gastmeier, Randy Gondosch,
Rev. Dr. Mark Harris, Rev. Jennifer Hoover (chairperson), Keith Myra (synod council representative),
Ron Roeder, Rev. Annette Smith

“Reigniting hope for congregations through the discovery of sustainable options for the future of congregations.”

The 2020-2024 Congregation Redevelopment Business Plan for the Eastern Synod (Version 6, January 2020) articulated an urgent need to address the decline of human and financial resources in many of our congregations. Believing that such decline jeopardized our ability to fulfil the ELCIC’s mission to share the gospel of Jesus Christ, the plan called for congregations to redefine their understanding of mission and explore ways to partner more effectively with the communities in which our congregations are located. Congregational Redevelopment Services (CRS) was launched as a ministry of the Synod to provide support to its congregations to develop sustainable ministries.

Shortly after this business plan was developed, the pandemic disrupted our lives and changed our plans, but our vision remains:

God calls the whole church through the Gospel to be engaged in mission in response to the needs of others, celebrating what God has done and continues to do through us....

The ministry of CRS endeavors to encourage and connect congregations to the opportunities and possibilities available to us in this new moment of “being church”. Here’s a brief look at what we do, and how we do it:

Definition of Redevelopment (*what we do*): The CRS Committee defines redevelopment as the physical repurposing of land and facilities to meet the missional ends of the congregation (new construction on a site that has pre-existing uses).

Purpose of Redevelopments (*why we do it*): To revitalize the physical, economic, and social fabric of the congregation and its community.

Role of CRS (*how we do our work*): In consultation with Synod staff, CRS screens congregational requests for support. If property redevelopment is a realistic option, CRS provides support for congregation to renew its vision, mission, and strategic direction. This foundational work ensures congregational alignment with CRS’s purpose. CRS accompanies congregations through the entire redevelopment process.

You are invited to explore our website for more information: <https://easternsynod.org/congregational-redevelopment-services/>

Reports of Program Committees and Ministry Directors

What makes a property developable? There are two factors CRS looks at to determine “developability.” First, our development partners will assess the site itself: its location, size, and proximity to services and amenities. They will also consider current zoning and planning permissions, community/neighbourhood needs, and market trends.

But determining a church property’s developability is not contingent only on aspects of the site itself. Equally as important, if not more important, is the congregation’s readiness to engage in the process of redevelopment. Site feasibility is undergirded by:

- articulate its mission and understand how redevelopment of the property fits within the congregation’s vision,
- understand needs in the community, and
- create a network of support and partnership with community stakeholders.

Our Partners

CRS has partnered with EDGE (<https://united-church.ca/news/edge-network-moves-central-role>), a ministry of the United Church of Canada, to provide facilitation and coaching for congregations wishing to renew their mission and vision, engage with the community, and create strategic plans. While EDGE’s work is now integrated into the core work of the General Council Office, the Network for Ministry Development continues to make resources available to CRS. As of April 2024, there are seven Eastern Synod congregations engaged in EDGE’s “Future Directions” process led by trained facilitators.

Kindred Works (www.kindredworks.ca) is an independent company that redevelops and manages land on behalf of the United Church of Canada, its congregations, and ecumenical partners. Kindred Works transforms church properties into housing and shared spaces that are built to meet broad community needs, promote sustainability, and advance right relations, anti-colonialism, and anti-racism approaches. As of April 2024, Kindred Works has created development plans for three Eastern Synod congregations, two of which we expect to have shovel ready by the end of 2024.

CRS Committee

The CRS Committee is currently comprised of seven members and one Synod Council liaison. The committee’s purpose is to clarify the strategic direction of CRS. At its November 2023, December 2023, and March 2024 meetings, the committee updated its strategic priorities and will work within the vision and purpose of the Synod’s new leadership to update its strategic plan for 2024-2027.

Looking to the Future

We have an opportunity now to reflect carefully on a theology of place, to examine the relationships congregations have with their properties, and to consider the impact of the church (congregation and

Reports of Program Committees and Ministry Directors

property) in our communities. Our properties are important to us, and we bear the burden and responsibility of stewarding them well, so it is not surprising that we feel protective when the topic of what to do with our properties comes up.

The ministry of CRS is to work with congregations to determine the shape of Lutheran witness in this moment. Together may we make wise decisions that acknowledge and honour the life, story, and history of these important places in ways that will contribute to healthy and life-giving community and that will help us share an abundant life in the places we call home.

Rev. Jennifer Hoover

Youth and Young Adult Ministry (YAYA)

Committee Roster

Nancy Hilborn, Jonathan Hopkins, Ben Cameron, Sophos Slessor, James Suknundun, Sydney Marshall, Rev. Anne Anderson, Rev. Brooklynn Lane, Rev. Christie Morrow- Wolfe (synod liaison)

The Youth and Young Adult Ministry Committee continues to provide funding for many congregational and Synod initiatives aimed at providing rich, meaningful and faith-filled experiences for youth and young adults. Over the past three years, these ministry opportunities have included funding and support for the Synod's three camps (Lutherlyn, Mush-a-Mush and the Summer Lutheran Youth Camp – formally Confirmation Camp), campus ministry expressions, and several creative, local ministries such as (but not limited to):

- ⇒ **Young Adult Retreat** (for ages 19-40 to gather to rest, retreat, learn and socialize).
- ⇒ **Neighbourhood Table** (supporting young people in addressing food insecurity and building community).
- ⇒ **Feather & Cross** (support for this ministry which seeks to provide a safe place for Lutherans to partner with Indigenous neighbours and to learn about Indigenous practices and way of life).
- ⇒ Several **Congregational Confirmation Camps** (a chance for youth to learn and grow together in a camp setting).
- ⇒ **Young Adult experiential learning opportunities** (YAYA funding was able to offer support for a young adult to serve as a Steward at the LWF General Assembly in Krakow Poland in the fall of 2023).

The Covid-19 pandemic taught us that we need to remain open and flexible in order to provide the best kind of adaptive support to the varying expressions of youth and young adult ministry across the Synod. Since the lockdowns which marked the early part of the pandemic, the Synod's three camps have been

Reports of Program Committees and Ministry Directors

experiencing a time of ‘rebound’ and building back. While participation at the Synod Camps hasn’t quite reached pre-pandemic levels, the camps have also been creative and resilient in offering day camps, family camps and rentals to other groups to help encourage people to experience outdoor ministry in a camp setting once again.

In the spring of 2022, YAYA partnered with the Kairos initiative, ‘For the Love of Creation’ and hosted an art contest to coincide with Earth Week. Many beautiful submissions were received and then spent time on display at Martin Luther University College in Waterloo. It was a chance for people to get creative (and maybe a little bit messy) and express, through art, what God’s creation means to them.

For more information – for all grant application forms or the ability to apply online; for upcoming events and other resources, including links to the camps and campus ministries, please visit the YAYA website (es-youth@elcic.ca).

Rev. Christie Morrow-Wolfe, Assistant to the Bishop

Public Policy and Service Ministries

Director of Public Policy & Service Ministry
Rafael Rodriguez

It has been an honour and a privilege to serve as Director of Public Policy and Service Ministries over the past 11 months. Being able to witness and take part in the work of our Synod has brought me great joy and continues to strengthen my belief and faith in God’s children and what they can achieve. None of the work that has occurred since I took on this role would have been possible without the passionate members of both the Racial Justice Advisory Committee and the Circle for Reconciliation and Justice, so I extend my thanks and gratitude to all the members of the committees for their tireless efforts and dutiful service over the past year.

As in previous years, climate justice continues to be an urgent priority. Work in this field has stalled over the past year. In 2023 the Synod formed a partnership with Zero Emission Churches (ZEC), and at the end of that year, calls were made to find volunteers to engage in the process that ZEC has established. Unfortunately, uptake from these calls was incredibly low, and as the new year came to be, new projects took attention and energy away from this initiative. This reveals the fact that the scale of addressing climate change in the synod requires substantial human and financial resources, as our Synod is geographically vast and situationally diverse. At the moment, the resources provided have proved to be insufficient for the Synod to do its part in effectively combating the Climate Crisis. This area will need to continue to be an area of focus going forward.



Reports of Program Committees and Ministry Directors

Post-pandemic, new social and political challenges have arisen in Canada, and our Synod has not been exempted from these challenges. The cost-of-living crisis, a lack of available and affordable housing, high interest rates, growing numbers of unhoused people, and the ever-increasing effects of climate change have touched each and every one of our lives. As is often the case, BIPOC and impoverished communities will be impacted most by these crises. To mitigate the effects of these intertwined crises, and to live out God’s vision of love, peace, and justice, radical change is necessary now more than ever.



Section 8

Financial Reports

-  Report of the Treasurer
-  2021 Remittance Report
-  2022 Remittance Report
-  2023 Remittance Report
-  2024-2027 Budget Assumptions
-  2024 (Original vs Revised) Budget
-  2024 (Revised) – 2027 Budgets
-  2021 Audited Financial Statements
-  2022 Audited Financial Statements
-  2023 Audited Financial Statements

Financial Reports

Report of the Treasurer

Keith Myra

As I write this report, my final such report as my final term as treasurer of the Eastern Synod draws to a close, I am reminded that although the Synod and many of our congregations have certainly faced financial challenges over all of the years that I have served in this role, no less so over the past three years, God has continued to bless us with so many gifts, including the gift of generous individuals and generous congregations! *Thank you for your unfailing support of our partnership in mission!*

- **Operating Fund Overview (2021 – 2023)**

Operating Fund	2021	2022	2023
Total Income	\$2,283,580	\$2,019,354	\$2,649,686
Total Expenditures	\$2,090,382	\$2,152,802	\$2,508,640
Surplus / (Deficit)	\$193,198	-\$133,448	\$141,046

Although net income fluctuated quite significantly, ranging from a loss of \$133,000 in 2022 to gains of \$193,000 and \$141,000 in 2021 and 2023 respectively, the Synod’s operating fund accumulated an overall surplus of income over expenditures of slightly more than \$200,000 over the past three period. The primary reason for the year-to-year fluctuations is attributable to changes in the investment performance experienced by Charitus (formerly known as Evangelical Lutheran Foundation in Eastern Canada (ELFEC)).

Note: Amounts throughout this report are reported on a “cash flow” basis to align with budget assumptions and do not include actuarial adjustments that are made in the Synod’s audited financial statements to account for future obligations relating to retiree benefit premiums.

Income Summary

Income Summary	2021	2022	2023
1. Benevolence Offerings	\$1,303,252	\$1,234,019	\$1,196,669
2. Charitus (ELFEC) Grants	\$609,254	\$515,375	\$1,219,733
3. ELCIC Grants	\$129,941	\$203,002	\$119,720
4. Government Wage Subsidies	\$183,136		
5. Other	\$57,997	\$66,958	\$113,564
Total	\$2,283,580	\$2,019,354	\$2,649,686

Notes:

1. Benevolence receipts have been on a slow, steady decline since reaching an all-time high of \$1.8 million in 1992.
2. Charitus grants were significantly higher in 2023 due to higher investment income achieved by Charitus and increased need for funding by the Synod to cover increased expenditures in various ministry areas.
3. ELCIC grants consist primarily of grants from the ELCIC Mission Fund (formerly known as Church Extension Capital Fund (CECF) grants).
4. Government wage subsidies consisted of the federal government's Canada Emergency Wage Subsidy (CEWS) that was available to qualifying businesses and charities during COVID.
5. Other income consisted of assembly/retreat registration fees, rental fees, fees for services and individual donations.

Expenditure Summary

The Synod's operating budget funds a wide variety of ministries across Eastern Canada. In addition, through our financial gifts to the ELCIC, we also support ministries in other areas of Canada and the rest of the world. Although these expenditures include support for many long-established and highly valued traditional forms of ministry, they also support a number of newer, innovative and experimental forms of ministry that span the four primary goals in the Synod's Strategic Plan:

1. Provide Vision, Leadership and Support to the Synodical Community
2. Develop Capable Leaders
3. Connect the Synodical Community with the Wider Church through Effective Partnerships
4. Live as a Healthy Synod

Expenditure Summary	2021	2022	2023
1. ELCIC	\$456,700	\$406,700	\$406,700
2. Martin Luther University College	\$295,000	\$280,000	\$280,000
3. Mission Committee	\$113,967	\$186,768	\$266,654
4. Youth & Young Adult Ministries	\$76,813	\$76,830	\$119,632
5. Candidacy Committee	\$10,230	\$42,747	\$57,391
6. Congregational Redevelopment Services	\$102,229	\$38,413	\$21,107
7. Stewardship & Resource Development	\$1,500	\$2,632	
8. Communication	\$21,552	\$18,896	\$15,202
9. Public Policy & Service	\$2,495	\$2,052	\$26,395
10. Office of the Bishop	\$12,044	\$10,296	\$20,982
11. Salaries and Professional	\$706,541	\$802,610	\$927,449
12. Office	\$196,147	\$157,247	\$167,570
13. Retreats	\$0	\$41,241	\$45,481
14. Synod Council	\$21	\$7,039	\$7,533
15. Ministry Area Programming	\$0	\$6,874	\$13,178
16. Retiree Health Insurance Subsidy	\$73,668	\$72,457	\$67,116
17. National Convention / Synod Assembly	\$21,475	\$0	\$66,250
Total Expenditures	\$2,090,382	\$2,152,802	\$2,508,640

Notes:

Explanatory information about each of the synodical ministry areas listed above follows:

1. **ELCIC** - As has been the case for many years now, the Synod met, in full, its commitment to the Evangelical Lutheran Church in Canada national church. In addition, a “second-mile” gift of \$50,000 was provided from the 2021 operating fund surplus.
2. **Martin Luther University College** (previously known as Waterloo Lutheran Seminary) - Annual commitments of \$280,000 were honoured in full.
3. **Mission Committee** expenditures consisted almost entirely of grants made to congregations and several other organizations that applied for assistance. Over the past triennium these grants helped to fund more than 100 creative and impactful outreach initiatives, including special assistance for technology support (e.g. live-

streaming worship services, etc.) that was provided to congregations during the pandemic.

4. **Youth & Young Adult Ministry** expenditures consisted almost entirely of grants to the two Synod camps (Lutherlyn and Mush-a-Mush), funding for several campus ministries, and grants to congregations to support their ministries to children, youth and young adults.
5. **Candidacy Committee** funding made possible grants of full tuition to all seminary students endorsed by the Candidacy Committee and financial assistance to congregations to support internships.
6. **Congregational Redevelopment Services**, a relatively new ministry of the Synod, advises congregations on the physical repurposing of their land and facilities to meet the missional needs of the congregation, with the goal of revitalizing the physical, economic and social fabric of the congregation and its community.
7. **Stewardship & Resource Development** expenditures provided for the printing and distribution of congregational resource materials.
8. **Communication** expenditures consisted primarily of financial support for the Canada Lutheran national magazine and support for the Synod website.
9. **Public Policy and Service** ministries included support for racial justice (e.g. Community Conversations), the Circle for Reconciliation and Justice and climate justice.
10. **Office of the Bishop** expenditures included funding for the Bishop's discretionary fund, our two Global Mission Companion ministries (Guyana, Jordan and the Holy Land), and support for ecumenical partnerships.
11. **Salaries and Professional** expenses included salaries, benefits and other expenses (e.g. travel) associated with compensating synodical employees (full and part-time Synod office staff, ministry directors, officers) as well as fees for services performed by the deans. Compensation costs are carefully managed, while ensuring that employees are compensated fairly.
12. **Office** expenditures include utilities, maintenance, mailing, office supplies, insurance, auditing, legal, computer hardware/software/networking and other similar types of expenses. All of these expenses that are required to run the Synod office are fully covered by income that is earned on invested funds that were generously donated

by our parents and grandparents many years ago. As a result, rather than paying for office infrastructure, offerings that are given to benevolence directly support the Synod’s “on the ground” ministries.

13. **Retreat** expenditures included the Atlantic Pastor’s Retreat, the Bishop’s Spiritual Retreat and the Lay Spiritual Retreat, and are largely offset by registration fees received from participants.
14. **Synod Council** expenditures – Although most Synod Council meetings over the past triennium took place virtually, travel expenses were incurred for members to attend in-person meetings that were scheduled occasionally. Due to the pandemic, all meetings in 2021 were held on-line.
15. **Ministry Area** expenditures consisted primarily of travel and meeting expenses for deans, Synod staff and officers to attend one in-person meeting annually (except in 2021), as well as grants for ministry area mission initiatives.
16. **Retiree Health Insurance** expenditures fund a 50% premium subsidy that is provided to a grandfathered group of retired rostered leaders and their spouses.
17. **Synod Assembly** was held virtually in 2021, at relatively low cost. The ELCIC National Convention was held virtually in 2022 (at no cost to the Synod). An in-person Special National Convention was held in 2023.

Capital Expenditure Overview (2021 – 2023)

In addition to those expenditures from the Operating Fund identified above, the following expenditures were made from various synodical capital funds to replace/maintain the Synod’s fixed assets:

Capital Expenditure Summary	2021	2022	2023
Synod Office - Building	\$11,800	\$14,000	\$3,700
Lutherlyn Camp & Conference Centre	\$80,200	\$68,000	\$13,000
Camp Mush-a-Mush	\$3,400		\$4,000
Total Expenditures	\$95,400	\$82,000	\$17,000

In 2021, the 177 Albert St. Waterloo property, previously rented by the Synod to Martin Luther University to house the Delton Glebe Counselling Centre, was gifted to Martin Luther University College. The Delton Glebe Centre provides mental health services to Wilfrid Laurier University students and the wider Region of Waterloo community. As Bishop Michael Pryse commented,

“through this gift, the Synod will help to ensure the longer term growth and stability of this wonderful educational and service ministry.” At the time of transfer, the market value of this property was \$1.6 million.

Throughout 2020 and 2021, the Synod administered a \$175,000 bequest that had been designated to support significant capital improvements at a Lutheran youth camp in Lithuania.

Although funding was not released until 2024, in 2023 the Synod Council directed that the balance of the Lutheran Homes Fund (approximately \$481,000), a fund with the designated purpose of providing a “Lutheran home for the aged” in the Kitchener-Waterloo area, be granted to Lutheran Homes Kitchener-Waterloo to assist in funding pre-development activities for its proposed retirement residence development project.

In support of the 2021 Synod Assembly’s mandate for climate action work to support the work of the ELCIC Carbon Neutrality Task Force and to become a greening church, Synod Council directed that we request Zero Emission Churches to perform an assessment to measure the greenhouse gas output from the Synod office building and recommend available grants and other resources to assist with remediation.

Other Financial Highlights (2021 – 2023)

As has been the case for many years, over the past triennium the Synod was the recipient of a number of larger, extraordinary gifts/bequests. These gifts were received, either directly by the Synod, or indirectly through transfers made by the donor to Charitus, for synodical ministries.

Gifts of \$5,000 or more that were designated for specific synodical causes included the following:

Extraordinary Donations/Bequests (Designated)	2021	2022	2023
Grace, Oakville ON (Congregational Assistance)	\$15,000		
St. Matthew’s, Rose Bay NS (Atlantic Area Ministry)	\$15,000		
St. James, Renfrew ON (Candidacy)			\$200,000
Grace, Oakville ON (Candidacy)			\$1,000,000
Grace, Oakville ON (Congregational Assistance)			\$300,000

The following gifts of \$5,000 or more were undesignated and applied to the Synod’s *Undesignated Gift and Bequest Fund*. Investment income earned by this fund provides a source of revenue to the Synod’s operating budget. From time to time, portions of the principal are also used for special or unbudgeted synodical initiatives.

Extraordinary Donations/Bequests (Undesignated)	2021	2022	2023
St. John's, Montreal QC	\$14,600		
Zion, Stratford ON	\$25,000		
Otto Schilling Estate		\$50,000	
Elva Trussler Estate			\$10,000

In accordance with Synodical policy, ten percent of all undesignated gifts and bequests is allocated to the ELCIC national church or to other national / international expression of the church. Gifts made to the wider church from undesignated funds included:

Gifts to the Wider Church (From Undesignated)	2021	2022	2023
ELCIC (re St. John's, Montreal QC gift)	\$1,460		
ELCIC (re Zion, Stratford ON gift)	\$2,500		
ELCIC (re Otto Schilling Estate)		\$5,000	
ELCIC - CLAY (re Elva Trussler Estate)			\$1,000

In accordance with synodical policy, assets remaining from congregations that have closed are transferred to the Synod and applied to the *Remembering For The Future Fund*. Investment income that is earned annually by this endowment fund is used to support synodical ministries. In this way, the seeds that these congregations have sown through the legacies that they created at the time of their closing continue to grow, flourish and bear fruit, thus ensuring that their congregational ministry will continue into the future, albeit in new and different ways.

Over the past triennium, the following additions of principal were made to the *Remembering For The Future Fund*:

Additions to Remembering for the Future Fund	2021	2022	2023
Chinese Lutheran Church, Montreal QC	\$202,800		
Pilgrim, Kitchener ON	\$5,000		
St. Matthew's, Rose Bay NS	\$30,000		
St. Peter's, Gads Hill ON	\$34,800		\$88,400
Christ the King, Whitby ON		\$2,450,000	\$37,500
St. Paul's, St Laurent QC			\$200,000
Grace, Oakville ON			\$1,000,000

In 2020 the ELCIC national and synodical treasurers began meeting on a monthly, and sometimes more frequent, basis. Although formed initially to identify and communicate financial resources that congregations across the ELCIC might find helpful during the pandemic our agenda has expanded to include a variety of other financial/risk issues related to the

national church, synods and congregations. In addition to pandemic related issues, over the past triennium our activities have included:

- Reviewing and revising our mandate
- Receiving updates from the ELCIC Aon representative regarding the Aon / Ecclesiastical insurance program for ELCIC congregations and synods. One of the outcomes from these discussions was a webinar to inform congregations about insurance matters.
- Remaining up to date on and encouraging Charitus' service offerings to congregations, synods and other entities within the ELCIC
- Discussions with the ELCIC Mission Fund Board regarding guidelines for the use of these funds
- Discussions with the chair and executive director of ELCIC Group Services Inc. regarding GSI's pension and benefit plan, as well as other matters
- Discussions around the possibility of harmonizing several aspects of compensation schedules and guidelines across the ELCIC
- Developing plans for updating the ELCIC Treasurers' Booklet
- Addressing concerns regarding low submission rates for parochial reports and understanding the implications

In accordance with CRA requirements, the Registered Charity Information Returns (T3010) for 2021 and 2022 for the Eastern Synod were filed prior to the deadline. The 2023 return is currently a work in progress and will be filed after the audit is complete.

The Synod has owned two camp properties for many years, one in the Ottawa Valley, the other in Lunenburg County, Nova Scotia. New five-year lease agreements, effective January 1, 2022, with the boards of Lutherlyn Camp and Conference Centre and Camp Mush-a-Mush were negotiated. Under the terms of these revised agreements, both of the separately incorporated camps will continue to operate outdoor ministry programs on behalf of the Synod. The renegotiated agreement with Lutherlyn recognizes that this organization is now financially self-sufficient, thus fulfilling a long-held vision of the Synod!

in 2022 the Synod Council provided mortgage assistance to a recently called staff member under the terms of a newly established *Mortgage Assistance Policy*. This policy, that provides mortgage loans to support the purchase of a home for a newly elected bishop and those called to serve the Synod as assistants to the bishop, is designed to encourage mobility among the

best qualified candidates and facilitate the process of securing housing locally by providing financial support when traditional financing alternatives are not available.

Although it wasn't possible to hold in-person workshops during the pandemic, I conducted several webinars in 2022 to assist congregational treasurers with preparing CRA's Registered Charity Information Return (T3010).

As one of the key components of my succession plan, Mandi Walker, manager of finance and administration, has been a most welcome addition to the Synod office staff team since coming on board in February 2023. Mandi has assumed responsibility for the day-to-day and operational aspects of our financial and administrative operations and has brought with her a wealth of related experience from her previous employment. Mandi is capably supported by Danielle Arsenault, accounting assistant, who returned to her position in September 2023 following her maternity leave.

At the request of the Georgian Ministry Area, in June 2023, Assistant to the Bishop Christie Morrow-Wolfe and I led a half day workshop ("Where Your Treasure Is") hosted by St. Mark's, Chesley, with a focus on generous giving and practical financial tools.

Effective September 2023, the Synod assumed interim ownership and property management of the St. Ansgar, Toronto property when this congregation closed. The Synod has agreed to own and maintain this property for a minimum of one year and a maximum of five years until it can be sold at an optimal price, at which time the proceeds will be distributed to a number of beneficiaries that were determined by the congregation prior to closing, including a 20% share that has been designated for the Eastern Synod. Given that the Synod is currently holding this property in trust and that the amount of proceeds have not yet been determined or distributed, all assets, liabilities and property management transactions associated with the St. Ansgar operation have been excluded from this report.

In November 2023 Synod Council approved an allocation of \$25,000 from the *Undesignated Gift & Bequest Fund* to the ELCIC Emergency Appeal for the Evangelical Lutheran Church in Jordan and the Holy Land. An additional \$25,800 from the 2023 Charitus operations grant was approved in April, 2024 for this most urgent and critical cause.

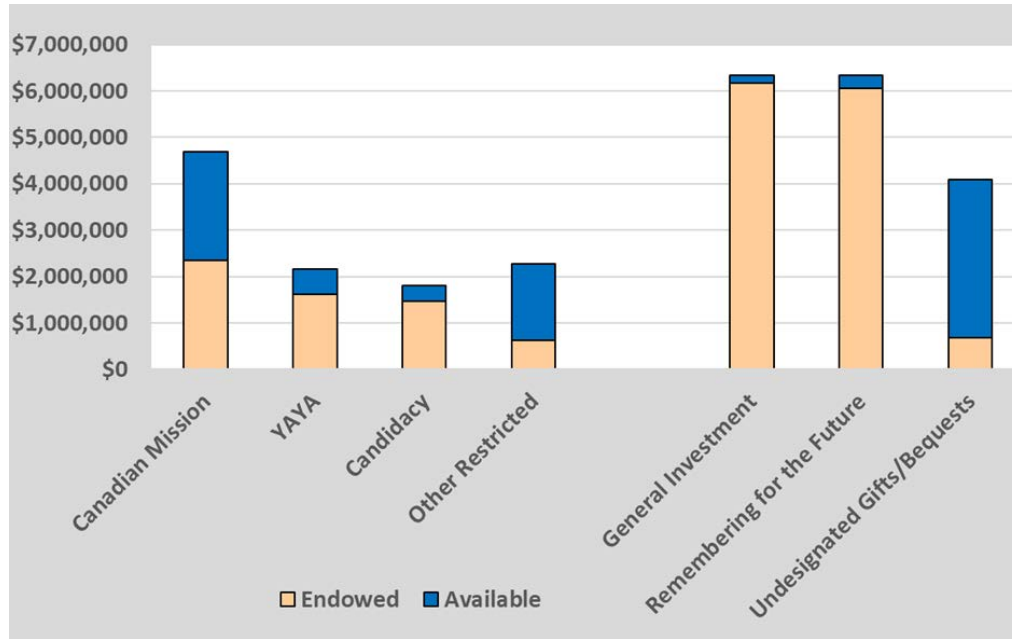
Fund Summary (as of Dec 31, 2023)

As a Synod we are blessed, not only with the offerings and other donations that we receive on a regular basis from congregations and individuals, but also with a rich legacy of gifts that previous generations have left to us through their offerings and bequests. With the exception of cash that is required to maintain the day-to-day operations of the Synod, ownership of these

assets has been transferred to Charitus, which is also responsible for managing them. As requested by the Synod, Charitus then makes grants from these assets and the investment income they generate to support a variety of synodical ministries.

The following chart includes assets that are owned by the Synod or that are owned by Charitus and designated for synodical purposes. Note the following:

1. The “Endowed” portion (orange) is principal that cannot be spent. The “Available” portion (blue) is available for spending for the specified purpose.
2. There are 12 different Canadian Mission Funds, each with a specified purpose, as designated by the donor or the Synod.
3. There are 10 different Youth, Young Adult and Children’s funds, each with a specified purpose, as designated by the donor or the Synod (e.g. children’s ministry, Camp Lutherlyn, Camp Mush-a-Mush, campus ministry, Indigenous ministries, etc.).
4. There are 14 different Candidacy funds, each with a specified purpose, as designated by the donor or the Synod. These funds have been designated for supporting seminary students through bursaries or for providing funding to congregations to support internships.
5. There are 29 other restricted funds designated for a variety of purposes, including rostered/lay leader education, capital projects, affordable housing for the aged, congregational property redevelopment, etc.
6. There are 3 unrestricted funds. Income earned from these funds supplements congregational benevolence offerings and provides funding to the Synod’s operating budget.



Synod Professional Staff Remuneration

The following information is provided in accordance with direction provided at Assembly 2012:

At the end of 2023, there was a full time equivalent (FTE) of 6 incumbents in professional roles in the Synod office. These employees (bishop (1 FTE), assistant to the bishop (2.75 FTEs), ministry directors (1.25 FTEs) and manager of finance and administration (1 FTE)) are positioned in salary ranges that vary between a minimum of 80% of full job value and a 110% maximum. In 2000 the 100% job value (defined as fully meeting job expectations) for Bishop was established at 155% of the 2000 Synod Compensation Schedule, based on a pastor with 15 years of experience (125% for Assistant to the Bishop). These job values are updated annually to reflect changes with the Cost of Living Allowance (COLA) index and periodically benchmarked against the other four ELCIC synods to ensure they remain reasonable and competitive.

Job values and salary ranges, as of Dec 31, 2023 were as follows:

Role	Salary * @ 100% Job Value	Salary Range * (80% - 110% of Job Value)
Bishop	\$107,321	\$85,857 - \$118,053
Assistant to the Bishop	\$91,881	\$73,505 - \$101,069
Ministry Director	\$83,200	\$66,560 - \$91,520

Manager Finance & Administration	\$91,881	\$73,505 - \$101,069
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* Includes salary and housing

Benefits are in accordance with those prescribed by the GSI harmonized guidelines. The Synod funds the mid-tier “Green” module for those employees who qualify for the GSI Benefit Plan. In lieu of mileage reimbursement for travel, the Synod provides a vehicle to the Bishop, an arrangement that is financially favourable, both to the Synod and the incumbent Bishop. Led by the Vice Chair, the Synod officers conduct an annual review of the Bishop’s performance. The Bishop conducts an annual performance review with each professional employee and the Manager of Finance and Administration conducts a similar review with each administrative staff member.

Comments on Other Reports in this Section of the Bulletin of Reports

Remittances (2021 – 2023)

The following table summarizes remittances from congregations and individuals that flowed through the Synod office for various causes (excluding larger, non-recurring gifts in excess of \$5,000 that are reported above). Details are available in the remittance reports that follow in this section of the Bulletin of Reports:

Remittance Summary	2021	2022	2023
Benevolence	\$1,303,252	\$1,234,019	\$1,196,669
Canadian Lutheran World Relief	\$212,658	\$305,495	\$218,276
Martin Luther University College	\$18,600	\$8,565	\$9,343
Outdoor Ministry	\$4,643	\$9,626	\$11,298
ELCIC - Global Missions	\$12,536	\$6,052	\$6,677
ELCIC - Other	\$470	\$3,417	\$1,750
Other	\$10,294	\$4,268	\$5,671
Total Remittances	\$1,562,453	\$1,571,442	\$1,449,684

Notes:

1. The significant increase in 2022 Canadian Lutheran World Relief offerings is attributable to the Ukrainian Appeal.
2. The reduction in Martin Luther University College Offerings that occurred after 2021 is due to the wind-up of Luther’s Capital Reform Campaign.

2024 – 2027 Budget Recommendations

One of the goals that was identified in the Synod's *Strategic Plan* was to review and revise, as appropriate, the ministries funded by the synodical budget and the funding allocations to these ministries to ensure that the Synod's annual operating budgets reflect both longstanding and emerging priorities as determined by Synod Council (and Assembly). This review was completed over the past triennium and the revised process was used to develop proposals for 2024 (Revised Budget) and the budgets for 2025, 2026 and 2027.

In addition to identifying those areas where significant changes to funding (increases or decreases) might be required to reflect current and emerging priorities, the Synod Council wrestled with trying to determine the extent to which non-endowed funds and reserves that had accumulated from previous years should be used to help fund budgets for the upcoming triennium. Or should one hundred percent of all the Synod's existing reserves be retained for future years/generations?

Synod Council concluded that, although it certainly has no intention of depleting all existing reserves, this is a critical point in time, and as such, it is incumbent on us to dip into a portion of our reserves, not only to help fund our existing ministries, but more importantly, to invest in building a sustainable future. Consequently, the operating budgets that Synod Council is recommending for the four year period 2024 – 2027 include allocations totaling approximately \$650K of principal from the \$4 million *Undesignated Gift & Bequest Fund* to balance these budgets.

The budget proposals are included later in this section of the *Bulletin of Reports*.

I, along with my synodical partners, trust that your congregation will continue to take your role in funding these budgets seriously as you make your financial commitments to the Synod over the next three year period. Thank you in anticipation of your continuing partnership and support!

2021, 2022 & 2023 Audited Financial Statements

Ernst & Young, the Synod's long time auditor, expressed an unqualified opinion that the 2021 and 2022 Financial Statements presented the financial position of the Synod fairly and in accordance with Canadian accounting standards for not-for-profit organizations.

In 2023 we went to market for a new auditor and selected RLB Chartered Professional Accountants. We believe that RLB will continue to provide the excellent service and professional support that Ernst & Young provided to the Synod for so many years, along with an

anticipated reduction in audit fees. Although the 2023 audit had not been completed at the time this report was prepared, we expect to receive a similar opinion to that of 2021 and 2022.

On a Personal Note

In addition to my role as synodical treasurer, it has also been my pleasure to serve the Synod and wider church in several related capacities over the last few years, including:

- Synod Council liaison to the Congregational Redevelopment Committee
- Member of Lutheran Homes Kitchener-Waterloo's Risk & Finance Committee
- Eastern Synod representative and co-leader of the ELCIC National Database Steering Committee

After almost three and a half decades of having had both the honour and privilege of serving as your treasurer, it is becoming more and more obvious to me that although I am very much looking forward to a change, I will truly miss many of the aspects that are associated with this role. Most of all, I will miss the rich partnerships and trusting, friendly interactions that I have enjoyed with so many colleagues over these years. Among these I include:

- My fellow Officers (two bishops, five vice-chairs and three secretaries) - A special word of thanks, appreciation and recognition to those with whom I have served most recently: Bishop Michael Pryse, Vice-Chair Laurie Knott, and Secretary Wendell Caron Grahman, all of whom demonstrate their passion, competence and diligence on a daily basis.
- My fellow Finance Committee and Synod Council members – There have been literally dozens of these dedicated people!
- The enthusiastic and hard working Synod Office staff members who have supported me over all of these years
- The hundreds of rostered and lay leaders in congregations that I have come to know through our in-person meetings and interactions, telephone and Zoom calls, and email conversations
- My fellow treasurers in the other four synods, as well as those who serve in the ELCIC National Office

Although I have certainly encountered my share of challenges over these years, whatever challenges I faced have been greatly outnumbered by the joys. And one of these joys has been the opportunity to meet and interact with many of you! I consider it a deep blessing to have had the opportunity to partner with all of you!

I take my leave with assurance that with Fred Mertz's nomination as my successor and ably supported by our manager of finance and administration, Mandi Walker, the Synod's financial administration is in very capable hands. I'm very excited that we have been successful in identifying and recruiting such enthusiastic and competent individuals and am confident that the transition that is now well underway will be beneficial for the Synod (as well as for me!).

On behalf of those who carry out synodical ministries in your stead, and on behalf of those congregations, individuals and other organizations that benefit from these ministries, please accept my sincere thanks for your generous financial gifts over the past triennium and throughout all the years of my service. I ask that you continue to support our Synod's new leadership team with your continued prayers, partnership, enthusiasm and financial offerings! All of these are vitally important and much appreciated!

2021 Remittance Report

#	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC		CLWR	Marin Luther		Other	Total
				Global Mission	Other		University College	Campus Ministries		
Atlantic Ministry Area										
4110	St Matthew Fredericton	1,000	1,100	0	0	0	0	0	0	1,100
4120	Bethany New Denmark	600	600	0	0	600	0	0	0	1,200
4130	St Peter's New Denmark	4,250	4,250	0	0	1,000	0	0	0	5,250
4310	St Luke Baker Settlement	0	0	0	0	125	0	0	0	0
4320	St James Branch La Have	1,200	1,297	0	0	170	0	0	0	1,422
4330	St Paul's Bridgewater	2,500	2,500	0	0	390	0	50	0	2,980
4340	Christ Campedown	0	716	0	0	170	0	0	0	886
4350	St Peter's Chester	0	500	0	0	0	0	0	0	500
4370	Ascension Conquerall Mills	200	533	60	0	160	0	0	0	753
4375	Grace Dartmouth	320	165	0	0	0	0	0	0	165
4380	Our Saviour Dartmouth	3,000	1,295	0	0	200	0	0	0	1,495
4390	St Stephen's Farnville	0	200	0	0	0	0	0	0	200
4410	Grace First South	0	2,700	540	0	0	0	0	0	3,240
4420	Resurrection Halifax	17,000	17,656	0	0	4,300	60	0	0	22,016
4430	Zion Lunenburg	0	4,737	50	0	120	0	0	0	4,907
4440	St John's Mahone Bay	5,000	1,535	0	0	430	0	0	0	1,965
4460	Calvary Middleton	0	683	0	0	150	0	0	100	933
4470	St Mark's New Cornwall	0	200	0	0	0	0	0	0	200
4480	Trinity New Germany	0	4,900	25	0	0	0	0	0	4,925
4490	St Matthew's Newburne	0	1,779	0	0	0	0	0	0	1,779
4500	All Saints Newcombville	6,000	7,187	0	0	1,160	0	0	0	8,347
4510	St Paul's North River	0	2,400	0	0	80	0	50	200	2,710
4520	St Luke's Rhodes Corner	1,600	1,500	0	40	0	0	0	0	1,540
4530	St Matthew's Rose Bay	0	0	0	0	0	0	0	2,500	2,500
4550	Mount Olivet Upper La Have	1,300	1,200	0	0	0	0	0	0	1,200
4560	Mount Calvary Upper Northfield	0	1,223	0	0	30	0	0	120	1,373
4580	St Andrew's West Northfield	0	575	0	0	0	0	0	0	575
Central Toronto Ministry Area										
5060	Marin Luther Toronto	0	15,000	0	0	0	0	0	0	15,000
5420	Zion Maple	0	2,485	0	0	230	33	0	0	2,748
5425	Toronto Chinese Scarborough	4,800	4,800	0	0	0	0	0	0	4,800
5545	Holy Cross Neumarket	0	9,700	0	0	100	0	0	0	9,800
5610	Emmanuel Toronto	2,100	2,100	0	0	0	0	0	0	2,100
5940	St Paul's Richmond Hill	0	2,987	0	0	410	0	0	0	2,987
6010	Thornhill Thornhill (Markham)	0	4,000	0	0	375	20	0	50	4,445

2021 Remittance Report

#	Congregation Name	Benevolence Commitment	Benevolence Rerouted	ELCIC		CLWR	Martin Luther University College	Campus Ministries	Outdoor Ministry	Other	Total
				Global Mission	Other						
6080	First Toronto	3,000	3,000	0	0	0	0	0	0	0	3,000
6090	Hungarian Toronto	0	400	0	0	0	0	0	0	0	400
6110	Redeemer Toronto	6,800	7,698	0	0	0	300	0	0	0	7,998
6120	St. Andrews Estonian Toronto	0	5,500	0	0	0	0	0	0	0	5,500
6130	St. Andrew's Latvian Toronto	0	5,500	0	0	0	0	0	0	0	5,500
6140	St. Ansgar Toronto	15,000	12,200	0	0	8,120	0	0	0	0	20,320
6150	St. George's Toronto	1,500	1,500	0	0	0	0	0	0	0	1,500
6165	St Paul's Toronto	2,400	2,400	0	0	0	0	0	0	0	2,400
6170	Bethesda Unionville	12,000	12,000	0	0	0	0	0	0	0	12,000
6300	Advent Toronto	0	7,100	0	0	1,600	0	0	0	0	8,700
6310	Agricola Toronto	8,000	3,000	0	0	0	0	0	0	0	3,000
6330	Swedish Toronto	0	2,300	0	0	0	0	0	0	0	2,300
10128	Rhenish Toronto	0	12,000	0	0	0	0	0	0	0	12,000
12111	St Peter's Estonian Toronto	0	1,806	0	0	0	0	0	0	0	1,806
Georgian Ministry Area											
4760	Trinity Ayrton	10,000	14,957	0	0	975	0	0	0	0	15,932
4820	St. Peter's Brant	0	1,382	0	0	0	0	0	0	0	1,382
4900	St. Mark's Chesley	0	7,665	0	0	0	0	0	0	0	7,665
5030	St. John's Elmwood	3,000	2,400	0	0	3,516	0	0	0	0	5,915
5200	St. Matthew's Hanover	26,500	20,597	80	0	410	0	0	0	0	21,087
5380	St. Paul's Listowel	12,000	12,000	0	100	2,100	0	0	0	200	14,400
5460	St. Mathew Midway	2,800	2,665	0	0	0	0	0	0	0	2,665
5510	St. Paul Neustadt	0	4,500	0	0	500	0	0	0	0	5,000
5520	St. Peter's Neustadt	6,700	8,020	100	0	1,700	200	0	0	0	10,020
5580	St. Paul's Normanby	0	4,500	20	0	200	0	0	0	0	4,720
5710	Our Saviour Owen Sound	20,533	11,735	0	200	14,547	5,270	0	0	0	31,762
5800	Faith Port Elgin	10,000	10,000	0	0	620	0	0	0	0	10,620
6180	Trinity Walkerton	7,500	7,682	1,430	0	645	0	0	0	0	9,757
6190	St. Paul's Wallace	5,100	5,600	0	30	740	0	0	0	0	6,270
6270	St. Peter's Warton	5,500	5,610	0	0	260	0	0	0	0	5,870
6290	St. James Williamsford	3,200	2,530	0	100	0	0	0	0	0	2,730
GTA East Ministry Area											
5640	Faith Oshawa	13,500	10,747	0	0	7,440	0	0	0	0	18,187
5760	Christ Peterborough	11,000	8,500	0	0	2,266	0	0	0	0	10,766
5780	Peace Pickering	0	9,000	0	0	0	0	0	0	0	9,000
6280	Epiphany Toronto	0	18,400	0	0	0	0	0	0	0	18,400

Financial Reports

#	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Martin Luther University College	Campus Ministries	Outdoor Ministry	Other	Total
6285	Christ The King Whitby	0	9,615	300	0	260	0	0	0	0	10,175
GTA West Ministry Area											
4810	Augsburg Brampton	13,000	22,925	0	0	75	0	0	0	0	23,000
5220	St Philip's Toronto	27,600	32,728	0	0	0	0	0	0	0	32,728
5480	Holy Spirit of Peace Mississauga	0	0	0	0	0	0	0	0	0	0
5630	Grace Oakville	0	14,840	0	0	1,490	0	0	0	0	16,130
Huronina Ministry Area											
4775	Westside Barrie	0	15,816	0	0	324	0	0	0	0	16,140
5115	Nazareth Germania	0	0	0	0	0	0	0	0	0	0
5450	St Mark's ALC Midland	0	2,802	0	0	0	0	0	0	0	2,802
5632	St David's Anglican Lutheran Church Chill	2,410	2,415	0	0	0	0	0	0	0	2,415
Grand River Ministry Area											
4880	St Pauls Cambridge	0	16,263	0	0	4,280	972	0	0	0	21,515
4890	St Peter's Cambridge	7,500	7,500	0	0	0	0	0	0	0	7,500
5130	All Saints Guelph	6,000	14,804	0	0	1,500	0	0	0	0	16,304
5270	St Luke's Kitchener	20,000	16,247	415	0	660	0	0	0	1,069	18,291
5280	St Matthews Kitchener	0	24,132	0	0	2,995	0	0	0	0	27,127
5300	St Paul's Kitchener	2,500	2,033	0	0	0	0	0	0	0	2,033
5310	St Peter's Kitchener	0	40,000	0	0	2,520	240	0	0	0	42,760
5330	St Stephen's Kitchener	0	16,764	310	0	3,360	0	0	0	300	20,734
5410	St James Mannheim	0	0	0	0	0	0	0	0	0	0
Montreal Ministry Area											
6610	Christ The Redeemer Dollard-Des-Ormeaux	14,000	17,975	0	0	5,830	4,000	0	2,800	0	30,605
6630	St Ansgar's Montreal	0	2,400	0	0	0	0	0	0	0	2,400
6640	St John's Montreal	0	8,000	0	0	100	0	0	0	0	8,100
6650	St John Estonian Montreal	900	840	0	0	0	0	0	0	0	840
6660	St Michael's Montreal	4,000	4,000	0	0	800	0	0	0	0	4,800
6670	Trinity Montreal	0	1,523	0	0	0	0	0	0	0	1,523
6680	Good Shepherd/Bon Pasteur Saint-Lambert	0	9,000	0	0	12,000	2,000	0	0	0	23,000
6690	Chinese Saint-Laurent	0	0	0	0	0	0	0	0	0	0
6700	St Paul Saint-Laurent	2,100	2,000	0	0	0	0	0	0	0	2,000
Niagara Ministry Area											
5080	Trinity Fort Erie	0	4,500	678	0	1,000	0	0	0	0	6,176
5550	Good Shepherd Niagara Falls	4,000	4,170	0	0	0	0	0	0	0	4,170

#	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Marin Luther University College	Campus Ministries	Outdoor Ministry	Other	Total
Niagara Valley Ministry Area											
5560	St Paul's Niagara Falls	1,500	0	0	0	0	0	0	0	0	0
5790	First Port Colborne	0	40	0	0	0	0	0	0	0	40
5680	St Luke's Ridgeway	1,400	1,300	0	0	100	0	0	0	0	1,400
5880	Faith St Catharines	4,200	4,490	0	0	530	0	0	0	0	5,020
6230	St Matthew's Welland	4,000	4,275	0	0	1,210	0	0	0	0	5,485
Niagara Valley Ministry Area											
4770	St James Baden	0	4,905	0	0	1,400	0	0	0	0	5,905
4980	St Matthew's East Zorra	0	2,415	0	0	1,335	0	0	0	0	3,750
5000	St Paul's Elice	0	800	380	0	215	0	0	0	0	1,395
5470	St Peter's Milverton	0	6,280	0	0	7,675	0	0	0	0	13,955
5530	St James New Dundee	1,210	3,910	0	0	1,020	0	4,530	0	0	14,530
5540	Trinity/New Hamburg	23,500	28,817	0	0	3,865	0	0	0	0	33,682
5690	St James North Easthope	0	1,370	0	0	600	0	1,970	0	0	1,970
5770	Zion Phillipsburg	7,400	7,885	0	0	40	0	0	0	0	7,905
5870	Zion St Agatha	1,500	1,875	0	0	0	0	0	0	0	1,875
5960	Zion Stratford	0	56,598	0	0	12,728	0	0	0	100	69,422
6000	Trinity Tavistock	23,000	23,836	0	0	1,070	240	0	0	0	25,146
6250	St Mark's Wellesley	4,000	3,400	0	0	1,050	0	0	0	0	4,450
6390	Bethany Woodstock	6,000	6,750	0	0	550	0	0	0	0	7,300
Northern Ministry Area											
5010	Faith Elliot Lake	0	1,200	0	0	0	0	0	0	0	1,200
5400	St Paul's Magnetawan	2,000	2,060	0	0	935	0	0	0	150	3,135
5430	Zion Massey	0	1,000	0	0	0	0	0	0	0	1,000
5590	Redeemer North Bay	3,000	1,980	125	0	570	0	0	0	0	2,275
5900	Estorian Sault Ste Marie	0	0	0	0	0	0	0	0	0	0
5920	Zion Sault Ste Marie	0	3,297	0	0	1,175	250	0	0	10	4,732
5940	St John's South Porcupine	4,100	4,100	0	0	0	0	0	0	0	4,100
5980	Trinity Sudbury	16,000	16,000	300	0	5,697	360	0	0	0	22,257
12089	New Hope Sudbury	12,000	14,460	720	0	1,420	0	0	0	0	16,600
Ottawa Ministry Area											
5635	Resurrection Orleans	10,000	10,000	0	0	0	0	0	0	0	10,000
5680	Faith Ottawa	16,000	17,046	0	0	2,110	4,000	0	560	0	23,716
5670	Martin Luther Ottawa	5,000	5,000	0	0	0	0	0	0	0	5,000
5680	Peace Lutheran Ottawa	1,500	1,800	0	0	0	0	0	0	0	1,800
5690	St John Ottawa	16,920	12,820	5,420	0	290	0	0	200	0	18,730

#	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Martin Luther University College	Campus Ministries	Outdoor Ministry	Other	Total
5700	St Peter's Ottawa	0	6,005	0	0	2,760	75	0	1,600	0	10,440
12047	Good Shepherd Barhaven Ottawa	500	500	0	0	0	0	0	0	0	500
Ottawa Valley Ministry Area											
4720	St Peter's Alice	0	3,995	0	0	1,050	0	0	0	0	4,945
4730	St John's Annprior	4,280	5,010	0	0	1,378	0	0	0	0	6,368
4740	St John's Augsburg	500	1,134	0	0	450	0	0	0	0	1,984
4800	St John's Bonnechere	3,800	4,224	0	0	100	0	0	0	0	4,324
4960	St Paul's Danbigh	0	0	0	0	0	0	0	0	0	0
4990	Grace Eggarville	6,000	5,900	0	0	50	0	0	0	0	5,950
5440	Christ Maynooth	2,400	2,400	0	0	0	0	0	0	0	2,400
5730	St Timothy's Pembroke	14,500	13,504	0	0	4,125	0	0	523	0	18,152
5740	Zion Pembroke	0	27,000	700	0	539	0	0	0	0	28,239
5750	St John's Petawawa	16,500	16,500	0	0	0	0	0	120	0	16,620
5810	St Stephen's Reglan Twp	2,900	2,900	0	0	425	0	0	100	0	3,425
5820	Grace Rankin	0	2,165	0	0	0	0	0	0	0	2,165
5830	St James Renfrew	6,700	16,575	0	0	1,415	0	0	500	0	18,290
6370	Bethlehem Waco	0	1,270	0	0	0	0	0	0	0	1,270
6620	St John's Ladysmith	0	1,135	0	0	0	0	0	0	0	1,135
6710	Zion Schwartz	2,400	3,490	0	0	0	0	0	0	0	3,490
Seaway Ministry Area											
4780	Holy Trinity Belleville	4,000	1,200	0	0	0	0	0	0	0	1,200
4840	Good Shepherd Brockville	7,500	9,873	0	0	477	0	0	0	0	9,360
4970	St Luke's Dunbar	2,500	2,700	0	0	5,120	0	0	0	0	7,820
5240	St Mark's Kingston	0	5,620	0	0	1,690	0	0	0	0	7,510
6280	South Dundas Lutheran Community Church	4,200	4,373	765	0	0	0	0	0	0	5,138
Thames Ministry Area											
4750	St John's Ayrmer	2,280	2,280	0	0	0	0	0	0	0	2,280
4850	St Peter's Brodheaden	0	19,887	0	0	0	0	0	0	525	20,412
5340	St Paul's Leamington	8,500	14,051	0	0	45	0	0	0	0	14,096
5370	Redeemer London	15,000	15,200	0	0	1,245	0	0	0	0	16,445
5380	St Ansgar London	0	6,240	110	0	210	0	0	0	0	6,560
5390	Trinity London	0	7,905	0	0	603	0	0	0	0	8,208
6360	Trinity Windsor	0	9,115	0	0	370	0	0	0	0	9,485
6390	St Peter's Zurich	9,000	9,000	0	0	0	0	0	0	0	9,000
12108	Peace Christian Church Chatham	0	3,180	0	0	0	0	0	0	0	3,180

#	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Martin Luther University College	Campus Ministries	Outdoor Ministry	Other	Total
The Bay Ministry Area											
4830	Faith Brantford	13,500	14,210	0	0	2,735	0	0	0	0	18,945
4880	Holy Cross Burlington	0	8,836	0	0	3,736	0	0	0	0	12,672
5070	Redeemer Fisherville	0	508	0	0	0	0	0	0	0	508
5140	Christ Hamilton	3,500	3,500	0	0	0	0	0	0	0	3,500
5160	First Estonian Hamilton	0	1,020	0	0	0	0	0	0	0	1,020
5170	Grace Hamilton	0	9,058	0	0	0	0	0	0	0	9,058
12106	Trinity Hamilton	15,000	31,100	10	0	18,440	0	0	100	0	49,680
Two Rivers Ministry Area											
4810	St. Matthew's Conestogo	6,000	4,463	0	0	3,857	0	0	0	250	8,570
5020	St. James Elmira	12,000	8,425	0	0	6,475	0	155	0	0	15,055
5040	St. Pauls Elmvale	0	1,200	0	0	0	0	0	0	0	1,200
5080	Faith Fergus	0	4,000	0	0	100	0	0	0	0	4,100
5210	St. Peters Heidelberg	0	1,185	0	0	920	0	0	0	0	2,105
5360	St. Peter Linwood	0	0	0	0	0	0	0	0	0	0
5890	St. James St. Jacobs	12,000	8,957	0	0	5,343	0	0	0	0	14,300
6200	Christ Waterloo	18,000	13,861	0	0	2,240	0	0	0	100	18,000
6210	Mount Zion Waterloo	22,000	21,500	0	0	2,466	330	40	60	20	24,416
12088	Trillium Waterloo	51,000	51,050	0	0	5,190	0	0	0	0	56,240
Non Congregational Remittances*		0	8,925	0	0	890	250	2,000	(2,390)	42,024	51,889
TOTAL		767,603	1,303,252	12,536	470	212,658	18,600	2,295	4,643	47,248	1,601,702

* excludes bequests > \$5,000
* excludes proceeds from closed congregations

2022 Remittance Report

2022 Remittance Report

Cong #	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Martin Luther Univ Coll	Campus Ministries	Outdoor Ministry	Other	Total
Atlantic Ministry Area											
4110	St. Matthew Frederickton	1,100	1,200	0	0	0	0	0	0	0	1,200
4120	Bethany New Denmark	1,200	600	0	0	600	0	0	0	0	1,200
4130	St. Peter's New Denmark	5,250	4,250	0	0	1,894	0	0	0	0	5,944
4310	St. Luke Baker Settlement	0	0	0	0	0	0	0	0	0	0
4320	St. James Branch La Have	1,200	1,290	0	0	20	0	0	0	0	1,310
4330	St. Paul's Bridgewater	2,500	2,500	0	0	545	0	0	0	0	3,045
4340	Christ Campedown	0	205	0	0	405	0	0	0	0	610
4350	St. Peter's Chester	0	500	0	0	0	0	0	0	0	500
4370	Ascension Conquerall Mills	200	200	0	0	320	0	0	0	0	520
4375	Grace Dartmouth	300	385	0	0	0	0	0	0	0	385
4380	Our Saviour Dartmouth	3,000	1,530	0	0	0	0	0	0	0	1,530
4390	St. Stephen's Farmville	0	0	0	0	0	0	0	0	0	0
4410	Grace First South	0	2,700	560	0	280	0	0	0	0	3,540
4420	Resurrection Halifax	16,000	16,000	0	0	2,340	50	0	530	0	19,120
4430	Zion Lunenburg	0	5,150	0	0	200	0	0	387	0	5,737
4440	St. John's Mahone Bay	5,000	5,700	0	0	1,135	0	0	0	0	6,835
4460	Calvary Middlewood	0	285	15	0	50	0	0	0	0	350
4470	St. Mark's New Cornwall	0	200	0	0	0	0	0	0	0	200
4480	Trinity New Germany	0	4,900	0	0	0	0	0	0	0	4,900
4490	St. Matthew's Newburne	0	2,231	150	0	550	0	150	300	0	3,381
4500	All Saints Newcombville	6,000	5,833	0	0	440	0	0	0	0	6,273
4510	St. Paul's North River	0	2,400	0	0	0	0	50	200	0	2,650
4520	St. Luke's Rhodes Corner	1,500	1,500	0	0	0	0	0	0	0	1,500
4550	Mount Olivet Upper La Have	1,300	1,400	0	0	0	0	0	0	0	1,400
4580	Mount Calvary Upper Northfield	0	1,220	0	0	104	0	0	88	25	1,437
4590	St. Andrew's West Northfield	0	500	0	0	0	0	0	0	0	500
Central Toronto Ministry Area											
5050	Martin Luther Toronto	0	15,480	0	0	1,330	0	0	0	0	16,810
5420	Zion Maple	4,000	4,485	0	0	166	0	0	166	0	4,817
5425	Toronto Chinese Scarborough	4,800	4,800	0	0	0	0	0	0	0	4,800
5545	Holy Cross Newmarket	0	8,700	0	0	2,075	0	0	0	0	10,775
5610	Emmanuel Toronto	2,200	2,200	0	0	0	0	0	0	0	2,200
5840	St. Paul's Richmond Hill	0	0	0	0	0	0	0	0	0	0
6010	Thornhill Thornhill (Markham)	0	7,955	0	0	1,460	105	0	40	0	9,560

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Cong #	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Martin Luther Univ Coll	Campus Ministries	Outdoor Ministry	Other	Total
6080	First Toronto	3,000	3,000	0	0	0	0	0	0	0	3,000
6090	Hungarian Toronto	0	400	0	0	0	0	0	0	0	400
6110	Redeemer Toronto	6,984	7,005	0	0	0	300	0	0	0	7,305
6120	St Andrew's Estonian Toronto	0	5,500	0	0	0	0	0	0	0	5,500
6130	St Andrew's Latvian Toronto	0	5,500	0	0	0	0	0	0	0	5,500
6140	St Ansgar Toronto	0	0	0	0	0	0	0	0	0	0
6150	St George's Toronto	1,750	1,000	0	0	0	0	0	0	0	1,000
6165	St Paul's Toronto	2,400	1,200	0	0	0	0	0	0	0	1,200
6170	Bethesda Unionville	12,000	0	0	0	0	0	0	0	0	0
6300	Advent Toronto	0	7,528	0	190	1,491	0	0	0	0	9,209
6310	Agricola Toronto	6,000	3,000	0	0	0	0	0	0	0	3,000
6330	Swedish Toronto	0	2,300	0	0	0	0	0	0	0	2,300
10128	Rhenish Toronto	0	13,344	0	0	0	0	0	0	0	13,344
12111	St Peter's Estonian Toronto	0	1,456	0	0	0	0	0	0	0	1,456
Georgian Ministry Area											
4760	Trinity Aylton	10,000	12,199	0	0	2,230	0	0	0	0	14,429
4820	St Peter's Brant	0	1,228	0	0	0	0	0	0	0	1,228
4900	St Mark's Chesley	0	8,383	0	0	0	0	0	0	0	8,383
5030	St John's Elmwood	2,500	1,530	0	0	2,560	0	0	0	0	4,090
5200	St Matthew's Hanover	26,500	30,892	875	0	4,639	0	0	0	0	36,406
5380	St Paul's Listowel	12,500	12,500	0	655	4,110	0	0	0	0	17,265
5480	St Matthew Midway	5,800	3,192	0	0	497	0	0	0	0	3,689
5510	St Paul Neustadt	0	4,500	0	0	810	0	0	0	0	5,310
5520	St Peter's Neustadt	6,000	6,000	0	0	3,925	0	0	0	0	9,925
5580	St Paul's Normanby	0	5,000	0	0	255	0	0	0	0	5,255
5710	Our Saviour Owen Sound	17,546	12,430	0	0	14,295	0	0	0	0	26,725
5800	Faith Port Elgin	10,000	10,569	0	0	0	0	0	0	0	10,569
6180	Trinity Walkerton	7,000	7,000	905	620	925	0	0	0	0	9,450
6190	St Paul's Wallace	5,750	5,750	0	0	1,783	0	0	0	0	7,533
6270	St Peter's Warton	5,500	5,726	0	0	610	0	0	0	0	6,336
6290	St James Williamstord	3,200	2,405	0	0	0	0	0	0	0	2,405
GTA East Ministry Area											
5640	Faith Oshawa	13,500	11,208	0	0	12,075	0	0	0	0	23,283
5760	Christ Peterborough	11,000	7,000	0	0	2,675	0	0	0	0	9,675
5780	Peace Pickering	0	9,000	0	0	0	0	0	0	0	9,000
6280	Epiphany Toronto	0	20,000	0	0	100	0	0	0	0	20,100

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6285	Christ The King Witleby	0	20	0	0	8,145	0	0	0	0	8,165
GTA West Ministry Area											
4810	Augsburg Brampton	13,000	12,855	0	0	145	0	0	0	0	13,000
5220	St Philip's Toronto	28,000	24,448	0	0	848	0	0	0	0	25,295
5490	Holy Spirit of Peace Mississauga	0	18,791	0	0	0	0	0	0	0	18,791
5630	Grace Oakville	0	14,420	0	0	560	0	0	0	0	14,980
Huronina Ministry Area											
4775	Westside Barrie	0	16,313	0	0	1,424	0	0	0	0	17,737
5115	Nazareth Germania	0	0	0	0	0	0	0	0	0	0
5450	St Mark's ALC Midland	0	2,358	0	0	0	0	0	0	0	2,358
5632	St David's Anglican Lutheran Church Orillia	2,650	2,650	0	0	100	0	0	0	0	2,750
Grand River Ministry Area											
4880	St Pauls Cambridge	7,500	16,185	0	0	24,175	325	0	0	0	40,885
4890	St Peter's Cambridge	7,500	7,500	0	0	0	0	0	0	0	7,500
5130	All Saints Guelph	13,020	13,020	100	0	1,870	0	0	0	0	14,990
5270	St Luke's Kitchener	20,000	24,727	195	0	2,290	0	0	0	582	27,794
5290	St Matthews Kitchener	0	20,788	0	0	5,200	0	0	0	0	25,988
5300	St Paul's Kitchener	1,500	1,670	0	0	0	0	0	0	0	1,670
5310	St Peter's Kitchener	30,000	30,000	0	0	3,670	240	0	0	0	33,910
5330	St Stephen's Kitchener	0	17,927	320	0	7,050	0	0	0	0	25,307
5410	St James Mannheim	0	0	0	57	0	0	0	0	500	557
Montreal Ministry Area											
6610	Christ The Redeemer Dollard-Des-Ormeaux	15,750	19,010	0	0	10,530	0	0	3,500	0	33,040
6630	St Ansgar's Montreal	0	2,400	0	0	0	0	0	0	0	2,400
6640	St John's Montreal	0	10,000	0	0	1,020	0	0	0	0	11,020
6650	St John Esplanai Montreal	900	840	0	0	0	0	0	0	0	840
6660	St Michael's Montreal	4,000	4,000	0	0	1,000	0	0	0	0	5,000
6670	Trinity Montreal	0	1,479	0	0	0	0	0	0	0	1,479
6680	Good Shepherd/Bon Pasteur Saint-Lambert	0	10,000	0	0	15,000	2,000	0	0	0	27,000
6700	St Paul Saint-Laurent	2,100	0	0	0	0	0	0	0	0	0
Niagara Ministry Area											
5080	Trinity Fort Erie	0	4,919	650	0	1,350	0	0	0	0	6,919
5550	Good Shepherd Niagara Falls	4,000	4,243	0	0	1,080	0	0	0	0	5,323
5560	St Paul's Niagara Falls	0	0	0	0	0	0	0	0	0	0

Cong #	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Martin Luther Univ Coll	Campus Ministries	Outdoor Ministry	Other	Total
5790	First Pot Colborne	0	0	0	0	0	0	0	0	0	0
5850	St Luke's Ridgeway	1,200	1,101	0	0	545	0	0	0	0	1,846
5880	Faith St Catharines	4,800	4,800	0	580	4,500	0	0	0	0	9,880
6230	St Matthew's Welland	4,000	3,075	0	235	1,715	0	0	0	0	5,025
Niit Valley Ministry Area											
4770	St James Baden	0	5,008	0	0	1,425	0	0	0	0	6,433
4980	St Matthew's East Zorra	0	3,070	0	0	586	0	0	0	0	3,656
5000	St Paul's Elice	0	470	0	0	320	0	0	0	0	790
5470	St Peter's Milverton	0	4,398	0	0	6,917	0	0	0	0	11,315
5530	St James New Dundee	1,210	3,800	0	0	1,000	0	0	0	0	4,800
5540	Trinity New Hamburg	23,000	24,990	0	0	5,665	0	0	0	0	30,665
5600	St James North Easthope	0	295	0	0	2,425	0	0	0	0	2,720
5770	Zion Phillipsburg	7,500	8,056	0	0	860	0	0	0	0	8,916
5870	Zion St Agatha	1,500	1,000	0	0	0	0	0	0	0	1,000
5950	Zion Stratford	57,500	60,680	0	0	16,972	0	0	0	0	77,552
6000	Trinity Tavistock	23,000	23,273	0	0	2,665	240	0	0	0	26,378
6250	St Mark's Wellesley	3,100	3,630	0	0	1,750	0	0	0	0	5,380
6380	Bahany/Woodstock	6,000	6,550	0	0	740	0	0	0	0	7,290
Northern Ministry Area											
5010	Faith Elliot Lake	0	1,200	0	0	0	0	0	0	0	1,200
5400	St Paul's Magnetawan	2,500	2,739	0	0	2,250	0	0	0	200	5,189
5430	Zion Massey	0	1,000	0	0	0	0	0	0	0	1,000
5590	Redeemer North Bay	3,000	2,065	0	0	295	0	0	0	0	2,360
5920	Zion Sault Ste Marie	0	4,051	0	0	150	0	0	0	0	4,201
5940	St John's South Porcupine	4,100	4,100	0	0	0	0	0	0	3,000	7,100
5980	Trinity Sudbury	16,000	16,000	300	0	6,954	300	0	0	0	23,554
12089	New Hope Sudbury	12,000	14,505	670	0	1,080	0	0	0	0	16,255
Ottawa Ministry Area											
5635	Resurrection Orleans	10,000	8,000	0	0	400	0	0	0	0	8,400
5660	Faith Ottawa	16,500	16,275	0	0	825	4,000	0	370	0	21,470
5670	Martin Luther Ottawa	5,000	3,000	0	0	0	0	0	0	0	3,000
5680	Peace Latvian Ottawa	1,500	0	0	0	0	0	0	0	0	0
5690	St John Ottawa	16,920	26,700	500	0	1,177	0	0	380	0	28,757
5700	St Peter's Ottawa	0	9,690	0	0	2,215	300	0	1,600	0	13,805
12047	Good Shepherd Barhaven Ottawa	500	0	0	0	0	0	0	0	0	0

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Ottawa Valley Ministry Area											
4720	St Peter's Alice	3,100	3,700	0	0	2,125	0	0	0	0	5,825
4730	St John's Amprior	4,370	4,380	0	0	736	0	0	0	0	5,116
4740	St John's Augsburg	500	1,047	0	0	1,350	0	0	0	0	2,397
4800	St John's Bonnechere	3,800	4,419	0	0	125	0	0	0	0	4,544
4950	St Paul's Denbigh	0	0	0	0	0	0	0	0	0	0
4990	Grace Eganville	5,000	5,781	0	0	1,615	0	0	0	0	7,396
5440	Christ Maynooth	2,400	2,400	0	0	0	0	0	0	0	2,400
5730	St Timothy's Pembroke	14,500	16,396	0	0	7,935	0	0	340	0	24,670
5740	Zion Pembroke	0	27,749	17	0	3,238	0	0	0	0	31,004
5750	St John's Peleawawa	16,500	16,500	0	0	50	0	0	120	0	16,670
5810	St Stephen's Raglan Twp	2,900	3,542	0	0	235	0	0	100	0	3,877
5820	Grace Rankin	2,000	2,215	0	0	0	0	0	0	0	2,215
5830	St James Renfrew	6,500	6,555	0	880	3,880	0	0	1,195	0	12,510
6370	Bethlehem Wotlo	1,020	1,470	0	0	0	0	0	0	0	1,470
6620	St John's Ladysmith	1,000	1,155	0	0	0	0	0	0	0	1,155
6710	Zion Schwartz	2,400	3,390	0	0	0	0	0	0	0	3,390
Seaway Ministry Area											
4780	Holy Trinity Belleville	2,500	1,053	0	0	0	0	0	0	0	1,053
4840	Good Shepherd Brockville	5,000	7,331	0	0	3,980	0	0	0	0	11,311
4970	St Luke's Dunbar	2,500	2,800	0	0	6,460	0	0	0	0	9,260
5240	St Mark's Kingston	0	5,640	0	0	130	0	0	0	0	5,770
6280	South Dundas Lutheran Community Church WY	4,200	3,160	735	0	220	0	0	0	0	4,115
Thames Ministry Area											
4750	St John's Aylmer	2,280	2,280	0	0	0	0	0	0	0	2,280
4850	St Peter's Brochnagen	0	13,073	0	0	2,100	0	0	0	241	15,414
5340	St Paul's Leamington	7,500	7,475	0	0	0	0	0	0	0	7,475
5370	Redeemer London	15,000	15,200	0	200	160	0	0	0	0	15,560
5380	St Ansgar London	0	4,992	60	0	260	0	0	0	0	5,312
5390	Trinity London	0	3,082	0	0	3,027	0	0	0	0	6,109
6360	Trinity Windsor	0	5,125	0	0	1,485	0	0	0	0	6,610
6390	St Peter's Zurich	8,000	8,000	0	0	90	0	0	0	0	8,090
12108	Peace Christian Church Chatham	0	1,700	0	0	0	0	0	0	0	1,700
The Bay Ministry Area											
4830	Faith Brantford	13,500	14,105	0	0	125	0	0	0	0	14,230
4860	Holy Cross Burlington	0	8,733	0	0	3,558	0	0	0	0	12,291

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5070	Redeemer Fisherville	0	540	0	0	0	0	0	0	0	540
5140	Christ Hamilton	3,500	4,000	0	0	0	0	0	0	0	4,000
5180	First Estonian Hamilton	0	1,020	0	0	0	0	0	0	0	1,020
12108	Trinity Hamilton	32,500	33,250	0	0	12,337	0	0	100	0	45,687
Two Rivers Ministry Area											
4910	St Mathew's Conestogo	6,000	6,287	0	0	4,821	0	0	0	275	11,383
5020	St James Elmira	8,000	5,580	0	0	5,750	0	200	0	0	11,530
5040	St Pauls Ebsville	0	1,200	0	0	0	0	0	0	0	1,200
5060	Faith Fergus	0	2,540	0	0	685	0	0	0	0	3,225
5210	St Peters Heidelberg	0	2,100	0	0	2,605	0	0	0	0	4,705
5350	St Peter Linwood	0	500	0	0	0	0	0	0	0	500
5890	St James St Jacobs	12,000	12,627	0	0	8,604	0	0	0	0	21,231
6200	Christ Waterloo	16,000	12,832	0	0	3,386	0	0	0	50	16,268
6210	Mount Zion Waterloo	21,000	21,656	0	0	3,545	405	100	110	100	25,916
12098	Trillium Waterloo	41,000	40,000	0	0	3,897	0	0	0	0	43,897
Non Congregational Remittances*		0	7,213	0	0	1,000	300	0	100	29,680	38,293
TOTAL		854,200	1,234,019	6,052	3,417	305,495	8,565	500	9,626	34,653	1,602,327

* excludes bequests > \$5,000
* excludes proceeds from closed congregations

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Atlantic Ministry Area											
4110	St Matthew Frederickton	1,200	1,100	0	0	0	0	0	0	0	1,100
4120	Bethany New Denmark	1,200	600	0	0	600	0	0	0	0	1,200
4130	St Peter's New Denmark	5,675	4,675	0	0	1,000	0	0	0	0	5,675
4310	St Luke Baker Settlement	0	0	0	0	0	0	0	0	0	0
4320	St James Branch La Have	0	1,112	0	0	145	0	0	0	0	1,257
4330	St Paul's Bridgewater	0	2,500	100	0	425	0	0	0	0	3,025
4340	Christ Campdown	0	912	0	0	645	0	0	0	0	1,557
4350	St Peter's Chester	0	500	0	0	0	0	0	0	0	500
4370	Ascension Conquerall Mills	0	907	0	0	180	0	0	0	0	1,087
4375	Grace Dartmouth	250	190	0	0	0	0	0	0	0	190
4380	Our Saviour Dartmouth	0	0	0	0	1,250	0	0	0	0	1,250
4390	St Stephen's Farmville	0	0	0	0	0	0	0	0	0	0
4410	Grace First South	0	2,700	578	0	180	0	0	0	0	3,458
4420	Resurrection Halifax	13,000	13,017	0	0	1,570	60	0	0	0	14,647
4430	Zion Lunenburg	0	4,151	0	0	225	0	0	120	0	4,496
4440	St John's Mahone Bay	0	5,700	0	0	470	0	0	0	0	6,170
4460	Calvary Middlewood	0	932	0	0	50	0	0	50	0	1,032
4470	St Mark's New Cornwall	0	200	0	0	0	0	0	0	0	200
4480	Trinity New Germany	0	5,000	25	0	0	0	0	0	0	5,025
4490	St Matthew's Newburne	0	600	0	0	0	0	0	0	0	600
4500	All Saints Newcombville	0	6,000	0	0	0	0	0	0	0	6,000
4510	St Paul's North River	0	2,400	0	0	0	0	50	450	0	2,900
4520	St Luke's Rhodes Corner	0	1,500	0	0	0	0	0	0	0	1,500
4550	Mount Olivet Upper La Have	0	1,200	0	0	0	0	0	0	0	1,200
4560	Mount Calvary Upper Northfield	0	1,176	0	0	155	0	0	25	25	1,381
4580	St Andrew's West Northfield	0	0	0	0	0	0	0	0	25	25
Central Toronto Ministry Area											
5050	Martin Luther Toronto	15,480	15,480	0	0	0	0	0	0	0	15,480
5420	Zion Maple	0	4,980	0	0	190	0	0	155	0	5,325
5425	Toronto Chinese Scarborough	0	4,800	0	0	0	0	0	0	0	4,800
5545	Holy Cross Newmarket	0	9,000	0	0	2,000	0	0	0	0	11,000
5610	Emmanuel Toronto	2,300	2,300	0	0	0	0	0	0	0	2,300
5840	St Paul's Richmond Hill	0	4,309	0	0	550	0	0	0	0	4,859
6010	Thornhill Thornhill (Markham)	0	4,000	10	0	395	90	0	40	0	4,535

Cong #	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Martin Luther Univ Coll	Campus Ministries	Outdoor Ministry	Other	Total
6080	First Toronto	3,200	3,200	0	0	0	0	0	0	0	3,200
6090	Hungarian Toronto	0	400	0	0	0	0	0	0	0	400
6110	Redeemer Toronto	7,440	6,411	0	0	0	0	0	0	0	6,411
6120	St Andrew's Estonian Toronto	0	5,500	0	0	0	0	0	0	0	5,500
6130	St Andrew's Latvian Toronto	0	5,500	0	0	0	0	0	0	0	5,500
6150	St George's Toronto	0	1,000	0	0	140	0	0	0	0	1,140
6165	St Paul's Toronto	1,200	1,200	0	0	0	0	0	0	0	1,200
6170	Bethesda Unionville	0	2,430	0	0	0	0	0	0	0	2,430
6300	Advent Toronto	7,200	7,200	100	0	1,919	0	0	0	0	9,219
6310	Agricola Toronto	0	3,000	0	0	0	0	0	0	0	3,000
6330	Swedish Toronto	0	2,300	0	0	0	0	0	0	0	2,300
10128	Rhenish Toronto	0	15,000	0	0	0	0	0	0	0	15,000
12111	St Peter's Estonian Toronto	0	0	0	0	0	0	0	0	0	0
Georgian Ministry Area											
4760	Trinity Ayrton	11,000	7,518	0	0	2,424	0	0	0	722	10,664
4820	St Peter's Brant	0	1,313	0	0	0	0	0	0	0	1,313
4900	St Mark's Chesley	0	6,634	0	0	0	0	0	0	0	6,634
5030	St John's Elmwood	0	1,825	0	0	3,375	0	0	0	0	5,200
5200	St Matthew's Hanover	0	28,086	0	0	965	0	0	0	0	29,051
5360	St Paul's Listowel	13,000	13,000	0	0	1,755	0	0	0	0	14,755
5460	St Matthew Midway	5,800	3,185	0	0	0	0	0	0	0	3,185
5510	St Paul Neustadt	0	4,500	0	0	550	0	0	0	0	5,050
5520	St Peter's Neustadt	6,000	6,740	0	0	3,200	250	0	0	0	10,190
5580	St Paul's Normanby	0	5,000	0	0	0	0	0	0	0	5,000
5710	Our Saviour Owen Sound	0	9,110	0	0	15,940	0	0	0	0	25,050
5800	Faith Port Elgin	10,000	10,738	0	0	0	0	0	0	0	10,738
6180	Trinity/Walkerton	7,000	7,224	1,353	195	555	0	0	0	0	9,327
6190	St Paul's Wallace	5,750	5,750	0	0	635	0	0	0	0	6,385
6270	St Peter's Wlarton	0	5,895	0	0	270	0	0	0	0	6,165
6290	St James Williamstford	3,000	2,390	0	0	0	0	0	0	0	2,390
GTA East Ministry Area											
5640	Faith Oshawa	0	10,704	0	0	2,010	0	0	0	0	12,714
5760	Christ Peterborough	0	7,000	0	100	2,075	0	0	0	0	9,175
5780	Peace Pickering	0	9,000	0	0	0	0	0	0	0	9,000
6260	Epiphany Toronto	20,000	20,000	0	0	0	0	0	0	0	20,000

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Cong #	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Martin Luther Univ Coll	Campus Ministries	Outdoor Ministry	Other	Total
GTA West Ministry Area											
4810	Augsburg Brampton	13,500	11,880	0	60	1,780	0	0	0	0	13,500
5220	St Phillip's Toronto	25,000	24,782	0	0	395	0	0	0	0	25,177
5490	Holy Spirit of Peace Mississauga	0	11,780	0	0	0	0	0	0	0	11,780
5630	Grace Oakville	0	20,000	0	0	500	0	0	0	0	20,500
Huronina Ministry Area											
4775	Westside Barrie	0	16,915	0	0	1,243	0	0	0	0	18,158
5115	Nazareth Germania	0	0	0	0	0	0	0	0	0	0
5450	St Mark's ALC Midland	0	1,915	0	0	0	0	0	0	0	1,915
5632	St David's Anglican Lutheran Church Orill	4,050	4,864	0	0	244	0	0	0	0	5,108
Grand River Ministry Area											
4880	St Paul's Cambridge	16,654	17,142	0	0	2,090	745	0	0	0	19,977
4890	St Peter's Cambridge	5,000	3,824	0	0	0	0	0	0	0	3,824
5130	All Saints Guelph	11,970	11,970	0	0	320	0	0	0	0	12,290
5270	St Luke's Kitchener	0	17,928	286	0	840	0	0	0	756	19,789
5290	St Mathews Kitchener	0	20,904	0	0	5,450	0	0	0	0	26,354
5300	St Paul's Kitchener	1,500	2,375	0	0	0	0	0	0	0	2,375
5310	St Peter's Kitchener	30,000	30,000	0	0	3,660	240	0	0	0	33,900
5330	St Stephen's Kitchener	0	14,046	330	0	6,060	0	0	0	0	20,436
5410	St James Mannheim	0	0	0	0	0	0	0	0	0	0
Montreal Ministry Area											
6610	Christ The Redeemer Dollard-Des-Ormeaux	0	20,360	0	0	10,840	0	0	3,600	0	34,800
6630	St Ansgar's Montreal	0	0	0	0	0	0	0	0	0	0
6640	St John's Montreal	0	10,000	0	0	110	0	0	0	0	10,110
6650	St John Estonian Montreal	0	840	0	0	0	0	0	0	0	840
6660	St Michael's Montreal	5,000	5,000	0	0	0	0	0	0	0	5,000
6670	Trinity Montreal	0	935	0	0	0	0	0	0	0	935
6680	Good Shepherd/Bon Pasteur-Saint-Lambert	0	8,000	0	0	15,000	2,000	0	0	0	25,000
Niagara Ministry Area											
5080	Trinity/Fort Erie	0	4,113	689	0	480	0	0	0	0	5,282
5550	Good Shepherd Niagara Falls	0	5,017	0	25	0	0	0	0	0	5,042
5790	First Port Colborne	0	245	0	0	55	0	0	0	0	300
5950	St Luke's Ridgeway	1,200	926	0	0	965	0	0	0	0	1,891
5880	Faith St Catharines	4,800	4,800	0	0	2,806	0	0	0	0	7,606
6230	St Matthew's Welland	5,000	70	0	0	837	0	0	0	0	907

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Cong #	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Martin Luther Univ Coll	Campus Ministries	Outdoor Ministry	Other	Total
Niish Valley Ministry Area											
4770	St James Baden	0	2,205	0	0	2,594	0	0	0	0	4,799
4980	St Matthew's East Zorra	0	2,490	0	0	290	0	0	0	0	2,780
5000	St Paul's Ellice	0	210	0	0	110	0	0	0	0	320
5470	St Peter's Milverton	0	4,083	0	0	4,816	0	0	0	0	8,899
5530	St James New Dundee	0	600	0	0	300	0	0	0	0	900
5540	Trinity New Hamburg	23,600	36,435	0	0	8,595	0	0	0	0	45,030
5600	St James North Easthope	0	0	0	0	0	0	0	0	0	0
5770	Zion Philippsburg	7,500	6,835	0	0	895	0	0	0	0	7,730
5870	Zion St Agatha	0	300	0	0	0	0	0	0	0	300
5950	Zion Stratford	54,500	55,925	0	0	8,275	0	0	0	0	64,200
6000	Trinity Tavistock	23,000	23,002	0	0	2,065	240	0	0	0	25,307
6250	St Mark's Wellesley	3,000	3,155	0	0	820	0	0	0	0	3,975
6380	Behnly Woodstock	6,000	6,800	0	0	356	0	0	0	0	6,956
Northern Ministry Area											
5010	Faith Elliot Lake	0	1,200	0	0	0	0	0	0	0	1,200
5400	St Paul's Magretawan	0	3,020	10	0	1,015	0	0	0	300	4,345
5430	Zion Massey	0	1,000	0	0	0	0	0	0	0	1,000
5590	Redeemer North Bay	0	2,365	0	0	0	0	0	0	0	2,365
5920	Zion Sault Ste Marie	0	7,153	26	300	325	33	0	0	1,250	9,087
5940	St John's South Porcupine	0	4,100	0	0	0	0	0	0	0	4,100
5980	Trinity Sudbury	16,000	16,180	25	275	7,684	300	0	0	0	24,464
12089	New Hope Sudbury	0	14,540	565	70	1,010	0	0	0	0	16,285
Ottawa Ministry Area											
5635	Resurrection Orleans	0	8,000	0	0	100	0	0	0	0	8,100
5660	Faith Ottawa	16,500	17,284	0	500	1,510	4,000	0	360	0	23,654
5670	Martin Luther Ottawa	3,000	3,000	0	0	0	0	0	0	0	3,000
5680	Peace Latvian Ottawa	1,800	1,800	0	0	0	0	0	0	0	1,800
5700	St Peter's Ottawa	0	20,137	0	0	3,720	150	0	1,800	0	25,807
Ottawa Valley Ministry Area											
4720	St Peter's Alice	3,100	4,025	0	0	2,350	0	0	0	0	6,375
4730	St John's Amprior	4,555	4,555	0	0	140	0	0	1,360	0	6,055
4740	St John's Augsburg	500	1,164	0	0	1,000	0	0	0	0	2,164
4800	St John's Bonnechere	4,000	4,110	0	0	50	0	0	0	0	4,160
4950	St Paul's Denbigh	0	0	0	0	0	0	0	0	0	0

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Cong #	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Martin Luther Univ Coll	Campus Ministries	Outdoor Ministry	Other	Total
4990	Grace Eganville	5,000	6,089	0	0	1,000	0	0	0	0	7,089
5440	Christ Maynooth	0	2,400	0	0	0	0	0	0	0	2,400
5730	St Timothy's Pembroke	15,100	15,564	0	0	5,220	0	0	2,620	0	23,404
5740	Zion Pembroke	0	27,000	1,001	0	1,721	0	0	0	0	29,722
5750	St John's Petawawa	16,500	16,500	400	0	100	0	0	120	0	17,120
5810	St Stephen's Raglan Twp	0	2,900	0	0	200	0	0	125	0	3,225
5820	Grace Rankin	1,500	1,955	0	0	0	0	0	0	0	1,955
5830	St James Renfrew	6,800	7,395	0	0	3,630	0	0	498	0	11,523
6370	Bethlehem Wollo	0	615	0	0	0	0	0	0	0	615
6620	St John's Lady/smith	1,000	0	0	0	0	0	0	0	0	0
6710	Zion Schwartz	0	3,640	0	0	0	0	0	0	0	3,640
Seaway Ministry Area											
4780	Holy Trinity Belleville	2,500	200	0	0	0	0	0	0	0	200
4840	Good Shepherd Brockville	5,000	6,016	0	0	605	0	0	0	0	6,621
4970	St Luke's Dunbar	2,500	2,900	0	0	5,606	0	0	0	0	8,506
5240	St Mark's Kingston	0	5,532	0	0	735	0	0	0	0	6,267
6280	South Dundas Lutheran Community Church Wv	3,600	5,165	1,130	0	100	0	0	0	0	6,395
Thames Ministry Area											
4750	St John's Aylmer	0	2,280	0	0	0	0	0	0	0	2,280
4850	St Peter's Brodriagen	0	10,000	0	0	0	0	0	0	0	10,000
5340	St Paul's Leamington	6,400	6,408	0	0	0	0	0	0	0	6,408
5370	Redeemer London	15,000	15,250	0	0	55	0	0	0	5	15,310
5380	St Ansagar London	0	3,960	60	0	210	0	0	0	0	4,230
5390	Trinity London	0	12,381	0	0	3,332	0	0	0	0	15,713
6360	Trinity Windsor	0	7,290	0	0	1,340	0	0	0	0	8,630
6390	St Peter's Zurich	8,000	8,000	0	0	0	0	0	0	0	8,000
12108	Peace Christian Church Chatham	0	1,800	0	0	0	0	0	0	0	1,800
The Bay Ministry Area											
4830	Faith Brantford	0	13,500	0	0	2,410	475	0	0	0	16,385
4860	Holy Cross Burlington	0	7,488	0	25	2,854	0	0	0	0	10,367
5070	Redeemer Fisherville	0	540	0	0	0	0	0	0	0	540
5140	Christ Hamilton	0	4,000	0	0	500	0	0	0	0	4,500
5160	First Estonian Hamilton	0	1,020	0	0	0	0	0	0	0	1,020
12106	Trinity Hamilton	0	32,717	0	0	6,511	50	0	100	0	39,378

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Cong #	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Martin Luther Univ Coll	Campus Ministries	Outdoor Ministry	Other	Total
Two Rivers Ministry Area											
4910	St. Matthew's Conestogo	6,000	5,188	0	200	8,570	0	0	0	250	14,208
5020	St. James Elmira	0	5,595	0	0	3,390	0	0	0	0	8,985
5040	St. Pauls Elbsville	0	1,300	0	0	0	0	0	0	0	1,300
5060	Faith Fergus	0	2,780	0	0	653	0	0	0	0	3,433
5210	St. Peters Heidelberg	0	2,665	0	0	6,360	0	0	0	0	8,925
5360	St. Peter Linwood	0	1,000	0	0	0	0	0	0	0	1,000
5890	St. James St. Jacobs	0	10,698	0	0	6,307	0	0	0	0	17,005
6200	Christ Waterloo	16,000	16,000	0	0	2,555	0	0	0	100	18,655
6210	Mount Zion Waterloo	22,000	21,801	10	0	2,886	22,410	90	75	95	25,367
12098	Trillium Waterloo	0	40,000	0	0	3,910	0	0	0	0	43,910
	Non Congregational Remittances *	0	12,760	0	0	0	300	0	0	37,830	50,890
TOTAL		563,124	1,196,669	6,677	1,750	218,276	9,343	140	11,298	41,333	1,485,486

* excludes bequests > \$5,000
* excludes proceeds from closed congregations

EASTERN SYNOD BUDGETS 2024 – 2027

Principles, Assumptions and Notes

GENERAL

1. Budgets for each year will be balanced.
2. Due to the significant leadership changes that will occur in mid-2024, no drastic changes to the synod's ministries or funding levels for these ministries over the next triennium are proposed in this version of the budget.

It is recognized that the Synod Council has the authority to revise existing budgets to support any new directions that may emerge from the new leadership team.

3. The operating budgets do not include any income or expenditures related to the property that was previously owned by St. Ansgar Lutheran Church, Toronto. This property is currently owned, and will be managed on an interim basis by the Synod, on behalf of several beneficiaries (including the synod), the proceeds of which will be realized when the property is sold, and is being managed as a separate entity.

INCOME

1. Because several congregations have closed in recent years, a trend that is expected to increase over the next triennium, it is anticipated that in total, congregational remittances to regular benevolence will decrease by 5% year over year, using 2023 actual congregational remittances as the base.
2. Charitus (formerly known as Evangelical Lutheran Foundation of Eastern Canada (ELFEC)) will realize a 5% annual rate of return on funds that it holds for Eastern Synod purposes (2024 - 2027).
3. 100% of the Charitus operating grant will be allocated to the operating budget. This investment income, earned from gifts made by our forebears many years ago, will be allocated to fund all expenses associated with the synod office infrastructure (e.g. utilities, building maintenance, office equipment and supplies, IT, insurance, auditing, legal and other incidental expenses), thus enabling benevolence offerings to be allocated exclusively towards "on the ground" ministries supporting pastors, congregations and others in our response to our call to be a synod "*In Mission for Others*".
4. The principal of the Remembering for the Future Endowment Fund will continue to increase (modestly) as congregations close. In accordance with the restrictions on this fund, only

the income earned in a given year (and any unspent income that was earned but not spent in previous years) will be allocated to fund the operating budget.

5. The income earned by the Undesignated Gift/Bequest Fund will be allocated to fund the operating budget.

Principal from the Undesignated Gift/Bequest Fund will be allocated to fund the operating budget to the extent required to offset any deficit that would otherwise occur.

EXPENDITURES

1. Expenditures on synodical ministries will align with the Synod's strategic plan.
2. We will utilize our human and financial capital by **INVESTING** in those areas that build a sustainable future rather than **SPENDING** to extend runways for ministries that appear to be unsustainable.
3. The Evangelical Lutheran Church in Canada (ELCIC national church) and Martin Luther University College are key partners. As such, funding to these institutions will remain at the current level over the next triennium.

At minimum, 25% of congregational benevolence receipts will be committed to ELCIC benevolence.

4. The annual rate of inflation will be 3.0% in 2024 and 2.5 % in each of 2025 and 2026. (The 2023 rate was 3.4%.)
5. Funding requirements for personnel areas of the budget assume current staffing complements with provision for modest annual increases to salaries and benefits.

NOTE: In addition to providing the necessary administrative support for ministries funded by the synod's operating budget, salaries and benefits provided to the Bishop, Assistants to the Bishop and office staff also help to cover the required support for non-operational areas such as CLWR and other special purpose programs that are funded by designated offerings, special gifts, and bequests. In some years these non-operational areas may represent as much as one million dollars in additional annual receipts.

6. Budgeted expenditures reflect both historical priorities and more recently emerging opportunities and needs, as prioritized in the Eastern Synod Strategic Plan.

As compared to the 2024 Original Budget, significant new or increased areas of expenditure include:

- Additional mission grants to congregations
- Increased funding for Youth and Young Adult Ministries
- Increased support for Congregational Redevelopment Services
- Increased financial support for seminary students (e.g. bursaries, awards, internship funding)
- Support for Community Conversations (Racial Justice)
- A 0.75% FTE increase to staffing to provide additional support to congregations
- Additional funding in support of the Synod's Global Mission Companions in Guyana and Jordan and the Holy Land
- One-time funding for the 2024 leadership transition

Significant decreases, as compared to the 2024 Original Budget, include:

- Reduced auditing expenses, resulting from a change in auditors
- Decrease in funding for the Canada Lutheran (part of a multi-year phased-in reduction)
- Reduced travel (more use of virtual meetings, etc.)
- Elimination of the Professional Leadership Committee

7. In addition to balancing these budgets, a priority for use of the Undesignated Gift/Bequest Fund principal will be to invest in strategic initiatives and creative opportunities that help create a sustainable future.

8. To the extent that favourable income and/or expenditure variances are realized at the end of each year:

- a. 50% of the excess may be reinvested with Charitus' General Investment Fund (the source of the Charitus Operations Grant) to help offset the impact of inflation in future years, and
- b. 50% of the excess may be allocated to supplement the synod's benevolence commitment to the ELCIC.

2024 (Original vs. Revised) Budget

Eastern Synod Budgets (2024 ORIGINAL vs. 2024 REVISED)									
	2023 (ACTUAL)			2024 (ORIGINAL)			2024 (REVISED)		
	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL
INCOME									
Regular Benevolence	1,196,669		1,196,669	1,225,000		1,225,000	1,136,800		1,136,800
Charlus Operations Grant	189,200		189,200	220,000		220,000	220,000		220,000
Remembering For the Future Grant	326,028		326,028	97,500		97,500	220,000		220,000
Undesignated Gift/Bequest Grant - Inv Inc	171,000		171,000	222,080		222,080	180,000		180,000
Undesignated Gift/Bequest Grant - Principal		766,790	766,790		772,100	772,100	106,625	996,215	106,625
Restricted/Other Funding									
Total - Income	1,882,897	766,790	2,649,687	1,764,580	772,100	2,536,680	1,863,425	996,215	2,859,640
EXPENDITURES									
1. National Church - ELCIC	406,700		406,700	406,700		406,700	406,700		406,700
2. Martin Luther University College	280,000		280,000	280,000		280,000	280,000		280,000
3. Committee & Ministry Programming									
a. Mission Committee									
Canadian Mission Grants		263,965	263,965		204,000	204,000		252,000	252,000
Other		2,689	2,689		11,500	11,500		8,500	8,500
Total Mission	0	266,654	266,654	0	215,500	215,500	0	260,500	260,500
b. Youth & Young Adult Ministries Comm									
Outdoor Ministry		75,555	75,555		48,125	48,125		55,280	55,280
Summer Lutheran Youth Camp		3,400	3,400		4,800	4,800		46,200	46,200
Lutheran Campus Ministry		23,550	23,550		20,870	20,870		23,400	23,400
Youth & Young Adult Ministry		5,750	5,750		8,500	8,500		6,500	6,500
Children's Ministry		11,377	11,377		7,705	7,705		7,000	7,000
Other		119,632	119,632		90,000	90,000		141,780	141,780
Total Youth & Young Adult Ministries	0	119,632	119,632	0	90,000	90,000	0	141,780	141,780
c. Candidacy Committee									
Bursaries & Internships	6,500	48,333	54,833	5,000	27,000	32,000	5,000	44,000	49,000
Other	1,958		1,958	6,000		6,000	13,600		13,600
Total Candidacy	8,458	48,333	57,391	11,000	27,000	38,000	18,600	44,000	62,600
d. Examining Committee	0	0	0	150	0	150	150	0	150
e. Professional Leadership Committee			0	250		250			0

Eastern Synod Budgets (2024 ORIGINAL vs. 2024 REVISED)											
	2023 (ACTUAL)			2024 (ORIGINAL)			2024 (REVISED)				
	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL		
f. Congregational Redevelopment Services											
Contracted Services			0		96,000	96,000		25,000	25,000		
Rostered Coaching								10,000	10,000		
Other		21,107	21,107		25,250	25,250		46,000	46,000		
Total Congregational Redevelopment Services	0	21,107	21,107	0	121,250	121,250	0	81,000	81,000		
g. Stewardship & Resource Development		0	0		5,000	5,000		5,000	5,000		
h. Communication											
Canada Lutheran	13,000		13,000	10,000		10,000	10,000		10,000		10,000
Website, Misc	2,177	25	2,202	2,500		2,500	4,000		4,000		4,000
Total Communication	15,177	25	15,202	12,500	0	12,500	14,000	0	14,000		14,000
i. Public Policy & Service											
Racial Justice	1,839	24,266	24,266	1,800	4,000	4,000	1,800	24,750	24,750		24,750
Other		290	290	2,129	6,000	7,800	1,800	3,000	4,800		4,800
Total Public Policy & Service	1,839	24,556	26,395	1,800	10,000	11,800	1,800	27,750	29,550		29,550
Total - Committee & Ministry Programming	25,474	480,907	506,381	25,700	468,750	494,450	34,550	560,030	594,580		594,580
4. Other Ministries											
a. Office of the Bishop											
Congregational Leadership Workshops			0			5,000		5,000			5,000
Global Mission Companion Program	7,492		7,492	5,000		5,000	10,000		10,000		10,000
Other	1,576	11,914	13,490	3,000	20,000	23,000	2,500	20,000	22,500		22,500
Total Office of the Bishop	9,068	11,914	20,982	8,000	25,000	33,000	12,500	25,000	37,500		37,500
b. Salaries and Professional											
Professional Staff - Salaries & Benefits	488,209	161,898	650,107	503,400	54,450	557,850	556,000	178,600	734,600		734,600
Professional Staff - Travel	43,184		43,184	53,000		53,000	50,250		50,250		50,250
Office Staff - Salaries & Benefits	198,340	4,943	203,283	190,400	900	191,300	200,400	900	201,300		201,300
Deans / Officers	30,875		30,875	32,700		32,700	30,100		30,100		30,100
Total Salaries and Professional	760,608	166,841	927,449	779,500	55,350	834,850	836,750	179,500	1,016,250		1,016,250
c. Office											
Building - Utilities, Maint, Insurance	33,002	12,400	45,402	45,880		45,880	46,850		46,850		46,850
IT, Equipment, Telephone	31,166	7,600	38,766	31,100		31,100	30,000		30,000		30,000
Legal, Auditing, Archives	34,572		34,572	39,400		39,400	35,000		35,000		35,000
Other	48,830		48,830	38,300	12,400	50,700	65,175	12,400	77,575		77,575
Total Office	147,570	20,000	167,570	154,680	12,400	167,080	177,025	12,400	189,425		189,425
d. Retreats and Conferences	0	45,481	45,481		49,000	49,000		49,000	49,000		49,000

Eastern Synod Budgets (2024 ORIGINAL vs. 2024 REVISED)									
	2023 (ACTUAL)			2024 (ORIGINAL)			2024 (REVISED)		
	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL
e. Synod Council & SC Committees	7,533	0	7,533	20,000		20,000	25,000		25,000
f. Ministry Areas									
Committee of Deans	11,977		11,977	10,000		10,000	12,500		12,500
Ministry Area Grants	1,201	1,201	1,201	3,000	10,000	13,000	10,000	10,000	10,000
Total Ministry Areas	11,977	1,201	13,178	13,000	10,000	23,000	12,500	10,000	22,500
g. Retiree Health Subsidy	64,170	2,946	67,116	72,000	1,600	73,600	73,400	1,600	75,000
h. National Convention	28,750	37,500	66,250			0			0
i. Synod Assembly			0	5,000	150,000	155,000	5,000	158,685	163,685
Total - Other Ministries	1,029,676	285,883	1,315,559	1,052,180	303,350	1,355,530	1,142,175	436,185	1,578,360
Total - Expenditures	1,741,850	766,790	2,508,640	1,764,580	772,100	2,536,680	1,863,425	996,215	2,859,640
SURPLUS / (DEFICIT)	141,047	0	141,047	0	0	0	0	0	0

2024 (Revised) – 2027 Budgets

Eastern Synod Budgets (2024 - 2027)												
	2024 (REVISED)			2025			2026			2027		
	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL
INCOME												
Regular Benevolence	1,136,800		1,136,800			1,080,000		1,026,000		974,700		974,700
Charlus Operations Grant	220,000		220,000	220,000		220,000	225,000	225,000	225,000	225,000		225,000
Remembering For the Future Grant	220,000		220,000	240,000		240,000	260,000	260,000	260,000	280,000		280,000
Undesignated Gift/Bequest Grant - Inv Inc	180,000		180,000	175,000		175,000	169,000	169,000	169,000	160,000		160,000
Undesignated Gift/Bequest Grant - Principal	106,625		106,625	114,075		114,075	174,125	174,125	262,300	262,300		262,300
Residue/Other Funding		996,215	996,215		903,580	903,580		886,280	886,280	1,081,610		1,081,610
Total - Income	1,863,425	996,215	2,859,640	1,829,075	903,580	2,732,655	1,854,125	886,280	2,740,405	1,902,000	1,081,610	2,983,610
EXPENDITURES												
1. National Church - ELCIC	406,700		406,700	406,700		406,700	406,700	406,700	406,700	406,700		406,700
2. Martin Luther University College	280,000		280,000	280,000		280,000	280,000	280,000	280,000	280,000		280,000
3. Committee & Ministry Programming												
a. Mission Committee												
Canadian Mission Grants		252,000	252,000		253,000	253,000		274,000	274,000		275,000	275,000
Other		8,500	8,500		8,500	8,500		8,500	8,500		8,500	8,500
Total Mission	0	260,500	260,500	0	261,500	261,500	0	282,500	282,500	0	283,500	283,500
b. Youth & Young Adult Ministries Comm												
Outdoor Ministry		55,280	55,280		58,280	58,280		61,580	61,580		65,210	65,210
Summer Lutheran Youth Camp		46,200	46,200		46,200	46,200		46,200	46,200		46,200	46,200
Lutheran Campus Ministry		3,400	3,400		3,500	3,500		3,600	3,600		3,600	3,600
Youth & Young Adult Ministry		23,400	23,400		21,000	21,000		21,000	21,000		29,000	29,000
Children's Ministry		6,500	6,500		8,500	8,500		8,500	8,500		8,500	8,500
Other		7,000	7,000		7,500	7,500		7,500	7,500		7,500	7,500
Total Youth & Young Adult Ministries	0	141,780	141,780	0	144,980	144,980	0	148,380	148,380	0	160,010	160,010
c. Candidacy Committee												
Bursaries & Internships		5,000	44,000		55,000	65,000		10,000	55,000		65,000	65,000
Other		13,600	13,600		24,000	38,100		14,100	24,000		38,100	38,100
Total Candidacy	18,600	44,000	62,600	14,100	79,000	103,100	24,100	79,000	103,100	24,100	79,000	103,100
d. Examining Committee												
		150	0		150	150		150	150		150	150

Eastern Synod Budgets (2024 - 2027)

	2024 (REVISED)			2025			2026			2027		
	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL
	e. Congregational Redevelopment Services											
Contracted Services		25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000
Rostered Coaching	10,000		10,000	10,000		10,000	5,000	5,000	5,000	5,000	5,000	5,000
Other	46,000		46,000	36,000		36,000	36,000	36,000	36,000	36,000	36,000	36,000
Total Congregational Redev Services	0	81,000	81,000	0	71,000	71,000	0	66,000	66,000	0	66,000	66,000
f. Stewardship & Resource Development		5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000
g. Communication												
Canada Lutheran	10,000		10,000	10,000		10,000	10,000		10,000	10,000		10,000
Website, Misc	4,000		4,000	7,000		7,000	4,000		4,000	4,000		4,000
Total Communication	14,000	0	14,000	17,000	0	17,000	14,000	0	14,000	14,000	0	14,000
h. Public Policy & Service												
Racial Justice		24,750	24,750		5,500	5,500		5,500	5,500		5,500	5,500
Other	1,800	3,000	4,800	1,800	4,000	5,800	1,800	4,000	5,800	1,800	4,000	5,800
Total Public Policy & Service	1,800	27,750	29,550	1,800	9,500	11,300	1,800	9,500	11,300	1,800	9,500	11,300
Total - Committee & Ministry Programming	34,550	560,030	594,580	43,050	570,980	614,030	40,050	590,380	630,430	40,050	603,010	643,060
4. Other Ministries												
a. Office of the Bishop												
Congregational Leadership Workshops		5,000	5,000		5,000	5,000		5,000	5,000		5,000	5,000
Global Mission Comparison Program	10,000		10,000	10,000		10,000	10,000		10,000	10,000		10,000
Other	2,500	20,000	22,500	2,000	20,000	22,000	2,000	20,000	22,000	3,000	20,000	23,000
Total Office of the Bishop	12,500	25,000	37,500	12,000	25,000	37,000	12,000	25,000	37,000	13,000	25,000	38,000
b. Salaries and Professional												
Professional Staff - Salaries & Benefits	566,000	178,600	734,600	537,500	188,700	726,200	559,600	197,000	756,600	583,350	204,700	788,050
Professional Staff - Travel	50,250		50,250	53,250		53,250	55,250		55,250	57,000		57,000
Office Staff - Salaries & Benefits	200,400	900	201,300	209,400	900	210,300	218,800	900	219,700	227,800	900	228,700
Deans / Officers	30,100		30,100	31,500		31,500	32,200		32,200	32,800		32,800
Total Salaries and Professional	836,750	179,500	1,016,250	831,650	189,600	1,021,250	865,850	197,900	1,063,750	900,950	205,600	1,106,550
c. Office												
Building - Utilities, Maint, Insurance	46,850		46,850	49,575		49,575	52,325		52,325	55,100		55,100
IT Equipment, Telephone	30,000		30,000	31,800		31,800	33,000		33,000	35,500		35,500
Legal, Auditing, Archives	35,000		35,000	36,000		36,000	45,600		45,600	38,000		38,000
Other	65,175	12,400	77,575	20,600	12,400	33,000	21,700	12,400	34,100	25,300	12,400	37,700
Total Office	177,025	12,400	189,425	137,975	12,400	150,375	152,625	12,400	165,025	153,900	12,400	166,300
d. Retreats and Conferences		49,000	49,000		49,000	49,000		49,000	49,000		49,000	49,000

Eastern Synod Budgets (2024 - 2027)

	2024 (REVISED)			2025			2026			2027		
	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL
e. Synod Council & SC Committees	25,000		25,000	10,000		10,000	10,000		10,000	15,000		15,000
f. Ministry Areas												
Committee of Deans	12,500		12,500	13,000		13,000	13,500		13,500	14,000		14,000
Ministry Area Grants	10,000	10,000	20,000	10,000	10,000	20,000	10,000	10,000	20,000	10,000	10,000	20,000
Total Ministry Areas	12,500	10,000	22,500	13,000	10,000	23,000	13,500	10,000	23,500	14,000	10,000	24,000
g. Retiree Health Subsidy	73,400	1,600	75,000	73,400	1,600	75,000	73,400	1,600	75,000	73,400	1,600	75,000
h. National Convention			0	21,300	45,000	66,300			0			0
i. Synod Assembly	5,000	158,885	163,885			0			0	5,000	175,000	180,000
Total - Other Ministries	1,142,175	436,185	1,578,360	1,098,325	332,600	1,431,925	1,127,375	295,900	1,423,275	1,175,250	478,600	1,653,850
Total - Expenditures	1,863,425	996,215	2,859,640	1,829,075	903,580	2,732,655	1,854,125	886,280	2,740,405	1,902,000	1,081,610	2,983,610
SURPLUS / (DEFICIT)	0	0	0	0	0	0	0	0	0	0	0	0

2021 Audited Financial Statements

Eastern Synod of the Evangelical Lutheran Church in Canada

Financial statements
December 31, 2021



Independent auditor's report

To the Bishop and Directors of the
Eastern Synod of the Evangelical Lutheran Church in Canada

Opinion

We have audited the financial statements of the **Eastern Synod of the Evangelical Lutheran Church in Canada** [the "Synod"], which comprise the statement of financial position as at December 31, 2021, and the statement of operations, statement of fund balances and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and other explanatory information.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Synod as at December 31, 2021, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the Synod in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of management for the financial statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Synod's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Synod or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

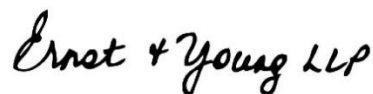
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As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Synod's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Synod's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Synod to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Waterloo, Canada
June 2, 2022



Chartered Professional Accountants
Licensed Public Accountants



A member firm of Ernst & Young Global Limited

Eastern Synod of the Evangelical Lutheran Church in Canada
Incorporated by Act of Parliament

Statement of financial position

As at December 31

	Operating fund \$	Special purpose fund \$	2021 Total \$	2020 Total \$
	<i>[note 2]</i>			
Assets				
Current				
Cash	937,017	(87,190)	849,827	828,338
Miscellaneous receivables and prepaid expenses	285,212	38,305	323,517	518,718
Due from Evangelical Lutheran Foundation of Eastern Canada ["ELFEC"] <i>[note 6]</i>	99,668	283,256	382,924	264,990
Total current assets	1,321,897	234,371	1,556,268	1,612,046
Capital assets, net <i>[note 3]</i>	—	632,492	632,492	786,878
	1,321,897	866,863	2,188,760	2,398,924
Liabilities and fund balances				
Current				
Accounts payable	205,060	—	205,060	164,745
Due to ELFEC <i>[note 6]</i>	78,140	91,989	170,129	625,761
Total current liabilities	283,200	91,989	375,189	790,506
Post-retirement benefits obligation <i>[note 4]</i>	849,108	—	849,108	955,277
Total liabilities	1,132,308	91,989	1,224,297	1,745,783
Fund balances				
Invested in capital assets	—	632,492	632,492	786,878
Externally restricted	—	115,618	115,618	63,939
Internally restricted	—	26,764	26,764	(4,220)
Operating fund	189,589	—	189,589	(193,456)
Total fund balances	189,589	774,874	964,463	653,141
	1,321,897	866,863	2,188,760	2,398,924

See accompanying notes

Eastern Synod of the Evangelical Lutheran Church in Canada

Statement of operations

Year ended December 31

	Operating fund	Special purpose fund	2021 Total	2020 Total
	\$	\$	\$	\$
Revenue				
Total offerings of member congregations [schedule 1]	1,303,252	259,201	1,562,453	1,586,662
Program support from other sources	117,090	—	117,090	199,615
Support for ministries and administrative [notes 5 and 6(a)]	240,864	—	240,864	380,190
Donations, bequests and other receipts [note 9]	397,897	190,424	588,321	196,160
Grants from ELFEC [note 6(b)]	299,668	283,256	582,924	459,990
Lutheran Campus Ministry Local Council	602	—	602	1,166
Allocated interest and other investment income	—	795	795	10,052
	2,359,373	733,676	3,093,049	2,833,835
Expenses				
Evangelical Lutheran Church in Canada	456,700	—	456,700	402,700
Martin Luther University College	295,000	—	295,000	316,000
Synodical programmatic committees	174,721	154,065	328,786	380,374
Other ministries and administration	936,367	13,374	949,741	1,277,749
Disbursements for special purpose fund projects [note 6(c)]	146,040	306,772	452,812	724,273
Disbursements of special purpose congregational offerings	—	259,201	259,201	217,618
Post-retirement benefits [note 4]	21,500	—	21,500	27,200
Amortization of capital assets [note 3(b)]	—	71,987	71,987	82,429
	2,030,328	805,399	2,835,727	3,428,343
Excess (deficiency) of revenue over expenses for the year	329,045	(71,723)	257,322	(594,508)

See accompanying notes

Eastern Synod of the Evangelical Lutheran Church in Canada

Statement of fund balances

Year ended December 31

	Operating fund	Internally restricted fund	Externally restricted fund	2021 Total	2020 Total
	\$	\$	\$	\$	\$
Fund balances, beginning of year	(193,456)	782,658	63,939	653,141	1,172,149
Excess (deficiency) of revenue over expenses for the year	329,045	(123,402)	51,679	257,322	(594,508)
Adjustment to post-employment benefits [note 4]	54,000	—	—	54,000	75,500
Fund balances, end of year	189,589	659,256	115,618	964,463	653,141

See accompanying notes

Eastern Synod of the Evangelical Lutheran Church in Canada

Statement of cash flows

Year ended December 31

	2021	2020
	\$	\$
Operating activities		
Excess (deficiency) of revenue over expenses for the year	257,322	(594,508)
Add (deduct) items not affecting cash		
Amortization of capital assets	71,987	82,429
Donation of capital assets <i>[note 3[b]]</i>	177,733	—
Post-retirement benefits expense <i>[note 4]</i>	21,500	27,200
Net change in non-cash working capital balances related to operations <i>[note 8]</i>	(338,050)	361,509
Post-retirement benefits plan funding <i>[note 4]</i>	(73,669)	(71,569)
Cash provided by (used in) operating activities	116,823	(194,939)
Investing activities		
Purchase of capital assets <i>[note 3[b]]</i>	(95,334)	(109,648)
Decrease in loans receivable	—	237,500
Cash provided by (used in) investing activities	(95,334)	127,852
Net increase (decrease) in cash during the year	21,489	(67,087)
Cash, beginning of year	828,338	895,425
Cash, end of year	849,827	828,338

See accompanying notes

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2021

1. Purpose of the Synod

The purpose of the Eastern Synod of the Evangelical Lutheran Church in Canada [the "Synod"] is to facilitate and advance the mission of the Evangelical Lutheran Church in Canada in Ontario, Quebec and the Maritime provinces. The Synod is a public foundation under the *Income Tax Act* (Canada) and is exempt from income taxes.

2. Summary of significant accounting policies

These financial statements were prepared in accordance with Part III of the *CPA Canada Handbook – Accounting*, "Accounting Standards for Not-for-Profit Corporations," which sets out generally accepted accounting principles for not-for-profit organizations in Canada and includes the significant accounting policies described hereafter.

Fund accounting

The accounts of the Synod are maintained in accordance with the principles of fund accounting, a procedure by which resources for various purposes are classified in accordance with activities or objectives as specified by donors or limitations imposed by the Synod Council. For financial reporting purposes, the Synod has combined funds with similar characteristics into two major fund groups as follows:

Operating

This fund accounts for amounts received, amounts expended and funds available to be spent on the general operations and administration of the Synod.

Special purpose

This fund accounts for donations, grants, bequests and other income received, and amounts expended and amounts available to be spent for certain restricted purposes as dictated by the donor or appropriated by the Synod. In some cases, only the income from these funds may be expended and the principal amount must be permanently endowed.

Revenue and expense recognition

The Synod follows the restricted fund method of accounting for contributions. Donations and grants are recognized as revenue when received or receivable, if the amount to be received can be reasonably estimated and collection is reasonably assured. Restricted contributions are recognized as revenue of the appropriate restricted fund. Contributions for endowment are recognized as revenue of the externally restricted fund.

Government assistance

The Synod makes periodic applications for financial assistance under available government assistance programs. Government funding is considered a contribution at the time they are earned and receipt, thereof, is reasonably assured, and is accounted for using the restricted method in accordance with the Synod's policy for contributions.

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2021

Capital assets

Capital assets are recorded at cost less accumulated amortization. Amortization of capital assets is provided on a straight-line basis over the following periods:

Office furniture and equipment	3–5 years
Office building	25 years
Vehicles	3–4 years
Lutherlyn assets	10–25 years
Camp Mush-a-Mush assets	10–25 years

Financial instruments

The Synod initially records a financial instrument at its fair value, except for related party transactions, which are recorded at cost, representing the undiscounted cash flows of that instrument. Subsequently, all financial instruments are measured at amortized cost, except for the amounts due to and from related parties, which are measured at cost less impairment, if any. Loans receivable are subsequently carried at amortized cost using the effective interest rate method and the interest rate implied in the fair value determination.

When there are indicators of possible impairment, the Synod determines if there has been a significant adverse change to the expected timing or amount of future cash flows expected from the financial asset. The amount of any impairment loss is determined by comparing the carrying amount of the financial asset with the highest of three amounts:

- [i] The present value of the cash flows expected to be generated by holding the asset, discounted using a current market rate of interest appropriate to that asset, and for a related party financial debt instrument, the undiscounted cash flows expected to be generated by holding the asset, excluding interest and dividend payments;
- [ii] The amount that could be realized by selling the asset as at the balance sheet date; and
- [iii] The amount the Synod expects to realize by exercising its rights to any collateral held to secure repayment of the asset, net of all costs necessary to exercise those rights.

Reversals are permitted, but the adjusted carrying amount of the financial assets shall be no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized.

It is management's opinion that the Synod is not exposed to significant interest rate risk or currency risk arising from its financial instruments.

The Synod is subject to credit risk with respect to its miscellaneous receivables and amounts due from Evangelical Lutheran Foundation of Eastern Canada ["ELFEC"]. The maximum credit risk is the fair value of these receivables.

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2021

Post-retirement benefits

The Synod provides extended health care benefits to certain rostered ministers and their spouses after retirement. The post-retirement benefit obligation is actuarially determined using the projected benefit method prorated on services. This method involves the use of the market interest rate at the measurement date on high-quality debt instruments at the discount rate and management's best estimates regarding assumptions about retirement age, termination rates, mortality rates and expected health care costs.

Use of estimates

The preparation of the Synod's financial statements requires management to make estimates and assumptions that affect the amounts reported and disclosed in the financial statements. Significant items subject to estimates and assumptions include useful lives of capital assets and the assumptions used in determining the post-retirement benefits obligation. Actual results could differ from those estimates.

The outbreak of COVID-19 has resulted in governments worldwide enacting emergency measures to combat the spread of the virus, which has caused material disruption to businesses globally. The duration and impact of the COVID-19 outbreak are unknown at this time, as is the efficacy of the government and central bank monetary and fiscal interventions designed to stabilize economic conditions. It is not possible to reliably estimate the length and severity of these developments nor the impact on the financial position and results of the Synod in future periods.

Changes in accounting policies

Financial instruments in a related party transaction, risk disclosure and other amendments

Effective January 1, 2021, the Synod adopted the amendments to Section 3856 of Part II of the *CPA Canada Handbook – Accounting*, Financial Instruments ["Section 3856" or the "standard"] issued by the Canadian Accounting Standards Board.

Under the amended standard, the measurement of related party financial instruments is now incorporated into Section 3856 as opposed to Section 3840, *Related Party Transactions* ["Section 3840"]. Related party transactions are initially measured at cost, with the exception of certain situations that require initial measurement at fair value, with cost under the amended standard determined based on whether the related party financial instrument has repayment terms. The amendments also require the subsequent measurement of related party financial instruments be based on how the entity initially measured the instrument, provides guidance on how to measure impairment, and requires an entity to recognize forgiveness of a related party financial asset in either equity or net income depending on the nature of the original transaction. Additionally, Section 3840 has been amended to clarify that it does not apply to related party financial instruments.

The Synod adopted the amendments to Section 3856 retrospectively. The amounts due to and from ELFEC balances have repayment terms and, under the amended standard, are to be recorded at the undiscounted cash flows of the financial instruments, which represent the amounts originally recorded by the Synod. As a result, there was no impact of the adoption of these amendments.

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2021

3. Capital assets

[a] Capital assets consist of the following:

	2021		
	Cost \$	Accumulated amortization \$	Net book value \$
Office furniture and equipment	83,726	63,099	20,627
Office building	741,532	563,390	178,142
Vehicles	29,021	29,021	—
Lutherlyn assets	432,906	158,675	274,231
Camp Mush-a-Mush assets	269,399	109,907	159,492
	1,556,584	924,092	632,492

	2020		
	Cost \$	Accumulated amortization \$	Net book value \$
Office furniture and equipment	83,724	51,874	31,850
Office building	729,744	532,195	197,549
Vehicles	29,021	21,766	7,255
Delton Glebe Counselling Centre property	217,621	37,968	179,653
Lutherlyn assets	352,711	144,469	208,242
Camp Mush-a-Mush assets	266,046	103,717	162,329
	1,678,867	891,989	786,878

[b] The change in the net book value of capital assets is due to the following:

	2021 \$	2020 \$
Balance, beginning of year	786,878	759,659
Purchase of capital assets	95,334	109,648
Donation of Delton Glebe Counselling Centre property	(177,733)	—
Amortization of capital assets	(71,987)	(82,429)
Balance, end of year	632,492	786,878

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2021

The Synod currently owns the following properties: Bear Lake, Ontario; Toronto, Ontario [Christ]; Elliot Lake, Ontario [Faith]; and Riverside Heights cemetery, Ontario [previously owned by St. John's]. These properties were all acquired in previous years for a nominal amount.

During 2021, St. Peter's Gads Hill closed and the property transferred to the Eastern Synod for a nominal amount.

During 2013, the Synod repurposed the Lutheran Campus Ministry property to house the Delton Glebe Counselling Centre. Included in the Delton Glebe Counselling Centre assets is land carried at \$94,116 [2020 – \$94,116], which is not subject to amortization. During 2021, the Synod gifted this property to Martin Luther University College and wrote off the remaining net book value of \$177,733.

Included in the Lutherlyn assets is land carried at \$48,549 [2020 – \$48,549], which is not subject to amortization.

Included in the Camp Mush-a-Mush assets is land carried at \$76,680 [2020 – \$76,680], which is not subject to amortization.

The Lutherlyn assets and Camp Mush-a-Mush assets are held for leasing purposes. The lease for the Delton Glebe Counselling Centre terminated in May 2021.

During 2021, the Synod leased its Gads Hill, Ontario property to Refreshing Wind Ministries, while the transfer of ownership of this property continues to be processed.

4. Post-retirement benefits

The Synod provides extended health care benefits to certain retired pastors, diaconal ministers, clergy and their spouses after retirement if the retirees attain the age of 65 prior to January 1, 2013 and meet certain eligibility requirements.

The Synod retained the services of Lifeworks, a third-party firm, to perform a valuation of post-employment benefits as at January 1. The Synod measures its accrued benefit obligation for accounting purposes as at December 31 of each year. The Synod does not have any assets specifically designated to cover the accrued benefit obligation.

Information about the Synod's post-retirement benefits plan as at December 31 is as follows:

	2021 \$	2020 \$
Accrued benefit obligation, beginning of year	955,277	1,075,146
Interest cost	21,500	27,200
Actuarial revaluation	(54,000)	(75,500)
Benefits paid	(73,669)	(71,569)
Accrued benefit obligation, end of year	<u>849,108</u>	<u>955,277</u>

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2021

The significant actuarial assumptions adopted in measuring the Synod's post-retirement benefits obligation and benefits cost are as follows:

	2021	2020
Discount rate	3.00%	2.30%
Health care cost trend rate	5.25%	5.25%
Ultimate health care cost trend rate (2026)	5.03%	5.03%
Ultimate trend rate reached in year	2026	2026

5. Government assistance

On April 11, 2020, the Government of Canada enacted the Canada Emergency Wage Subsidy program, which was designed to help Canadian employers that have experienced revenue declines to help prevent job losses and better position employers to resume normal operations after the COVID-19 pandemic. The Synod applied for and received \$183,136 [2020 – \$245,969] in payroll subsidies, which are presented within the support for ministries and administration revenue in the operating fund on the statement of operations.

6. Related party transactions

The Synod is related to ELFEC, a foundation whose directors are elected by the Synod Council and ELFEC directors. ELFEC is a public foundation that supports and furthers the life, work and mission of the Synod, its congregations and affiliated institutions, and other faith-based organizations with similar purposes, by encouraging generous giving, prudently investing assets entrusted to it and granting money to Lutheran charities that respond creatively and effectively to God's call to ministry.

The Synod transfers funds that aren't immediately required to meet its cash flow requirements to ELFEC to be invested. The Synod also receives grants from ELFEC for qualifying ministry expenditures. The net flow for the year directly impacts the Synod's surplus or deficiency of revenue over expenses in the statement of operations.

The following is a summary of transactions during the year:

- [a] The Synod provides use of its facilities and administrative services to ELFEC, for which it receives a fee of \$13,300 [2020 – \$13,300] annually under the terms of the office facilities agreement. This amount is included in support for ministries and administrative revenue on the statement of operations.
- [b] The Synod receives grants from ELFEC as approved by the Board of Directors. Total grants to the Synod for the year were \$582,924 [2020 – \$459,990]. These grants appear as revenue in the statement of operations.
- [c] During the year, the Synod transferred to ELFEC \$78,140 from the operating fund [2020 – \$458,652] and \$91,989 from the special purpose fund [2020 – \$204,513]. These funds, received from congregations, other organizations and individual donors, which are temporarily or permanently invested with ELFEC, are included in disbursements for special purpose fund projects and appear as expenses in the statement of operations.

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2021

Amounts due from/to ELFEC are as follows:

	2021 \$	2020 \$
Due from ELFEC	382,924	264,990
Due to ELFEC	<u>(170,129)</u>	<u>(625,761)</u>

7. Controlled entities

The Synod controls Lutheran Homes Kitchener-Waterloo ["LHKW"] and Luther.

The purpose of LHKW is to provide and operate non-profit residential accommodation and facilities incidental thereto, exclusively for persons of low/modest income, senior citizens of low/modest income, and disabled persons of low/modest income. LHKW is a registered charity, incorporated under the laws of Ontario and exempt from incomes taxes under section 149 of the *Income Tax Act* (Canada). The Synod Bishop appoints one individual to LHKW's Board of Directors and the Directors and Synod Council appoint the remaining directors.

Luther is an institution of the Eastern Synod of the Evangelical Lutheran Church in Canada, federated with Wilfrid Laurier University. The purpose of Luther is to provide for the scholarly study of the Christian faith, especially in its Lutheran understanding, and for the education of persons in and for Christian ministry, especially in the Lutheran Church and the Canadian context. Luther is a registered charity under the *Income Tax Act* (Canada) and exempt from income taxes. The Synod Council appoints members to Luther's Board of Governors according to the terms determined by Luther. Luther's property, both real and personal, is held by the Board of Governors in trust for and under the guidance of the Synod.

None of the controlled entities have been consolidated in these financial statements. The restrictions on the resources of the controlled entities are represented by the identification of separate funds in those entities [capital funds, internally and externally restricted funds, and trust and endowment funds]. Summarized information from the most recent audited financial statements of these non-consolidated entities is as follows:

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2021

	2021	
	LHKW \$	Luther \$
Financial position		
Total assets	34,022,607	22,513,043
Total liabilities	23,818,517	4,766,014
Total net assets	10,204,090	17,747,029
Results of operations		
Total revenue	16,504,765	3,876,110
Total expenses	15,927,662	3,619,585
Investment income	—	1,578,498
Excess of revenue over expenses for the year	577,103	1,835,023
Cash flows		
Cash provided by operating activities	1,673,935	1,999,966
Cash used in investing activities	(261,871)	(885,496)
Cash used in financing activities	(552,691)	(705,370)
Net increase in cash during the year	859,373	409,100

	2020	
	LHKW \$	Luther \$
Financial position		
Total assets	33,807,105	20,074,565
Total liabilities	24,278,479	4,339,255
Total net assets	9,528,626	15,735,310
Results of operations		
Total revenue	15,958,022	3,959,225
Total expenses	15,006,330	3,642,031
Investment income	—	343,107
Excess of revenue over expenses for the year	951,692	660,301
Cash flows		
Cash provided by operating activities	917,073	699,549
Cash provided by (used in) investing activities	(553,037)	812,223
Cash used in financing activities	(532,199)	(1,636,696)
Net decrease in cash during the year	(168,163)	(124,924)

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2021

The financial statements for Luther are prepared as at April 30, 2021. In the eight-month period ended December 31, 2021, there have been no events or transactions out of the ordinary that would significantly impact the Synod's financial position or results of operations.

During 2016, the Synod committed \$1,000,000 to Luther's capital fundraising campaign for major renovations and upgrading of its existing facility, with payments of \$250,000 to be made in each of 2017, 2018, 2019 and 2020. All payments were made on schedule and the Synod's commitment is now satisfied.

8. Statement of cash flows

The net change in non-cash working capital balances related to operations consists of the following:

	2021	2020
	\$	\$
Decrease (increase) in miscellaneous receivables, prepaid expenses and accrued interest	195,201	(106,379)
Net change in amounts due from/to ELFEC	(573,566)	494,940
Increase (decrease) in accounts payable	40,315	(27,052)
	<u>(338,050)</u>	<u>361,509</u>

9. Non-recurring receipts

In 2021, the Synod received significant non-recurring donations from estates totaling \$277,400 [2020 – \$97,292] for the special purpose fund and \$64,800 [2020 – \$86,146] for the operating fund. These receipts are recorded in donations, bequests and other receipts and total offerings of member congregations on the statement of operations.

10. Comparative figures

Certain amounts in the comparative figures have been restated to conform with the current year's presentation.

Eastern Synod of the Evangelical Lutheran Church in Canada

Schedule 1

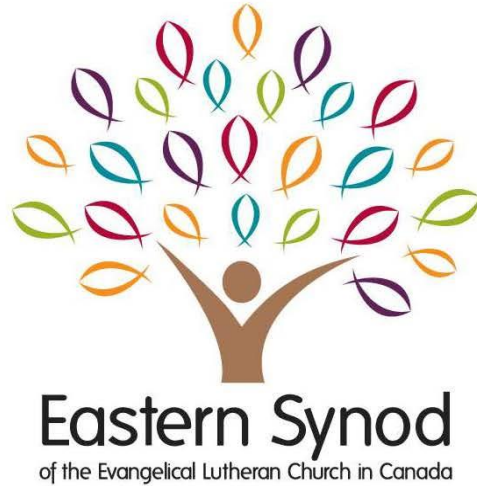
Schedule of offerings

Year ended December 31

	2021 \$	2020 \$
Offerings for Synod programs		
Regular benevolence	<u>1,303,252</u>	<u>1,369,044</u>
Offerings for special purposes		
Canadian Lutheran World Relief	212,658	175,723
Lutheran Campus Ministry	2,295	300
Martin Luther University College	18,600	13,240
Outdoor Ministry	4,643	10,571
Praise appeal and ELCJHL scholarship appeal	470	411
Global missions	12,536	6,231
Other	7,999	11,142
Total offerings for special purposes	<u>259,201</u>	<u>217,618</u>
Total offerings of member congregations	<u>1,562,453</u>	<u>1,586,662</u>

This schedule excludes offerings in the amount of \$39,249 [2020 – \$28,655] that were remitted for designated synodical ministries that are already included in donations, bequests and other receipts in the statement of operations.

2022 Audited Financial Statements



Financial statements

Year Ended December 31, 2022

Independent auditor's report

To the Bishop and Directors of the
Eastern Synod of the Evangelical Lutheran Church in Canada

Opinion

We have audited the financial statements of the **Eastern Synod of the Evangelical Lutheran Church in Canada** [the "Synod"], which comprise the statement of financial position as at December 31, 2022, and the statement of operations, statement of fund balances and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and other explanatory information.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Synod as at December 31, 2022, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the Synod in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of management for the financial statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Synod's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Synod or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

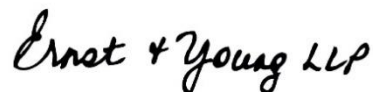
- 2 -

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Synod's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Synod's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Synod to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Waterloo, Canada
June 21, 2023



Chartered Professional Accountants
Licensed Public Accountants

Eastern Synod of the Evangelical Lutheran Church in Canada

Incorporated by Act of Parliament

Statement of financial position

As at December 31

	Operating fund \$ <i>[note 2]</i>	Special purpose fund \$ <i>[note 2]</i>	2022 Total \$	2021 Total \$
Assets				
Current				
Cash	711,683	(52,000)	659,683	849,827
Miscellaneous receivables and prepaid expenses	330,962	43,967	374,929	323,517
Due from Evangelical Lutheran Foundation of Eastern Canada ["ELFEC"] <i>[note 7]</i>	82,594	476,986	559,580	382,924
Current portion of loans receivable <i>[note 3]</i>	13,647	—	13,647	—
Total current assets	1,138,886	468,953	1,607,839	1,556,268
Long-term portion of loans receivable <i>[note 3]</i>	669,514	—	669,514	—
Capital assets, net <i>[note 4]</i>	—	645,391	645,391	632,492
	1,808,400	1,114,344	2,922,744	2,188,760
Liabilities and fund balances				
Current				
Accounts payable	180,000	—	180,000	205,060
Due to ELFEC <i>[note 7]</i>	3,000	349,580	352,580	170,129
Total current liabilities	183,000	349,580	532,580	375,189
Post-retirement benefits obligation <i>[note 5]</i>	673,178	—	673,178	849,108
Total liabilities	856,178	349,580	1,205,758	1,224,297
Fund balances				
Invested in capital assets	—	645,391	645,391	632,492
Externally restricted	—	111,383	111,383	115,618
Internally restricted	—	7,990	7,990	26,764
Operating fund	952,222	—	952,222	189,589
Total fund balances	952,222	764,764	1,716,986	964,463
	1,808,400	1,114,344	2,922,744	2,188,760

See accompanying notes

Eastern Synod of the Evangelical Lutheran Church in Canada

Statement of operations

Year ended December 31

	Operating fund \$	Special purpose fund \$	2022 Total \$	2021 Total \$
	<i>[note 2]</i>	<i>[note 2]</i>		
Revenue				
Total offerings of member congregations <i>[schedule 1]</i>	1,234,019	337,423	1,571,442	1,562,453
Program support from other sources	149,383	—	149,383	117,090
Support for ministries and administrative <i>[notes 6 and 7(a)]</i>	135,596	—	135,596	240,864
Donations, bequests and other receipts <i>[note 10]</i>	2,456,550	31,510	2,488,060	588,321
Grants from ELFEC <i>[note 7(b)]</i>	1,002,593	477,386	1,479,979	582,924
Lutheran Campus Ministry Local Council	393	—	393	602
Allocated interest and other investment income <i>[note 3]</i>	15,941	681	16,622	795
	4,994,475	847,000	5,841,475	3,093,049
Expenses				
Evangelical Lutheran Church in Canada	406,700	—	406,700	456,700
Martin Luther University College	280,000	—	280,000	285,000
Synodical programmatic committees	207,730	160,586	368,316	328,786
Other ministries and administration	988,112	44,771	1,032,883	949,741
Disbursements for special purpose fund projects <i>[note 7(c)]</i>	2,453,000	247,777	2,700,777	452,812
Disbursements of special purpose congregational offerings	—	337,423	337,423	259,201
Post-retirement benefits <i>[note 5]</i>	25,300	—	25,300	21,500
Amortization of capital assets <i>[note 4(b)]</i>	—	66,553	66,553	71,987
	4,360,842	857,110	5,217,952	2,835,727
Excess (deficiency) of revenue over expenses for the year	633,633	(10,110)	623,523	257,322

See accompanying notes

Eastern Synod of the Evangelical Lutheran Church in Canada

Statement of fund balances

Year ended December 31

	Operating fund	Internally restricted fund	Externally restricted fund	2022 Total	2021 Total
	\$	\$	\$	\$	\$
Fund balances, beginning of year	189,589	659,256	115,618	964,463	653,141
Excess (deficiency) of revenue over expenses for the year	633,633	(5,875)	(4,235)	623,523	257,322
Adjustment to post-employment benefits <i>[note 5]</i>	129,000	—	—	129,000	54,000
Fund balances, end of year	952,222	653,381	111,383	1,716,986	964,463

See accompanying notes

Eastern Synod of the Evangelical Lutheran Church in Canada

Statement of cash flows

Year ended December 31

	2022	2021
	\$	\$
Operating activities		
Excess of revenue over expenses for the year	623,523	257,322
Add (deduct) items not affecting cash		
Amortization of capital assets	66,553	71,987
Donation of capital assets <i>[note 4[b]]</i>	—	177,733
Post-retirement benefits expense <i>[note 5]</i>	25,300	21,500
Net change in non-cash working capital balances related to operations <i>[note 9]</i>	(70,677)	(338,050)
Post-retirement benefits plan funding <i>[note 5]</i>	(72,230)	(73,669)
Cash provided by operating activities	572,469	116,823
Investing activities		
Purchase of capital assets <i>[note 4[b]]</i>	(79,452)	(95,334)
Issuance of loans receivable	(692,000)	—
Repayment of loans receivable	8,839	—
Cash used in investing activities	(762,613)	(95,334)
Net increase (decrease) in cash during the year	(190,144)	21,489
Cash, beginning of year	849,827	828,338
Cash, end of year	659,683	849,827

See accompanying notes

Eastern Synod of the Evangelical Lutheran Church in Canada Notes to financial statements

Year Ended December 31, 2022

1. Purpose of the Synod

The purpose of the Eastern Synod of the Evangelical Lutheran Church in Canada [the "Synod"] is to facilitate and advance the mission of the Evangelical Lutheran Church in Canada in Ontario, Quebec and the Maritime provinces. The Synod is a public foundation under the *Income Tax Act* (Canada) and is exempt from income taxes.

2. Summary of significant accounting policies

These financial statements were prepared in accordance with Part III of the *CPA Canada Handbook – Accounting*, "Accounting Standards for Not-for-Profit Corporations," which sets out generally accepted accounting principles for not-for-profit organizations in Canada and includes the significant accounting policies described hereafter.

Fund accounting

The accounts of the Synod are maintained in accordance with the principles of fund accounting, a procedure by which resources for various purposes are classified in accordance with activities or objectives as specified by donors or limitations imposed by the Synod Council. For financial reporting purposes, the Synod has combined funds with similar characteristics into two major fund groups as follows:

[i] Operating fund

This fund accounts for amounts received, amounts expended and funds available to be spent on the general operations and administration of the Synod.

[ii] Special purpose fund

This fund accounts for donations, grants, bequests and other income received, and amounts expended and amounts available to be spent for certain restricted purposes as dictated by the donor or appropriated by the Synod. In some cases, only the income from these funds may be expended and the principal amount must be permanently endowed.

Revenue and expense recognition

The Synod follows the restricted fund method of accounting for contributions. Donations and grants are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Restricted contributions are recognized as revenue of the appropriate restricted fund. Contributions for endowment are recognized as revenue of the externally restricted fund.

Government assistance

The Synod makes periodic applications for financial assistance under available government assistance programs. Government funding is considered a contribution at the time they are earned and receipt thereof is reasonably assured, and is accounted for using the restricted method in accordance with the Synod's policy for contributions.

Capital assets

Capital assets are recorded at cost less accumulated amortization. Amortization of capital assets is provided on a straight-line basis over the following periods:

Office furniture and equipment	3–5 years
Office building	25 years
Vehicles	3–4 years
Lutherlyn assets	10–25 years
Camp Mush-a-Mush assets	10–25 years

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

Year Ended December 31, 2022

Financial instruments

The Synod initially records a financial instrument at its fair value, except for related party transactions, which are recorded at cost, representing the undiscounted cash flows of that instrument. Subsequently, all financial instruments are measured at amortized cost, except for amounts due to and from related parties, which are measured at cost less impairment, if any. Loans receivable are subsequently carried at amortized cost using the effective interest rate method and the interest rate implied in the fair value determination.

When there are indicators of possible impairment, the Synod determines if there has been a significant adverse change to the expected timing or amount of future cash flows expected from the financial asset. The amount of any impairment loss is determined by comparing the carrying amount of the financial asset with the highest of three amounts:

- The present value of the cash flows expected to be generated by holding the asset, discounted using a current market rate of interest appropriate to the asset, and for a related party financial debt instrument, the undiscounted cash flows expected to be generated by holding the asset, excluding interest and dividend payments;
- The amount that could be realized by selling the asset as at the statement of financial position date; and
- The amount the Synod expects to realize by exercising its right to any collateral held to secure repayment of the asset, net of all costs necessary to exercise those rights.

Reversals are permitted, but the adjusted carrying amount of the financial assets shall be no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized.

It is management's opinion that the Synod is not exposed to significant interest rate risk or currency risk arising from its financial instruments.

The Synod is subject to credit risk with respect to its miscellaneous receivables, loans receivable and amounts due from Evangelical Lutheran Foundation of Eastern Canada ["ELFEC"]. The maximum credit risk is the fair value of these receivables.

Post-retirement benefits

The Synod provides extended health care benefits to certain rostered ministers and their spouses after retirement. The post-retirement benefit obligation is actuarially determined using the projected benefit method prorated on services. This method involves the use of the market interest rate at the measurement date on high-quality debt instruments at the discount rate and management's best estimates regarding assumptions about retirement age, termination rates, mortality rates and expected health care costs.

Use of estimates

The preparation of the Synod's financial statements requires management to make estimates and assumptions that affect the amounts reported and disclosed in the financial statements. Significant items subject to estimates and assumptions include useful lives of capital assets and the assumptions used in determining the post-retirement benefits obligation. Actual results could differ from those estimates.

Eastern Synod of the Evangelical Lutheran Church in Canada Notes to financial statements

Year Ended December 31, 2022

3. Loans receivable

During 2022, a loan of \$692,000 was advanced to an employee with a term of five years, interest calculated semi-annually at rate of 3.5% with a monthly blended payment of \$3,098 and renewal options available at the end of the term. Interest income from this loan was \$15,941 in 2022. As a result of events that occurred subsequent to December 31, 2022, uncertainty exists around the recoverability of this loan as the employee has notified the Synod of the intent to sell the underlying collateral of the loan, which would prompt a required repayment of the loan balance in full. The fair value of the collateral supporting the loan has decreased due to recent market conditions and is currently less than the outstanding loan balance. The Synod is currently evaluating its options to maximize the recoverability of the loan receivable.

	2022 \$	2021 \$
Balance, beginning of year	—	—
Loan issued	692,000	—
Principal payments made	(8,839)	—
Balance, end of year	683,161	—
Current portion of loan receivable	13,647	—
Long-term portion of loan receivable	669,514	—
Total loan receivable	683,161	—

4. Capital assets

[a] Capital assets consist of the following:

	2022		
	Cost \$	Accumulated amortization \$	Net book value \$
Office furniture and equipment	83,726	74,340	9,386
Office building	755,668	595,881	159,787
Vehicles	29,021	29,021	—
Lutherlyn assets	498,222	175,790	322,432
Camp Mush-a-Mush assets	269,399	115,613	153,786
	1,636,036	990,645	645,391
	2021		
	Cost \$	Accumulated amortization \$	Net book value \$
Office furniture and equipment	83,726	63,099	20,627
Office building	741,532	563,390	178,142
Vehicles	29,021	29,021	—
Lutherlyn assets	432,906	158,675	274,231
Camp Mush-a-Mush assets	269,399	109,907	159,492
	1,556,584	924,092	632,492

Eastern Synod of the Evangelical Lutheran Church in Canada Notes to financial statements

Year Ended December 31, 2022

[b] The change in the net book value of capital assets is due to the following:

	2022 \$	2021 \$
Balance, beginning of year	632,492	786,878
Purchase of capital assets	79,452	95,334
Donation of Delton Glebe Counselling Centre property	—	(177,733)
Amortization of capital assets	(66,553)	(71,987)
Balance, end of year	645,391	632,492

The Synod currently owns the following properties: Bear Lake, Ontario; Toronto, Ontario [Toronto Chinese]; Elliot Lake, Ontario [Faith] and Riverside Heights cemetery, Ontario [previously owned by St. John's]. These properties were all acquired in previous years for a nominal amount.

During 2021, St. Peter's, Gads Hill closed and the property was transferred to the Eastern Synod for a nominal amount. During 2021 and 2022, the Synod leased its Gads Hill, Ontario property to Refreshing Wind Ministries while the transfer of ownership of this property continues to be processed.

During 2013, the Synod repurposed the Lutheran Campus Ministry property to house the Delton Glebe Counselling Centre. During 2021, the Synod gifted this property to Martin Luther University College and wrote off the remaining net book value of \$177,733.

Included in the Lutheryn assets is land carried at \$48,549 [2021 – \$48,549], which is not subject to amortization.

Included in the Camp Mush-a-Mush assets is land carried at \$76,680 [2021 – \$76,680], which is not subject to amortization.

The Lutheryn assets and Camp Mush-a-Mush assets are held for leasing purposes. The lease for the Delton Glebe Counselling Centre terminated in May 2021.

5. Post-retirement benefits

The Synod provides extended health care benefits to certain retired pastors, diaconal ministers, clergy and their spouses after retirement if the retirees attain the age of 65 prior to January 1, 2013 and meet certain eligibility requirements. The Synod retained the services of Lifeworks, a third-party firm, to perform a valuation of post-employment benefits as at January 1. The Synod measures its accrued benefit obligation for accounting purposes as at December 31 of each year. The Synod does not have any assets specifically designated to cover the accrued benefit obligation.

Information about the Synod's post-retirement benefits plan as at December 31 is as follows:

	2022 \$	2021 \$
Accrued benefit obligation, beginning of year	849,108	955,277
Interest cost	25,300	21,500
Actuarial revaluation	(129,000)	(54,000)
Benefits paid	(72,230)	(73,669)
Accrued benefit obligation, end of year	673,178	849,108

Eastern Synod of the Evangelical Lutheran Church in Canada Notes to financial statements

Year Ended December 31, 2022

The significant actuarial assumptions adopted in measuring the Synod's post-retirement benefits obligation and benefits cost are as follows:

	2022	2021
Discount rate	5.20%	3.00%
Health care cost trend rate	5.25%	5.25%
Ultimate health care cost trend rate (2026)	5.03%	5.03%
Ultimate trend rate reached in year	2026	2026

6. Government assistance

On April 11, 2020, the Government of Canada enacted the Canada Emergency Wage Subsidy program, which was designed to help Canadian employers that have experienced revenue declines to help prevent job losses and better position employers to resume normal operations after the COVID-19 pandemic. The Synod applied for and received \$183,136 in payroll subsidies during the year ended December 31, 2021, which are presented within the support for ministries and administrative revenue in the operating fund on the statement of operations.

7. Related party transactions

The Synod is related to ELFEC, a foundation whose directors are elected by the Synod Council and ELFEC directors. ELFEC is a public foundation that supports and furthers the life, work and mission of the Synod, its congregations and affiliated institutions, and other faith-based organizations with similar purposes, by encouraging generous giving, prudently investing assets entrusted to it and granting money to Lutheran charities that respond creatively and effectively to God's call to ministry.

The Synod transfers funds that aren't immediately required to meet its cash flow requirements to ELFEC to be invested. The Synod also receives grants from ELFEC for qualifying ministry expenditures. The net flow for the year directly impacts the Synod's excess or deficiency of revenue over expenses in the statement of operations.

The following is a summary of transactions during the year:

- [a] The Synod provides use of its facilities and administrative services to ELFEC, for which it receives a fee of \$13,300 [2021 – \$13,300] annually under the terms of the office facilities agreement. This amount is included in support for ministries and administrative revenue on the statement of operations.
- [b] The Synod receives grants from ELFEC as approved by the Board of Directors. Total grants to the Synod for the year were \$1,479,979 [2021 – \$582,924]. These grants appear as revenue in the statement of operations.
- [c] During the year, the Synod transferred to ELFEC \$2,453,000 from the operating fund [2021 – \$78,140] and \$149,580 from the special purpose fund [2021 – \$91,989]. These funds, received from congregations, other organizations and individual donors which are temporarily or permanently invested with ELFEC, are included in disbursements for special purpose fund projects and appear as expenses in the statement of operations.

Amounts due from/to ELFEC are as follows:

	2022	2021
	\$	\$
Due from ELFEC	559,580	382,924
Due to ELFEC	(352,580)	(170,129)

Eastern Synod of the Evangelical Lutheran Church in Canada Notes to financial statements

Year Ended December 31, 2022

8. Controlled entities

The Synod controls Lutheran Homes Kitchener-Waterloo ["LHKW"] and Waterloo Lutheran Seminary ["Luther"].

The purpose of LHKW is to provide and operate non-profit residential accommodation and facilities incidental thereto, exclusively for persons of low/modest income, senior citizens of low/modest income, and disabled persons of low/modest income. LHKW is a registered charity, incorporated under the laws of Ontario and exempt from incomes taxes under Section 149 of the *Income Tax Act* (Canada). The Synod Bishop appoints one individual to LHKW's Board of Directors, and the Directors and Synod Council appoint the remaining directors.

Luther is an institution of the Eastern Synod of the Evangelical Lutheran Church in Canada, federated with Wilfrid Laurier University. The purpose of Luther is to provide for the scholarly study of the Christian faith, especially in its Lutheran understanding, and for the education of persons in and for Christian ministry, especially in the Lutheran Church and the Canadian context. Luther is a registered charity under the *Income Tax Act* (Canada) and exempt from income taxes. The Synod Council appoints members to Luther's Board of Governors according to the terms determined by Luther. Luther's property, both real and personal, is held by the Board of Governors in trust for and under the guidance of the Synod.

None of the controlled entities have been consolidated in these financial statements. The restrictions on the resources of the controlled entities are represented by the identification of separate funds in those entities [capital funds, internally and externally restricted funds, and trust and endowment funds]. Summarized information from the most recent audited financial statements of these non-consolidated entities is as follows:

Eastern Synod of the Evangelical Lutheran Church in Canada Notes to financial statements

Year Ended December 31, 2022

	2022	
	LHKW \$	Luther \$
Financial position		
Total assets	34,738,098	24,853,448
Total liabilities	24,661,619	4,804,604
Total net assets	10,076,479	20,048,844
Results of operations		
Total revenue	17,432,362	5,952,561
Total expenses	17,388,794	4,133,561
Investment income	—	288,368
Excess of revenue over expenses for the year	43,568	2,107,368
Cash flows		
Cash provided by operating activities	1,503,779	543,713
Cash provided by (used) in investing activities	(602,995)	538,131
Cash used in financing activities	(571,395)	(423,240)
Net increase in cash during the year	329,389	658,604
2021		
	LHKW \$	Luther \$
Financial position		
Total assets	34,022,607	22,513,043
Total liabilities	23,818,517	4,766,014
Total net assets	10,204,090	17,747,029
Results of operations		
Total revenue	16,504,765	3,876,110
Total expenses	15,927,662	3,619,585
Investment income	—	1,578,498
Excess of revenue over expenses for the year	577,103	1,835,023
Cash flows		
Cash provided by operating activities	1,673,935	1,999,966
Cash used in investing activities	(261,871)	(885,496)
Cash used in financing activities	(552,691)	(705,370)
Net increase in cash during the year	859,373	409,100

The financial statements for Luther are prepared as at April 30, 2022. During the eight-month period ended December 31, 2022, there have been no events or transactions out of the ordinary that would significantly impact the Synod's financial position or results of operations.

Eastern Synod of the Evangelical Lutheran Church in Canada
Notes to financial statements

Year Ended December 31, 2022

9. Statement of cash flows

The net change in non-cash working capital balances related to operations consists of the following:

	2022	2021
	\$	\$
Decrease (increase) in miscellaneous receivables and prepaid expenses	(51,412)	195,201
Net change in amounts due from/to ELFEC	5,795	(573,566)
Increase (decrease) in accounts payable	(25,060)	40,315
	<u>(70,677)</u>	<u>(338,050)</u>

10. Non-recurring receipts

In 2022, the Synod received significant non-recurring donations from estates and transfers of assets from closed congregations totaling \$2,450,000 for the operating fund. These receipts are recorded as revenue in donations, bequests and other receipts and total offerings of member congregations on the statement of operations.

In 2021, the Synod received significant non-recurring donations from estates totaling \$30,000 for the special purpose fund and \$312,200 for the operating fund. These receipts are recorded in donations, bequests and other receipts and total offerings of member congregations on the statement of operations.

11. Comparative figures

Certain amounts in the comparative figures have been reclassified from statements previously presented to conform with the current year's presentation.

Eastern Synod of the Evangelical Lutheran Church in Canada Schedule 1 - Schedule of Offerings

Year Ended December 31, 2022

	2022 \$	2021 \$
Offerings for Synod programs		
Regular benevolence	1,234,019	1,303,252
Offerings for special purposes		
Canadian Lutheran World Relief	305,495	212,658
Lutheran Campus Ministry	500	2,295
Martin Luther University College	8,565	18,600
Outdoor Ministry	9,626	4,643
ELCIC Global missions	6,052	12,536
Other ELCIC appeals	3,417	470
Other miscellaneous designated gifts	3,768	7,999
Total offerings for special purposes	337,423	259,201
Total offerings of member congregations	1,571,442	1,562,453

This schedule excludes offerings in the amount of \$30,885 [2021 – \$39,249] that were remitted for designated synodical ministries that are already included as revenue in donations, bequests and other receipts in the statement of operations.

2023 Audited Financial Reports



Eastern Synod
of the Evangelical Lutheran Church in Canada

Non-Consolidated Financial Statements

Year Ended December 31, 2023



INDEPENDENT AUDITOR'S REPORT

To the Bishop and Directors of: Eastern Synod of the Evangelical Lutheran Church in Canada

Opinion

We have audited the accompanying non-consolidated financial statements of Eastern Synod of the Evangelical Lutheran Church in Canada, which comprise the non-consolidated statement of financial position as at December 31, 2023 and the non-consolidated statements of operations and fund balances and cash flows for the year then ended, and notes to the non-consolidated financial statements, including a summary of significant accounting policies.

In our opinion, these non-consolidated financial statements present fairly, in all material respects, the financial position of Eastern Synod of the Evangelical Lutheran Church in Canada as at December 31, 2023 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not for profit organizations.

Basis of Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of Eastern Synod of the Evangelical Lutheran Church in Canada in accordance with the ethical requirements that are relevant to our audit of the non-consolidated financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Predecessor auditor

The non-consolidated financial statements of the Synod for the year ended December 31, 2022 were audited by the predecessor auditor who expressed an unmodified opinion on those non-consolidated financial statements on June 21, 2023.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the non-consolidated financial statements in accordance with Canadian accounting standards for not for profit organizations and for such internal control as management determines is necessary to enable the preparation of non-consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the non-consolidated financial statements, management is responsible for assessing the Synod's ability to continue as a going concern, disclosing, as applicable, matters related to a going concern and using the going concern basis of accounting unless management either intends to liquidate the Synod or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Synod's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the non-consolidated financial statements, as a whole, are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these non-consolidated financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the non-consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Synod's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Synod's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the non-consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Synod to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the non-consolidated financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Kitchener, Ontario
May 8, 2024



Chartered Professional Accountants
Licensed Public Accountants

Eastern Synod of the Evangelical Lutheran Church in Canada Non-Consolidated Statement of Financial Position

As At December 31, 2023

	Operating Fund \$	Special Purpose Fund \$	2023 Total \$	2022 Total \$
	<i>[note 2]</i>			
Assets				
Current				
Cash	422,214	311,238	733,452	659,683
Miscellaneous receivables and prepaid expenses <i>[note 10]</i>	381,916	97	382,013	330,992
Due from Charitus <i>[note 6]</i>	329,240	555,995	885,235	559,580
Current portion of loans receivable <i>[note 3]</i>	16,000	—	16,000	13,647
Total current assets	1,149,370	867,330	2,016,700	1,563,902
Long-term portion of loans receivable <i>[note 3]</i>	675,256	—	675,256	669,514
Capital assets, net <i>[note 4]</i>	—	617,551	617,551	645,391
Other long-term assets <i>[note 7 and note 10]</i>	1	44,541	44,542	43,937
Total Assets	1,824,627	1,529,422	3,354,049	2,922,744
Liabilities and fund balances				
Current				
Accounts payable	153,686	—	153,686	180,000
Due to Charitus <i>[note 6]</i>	—	639,346	639,346	352,580
Total current liabilities	153,686	639,346	793,032	532,580
Post-retirement benefits obligation <i>[note 5]</i>	665,262	—	665,262	673,178
Due to St. Ansgar Lutheran Church <i>[note 7]</i>	62,819	—	62,819	—
Total liabilities	881,767	639,346	1,521,113	1,205,758
Fund balances				
Invested in capital assets	—	617,551	617,551	645,391
Externally restricted	—	49,386	49,386	111,383
Internally restricted	—	223,139	223,139	7,990
Operating fund	942,860	—	942,860	952,222
Total fund balances	942,860	890,076	1,832,936	1,716,986
Total Liabilities and Fund Balances	1,824,627	1,529,422	3,354,049	2,922,744

See accompanying notes

Eastern Synod of the Evangelical Lutheran Church in Canada Non-Consolidated Statement of Operations

Year Ended December 31, 2023

	Operating Fund \$	Special Purpose Fund \$	2023 Total \$	2022 Total \$
REVENUE				
Total offerings of member congregations <i>[schedule 1]</i>	1,196,669	253,015	1,449,684	1,571,442
Program support from other sources	146,655	—	146,655	149,383
Support for ministries and administrative <i>[note 6[a]]</i>	58,098	—	58,098	135,596
Donations, bequests and other receipts <i>[note 9]</i>	86,795	255,335	342,130	2,488,060
Grants from Charitus <i>[note 6[b]]</i>	1,018,440	581,795	1,600,235	1,479,979
Lutheran Campus Ministry Local Council income	1,386	—	1,386	393
Allocated interest and other investment income	23,628	1,425	25,053	16,622
	<u>2,531,671</u>	<u>1,091,570</u>	<u>3,623,241</u>	<u>5,841,475</u>
EXPENSES				
Evangelical Lutheran Church in Canada	406,701	—	406,701	406,700
Waterloo Lutheran Seminary	280,000	—	280,000	280,000
Synodical programmatic committees	172,129	334,251	506,380	368,316
Other ministries and administration	1,053,458	227,785	1,281,243	1,032,883
Disbursements for special purpose fund projects <i>[note 6[c]]</i>	621,497	40,271	661,768	2,700,777
Disbursements of special purpose congregational offerings	—	253,015	253,015	337,423
Post-retirement benefits expense <i>[note 5]</i>	32,300	—	32,300	25,300
Amortization of capital assets	—	58,985	58,985	66,553
	<u>2,566,085</u>	<u>914,307</u>	<u>3,480,392</u>	<u>5,217,952</u>
Excess (deficiency) of revenue over expenses for the year	<u>(34,414)</u>	<u>177,263</u>	<u>142,849</u>	<u>623,523</u>

See accompanying notes

Eastern Synod of the Evangelical Lutheran Church in Canada Non-Consolidated Statement of Fund Balances

Year Ended December 31, 2023

	Operating fund \$	Internally Restricted fund \$	Externally Restricted fund \$	2023 Total \$	2022 Total \$
Fund balances, beginning of year	952,222	653,381	111,383	1,716,986	964,463
Excess (deficiency) of revenue over expenses	(34,414)	187,309	(10,046)	142,849	623,523
Reallocation of restricted funds	51,951	-	(51,951)	-	-
Adjustments to post employment benefits <i>[note 5]</i>	(26,900)	-	-	(26,900)	129,000
Transfer of property <i>[note 7]</i>	1	-	-	1	-
Fund balances, end of year	942,860	840,690	49,386	1,832,936	1,716,986

See accompanying notes

Eastern Synod of the Evangelical Lutheran Church in Canada Non-Consolidated Statement of Cash Flows

Year Ended December 31, 2023

	2023 \$	2022 \$
Operating activities		
Excess (deficiency) of revenue over expenses for the year	142,849	623,523
Add (deduct) items not involving current payment of cash		
Amortization of capital assets	58,985	66,553
Post-retirement benefits expense [note 5]	32,300	25,300
Net change in non-cash working capital balances related to operations [note 8]	(53,405)	(65,120)
Post-retirement benefits plan funding [note 5]	(67,116)	(72,230)
Cash provided by (used in) operating activities	113,613	578,026
Investing activities		
Purchase of capital assets [note 4[b]]	(31,145)	(79,452)
Transfer of St Ansgar Lutheran Church property	1	-
Net Change in long term assets	(605)	(5,557)
Net change in loans receivable [note 3 and note 10]	(8,095)	(683,161)
Cash used in investing activities	(39,844)	(768,170)
Net increase (decrease) in cash during the year	73,769	(190,144)
Cash, beginning of year	659,683	849,827
Cash, end of year	733,452	659,683

See accompanying notes

Eastern Synod of the Evangelical Lutheran Church in Canada Notes to non-consolidated financial statements

Year Ended December 31, 2023

1. Purpose of the Synod

The purpose of the Eastern Synod of the Evangelical Lutheran Church in Canada [the "Synod"] is to facilitate and advance the mission of the Evangelical Lutheran Church in Canada in Ontario, Quebec and the Maritime provinces. The Synod is a public foundation under the *Income Tax Act* (Canada) and is exempt from income taxes.

2. Summary of significant accounting policies

These financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations and include the following significant accounting policies:

Basis of preparation

The Synod issues general purpose, non-consolidated financial statements which do not include the financial activities of the Synod's controlled entities, as disclosed in note 7.

Fund accounting

The accounts of the Synod are maintained in accordance with the principles of fund accounting, a procedure by which resources for various purposes are classified in accordance with activities or objectives as specified by donors or limitations imposed by the Synod Council. For financial reporting purposes, the Synod has combined funds with similar characteristics into two major fund groups as follows:

[i] Operating

This fund accounts for amounts received, amounts expended and funds available to be spent on the general operations and administration of the Synod.

[ii] Special purpose

This fund accounts for donations, grants, bequests and other income received, and amounts expended and amounts available to be spent for certain restricted purposes as directed by the donor or appropriated by the Synod.

These special purpose funds are comprised of the following:

- a) Invested in capital assets which reflect the Synod's investment in capital assets;
- b) Internally restricted funds which are allocated by Synod Council for specific purposes, including capital improvements for property owned by the synod and other funds that have been assigned for special purposes by Synod Council from operating funds; and
- c) Externally restricted funds, which account for contributions and other revenue received which are to be expended for certain restricted purposes as dictated by the donor.

Revenue and expense recognition

The Synod follows the restricted fund method of accounting for contributions. Donations and grants are recognized as revenue when received; grants receivable are recognized if the amount to be received can be reasonably estimated and collection is reasonably assured. Restricted contributions are recognized as revenue of the appropriate restricted fund. Contributions for endowment which are subsequently transferred to Charitus are recognized as revenue of the externally restricted fund upon receipt and then subsequently recorded as an expense upon transfer to Charitus.

Eastern Synod of the Evangelical Lutheran Church in Canada Notes to non-consolidated financial statements

Year Ended December 31, 2023

Government assistance

The Synod makes periodic applications for financial assistance under available government assistance programs. Government funding is considered a contribution at the time they are earned, and receipt thereof is reasonably assured, and is accounted for using the restricted method in accordance with the Synod's policy for contributions.

Contributed materials and services

During the year, volunteers contribute a significant amount of their time. Because of the difficulty in determining the fair value, contributed services are not recorded in the financial statements. Contributed gift in kind contributions and tangible capital assets are recorded at a nominal value if fair value is not easily obtained.

Capital assets

Capital assets are recorded at cost less accumulated amortization. Amortization of capital assets is provided on a straight-line basis over the following periods:

Office furniture and equipment	3–5 years
Office building	25 years
Vehicles	3–4 years
Lutherlyn building	10–25 years
Camp Mush-a-Mush building	10–25 years
Faith Elliott Lake building improvements	10-25 years

Impairment of long-lived assets

Long lived assets are tested for recoverability whenever events or changes in circumstances indicate that their carrying amount may not be recoverable. An impairment loss is recognized when the carrying value exceeds the total undiscounted cash flows expected from their use and eventual disposition. The amount of the impairment loss is determined as the excess of the carrying value of the asset over its fair value.

Financial instruments

The Synod initially records a financial instrument at its fair value, except for a related party transaction, which is recorded at either the exchange value or the carrying amount. Subsequently, the Synod measures all financial assets, and all financial liabilities at amortized cost. Loans receivable are subsequently carried at amortized cost using the effective interest rate method and the interest rate implied in the fair value determination.

When there are indicators of possible impairment, the Synod determines if there has been a significant adverse change to the expected timing or amount of future cash flows expected from the financial asset. The amount of any impairment loss is determined by comparing the carrying amount of the financial asset with the highest of three amounts:

- [i] the present value of the cash flows expected to be generated by holding the asset, discounted using a current market rate of interest appropriate to that asset, and for a related party financial debt instrument, the undiscounted cash flows expected to be generated by holding the asset, excluding interest and dividend payments;
- [ii] the amount that could be realized by selling the asset as at the balance sheet date; and
- [iii] the amount the Synod expects to realize by exercising its rights to any collateral held to secure repayment of the asset, net of all costs necessary to exercise those rights.

Eastern Synod of the Evangelical Lutheran Church in Canada Notes to non-consolidated financial statements

Year Ended December 31, 2023

Financial instruments (continued)

Reversals are permitted, but the adjusted carrying amount of the financial assets shall be no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized.

It is management's opinion that the Synod is not exposed to significant interest rate risk or currency risk arising from its financial instruments.

The Synod is subject to credit risk with respect to its miscellaneous receivables, loans receivable and amounts due from Charitus. The maximum credit risk is the fair value of these receivables.

Post-retirement benefits

The Synod provides extended health care benefits to certain rostered ministers and their spouses after retirement. The post-retirement benefit obligation is actuarially determined using the projected benefit method prorated on services. This method involves the use of the market interest rate at the measurement date on high-quality debt instruments at the discount rate and management's best estimates regarding assumptions about retirement age, termination rates, mortality rates and expected health care costs.

Use of estimates

The preparation of the Synod's financial statements requires management to make estimates and assumptions that affect the amounts reported and disclosed in the financial statements. Significant items subject to estimates and assumptions include useful lives of capital assets and the assumptions used in determining the post-retirement benefits obligation. Actual results could differ from those estimates.

3. Loans receivable

During 2022, a loan of \$692,000 was advanced to an employee with a term of 30 years with interest of 3.5% calculated semi-annually and payable monthly. Interest income from this loan was \$23,628 [2022 - \$15,941]. In 2023, the terms of repayment were updated to provide the option of interest-only payments for a 12-month period with an option to renew twice (subject to annual review by the Officers) for a total period of 36 months.

In 2023, a non-interest bearing, unsecured loan of \$24,000 was advanced to a congregation with a term of 1 year.

The loans receivable details are as follows:

	2023 \$	2022 \$
Balance, beginning of year	683,161	—
Loans advanced	24,000	692,000
Principal payments received	(15,905)	(8,839)
Balance, end of year	691,256	683,161
Current portion of loan receivable	16,000	13,647
Long term portion of loan receivable	675,256	669,514
Total loan receivable	691,256	683,161

Eastern Synod of the Evangelical Lutheran Church in Canada Notes to non-consolidated financial statements

Year Ended December 31, 2023

4. Capital assets

[a] Capital assets consist of the following:

	Cost \$	Accumulated amortization \$	2023 Net book Value \$	2022 Net book Value \$
Office furniture and equipment	83,726	79,094	4,632	9,386
Office building	755,668	629,079	126,589	159,787
Vehicles	29,021	29,021	—	—
Assets held for leasing				
Lutherlyn land	48,549	—	48,549	48,549
Lutherlyn buildings	472,561	191,329	281,232	273,883
Camp Mush-a-Mush land	76,680	—	76,680	76,680
Camp Mush-a-Mush buildings	195,439	120,997	74,442	77,106
Faith Elliott Lake building improvements	5,537	110	5,427	—
	1,667,181	1,049,630	617,551	645,391

[b] The change in the net book value of capital assets is due to the following:

	2023 \$	2022 \$
Balance, beginning of year	645,391	632,492
Purchase of capital assets	31,145	79,452
Amortization of capital assets	(58,985)	(66,553)
Balance, end of year	617,551	645,391

The Synod currently owns the following properties, which were acquired for a nominal amount:

- Bear Lake, Ontario [St. Olaf's]
- Toronto, Ontario [Toronto Chinese]
- Elliot Lake, Ontario [Faith]
- Toronto, Ontario [St. Ansgar]
- Riverside Heights cemetery, Ontario [previously owned by St. John's].

During 2021, St. Peter's, Gads Hill closed, and the property was transferred to the Eastern Synod for a nominal amount. During 2021 - 2023, the Synod leased its Gads Hill, Ontario property to Refreshing Wind Ministries until the sale of this property was completed. Included in the Donations, bequests and other receipts line on the Statement of Operations is \$88,450 proceeds received on the sale.

Eastern Synod of the Evangelical Lutheran Church in Canada Notes to non-consolidated financial statements

Year Ended December 31, 2023

5. Post-retirement benefits

The Synod provides extended health care benefits to certain retired pastors, diaconal ministers, clergy and their spouses after retirement if the retirees attain the age of 65 prior to January 1, 2013 and meet certain eligibility requirements.

The Synod retained the services of Lifeworks, a third-party firm, to perform a valuation of post-employment benefits as at January 1. The Synod measures its accrued benefit obligation for accounting purposes as at December 31 of each year. The Synod does not have any assets specifically designated to cover the accrued benefit obligation.

Information about the Synod's post-retirement benefits plan as at December 31 is as follows:

	2023 \$	2022 \$
Accrued benefit obligation, beginning of year	673,178	849,108
Interest cost	32,300	25,300
Actuarial revaluation	26,900	(129,000)
Benefits paid	(67,116)	(72,230)
Accrued benefit obligation, end of year	665,262	673,178

The significant actuarial assumptions adopted in measuring the Synod's post-retirement benefits obligation and benefits cost are as follows:

	2023	2022
Discount rate	4.60%	5.20%
Health care cost trend rate	5.60%	5.25%
Ultimate health care cost trend rate	3.57%	5.03%
Ultimate trend rate reached in year	2043	2026

6. Related party transactions

The Synod is related, due to an economic interest, to Charitus (formerly known as the Evangelical Lutheran Foundation of Eastern Canada), a foundation whose directors are elected by the Synod Council and Charitus directors. In 2023, no Synod Council members served as Charitus directors. Charitus is a public foundation that supports and furthers the life, work and mission of the Synod, its congregations and affiliated institutions, and other faith-based organizations with similar purposes, by encouraging generous giving, prudently investing assets entrusted to it and granting money to Lutheran charities that respond creatively and effectively to God's call to ministry.

The Synod transfers funds that aren't immediately required to meet its cash flow requirements to Charitus to be invested. The Synod also receives grants from Charitus for qualifying ministry expenditures. The net flow for the year directly impacts the Synod's surplus or deficiency of revenue over expenses in the statement of operations.

Eastern Synod of the Evangelical Lutheran Church in Canada Notes to non-consolidated financial statements

Year Ended December 31, 2023

The following is a summary of transactions, recorded at exchange value, during the year:

- [a] The Synod provides use of its facilities and administrative services to Charitus, for which it received a fee of \$13,300 [2022 – \$13,300] annually under the terms of the office facilities agreement. This amount is included in support for ministries and administrative revenue on the statement of operations.
- [b] The Synod receives grants from Charitus as approved by the Board of Directors. Total grants to the Synod for the year were \$1,600,235 [2022 – \$1,479,979]. These grants appear as revenue in the statement of operations.
- [c] During the year, the Synod transferred to Charitus \$621,497 from the operating fund [2022 – \$2,453,000] and \$17,849 from the special purpose fund [2022 – \$149,580]. These funds, received from congregations, other organizations and individual donors which are temporarily or permanently invested with Charitus, are included in disbursements for special purpose fund projects and appear as expenses in the statement of operations. The due to and due from Charitus are settled on a net basis subsequent to year-end, are unsecured and interest free.

7. Controlled entities

The Synod controls Lutheran Homes Kitchener-Waterloo ["LHKW"] and Martin Luther University College ["Luther"].

The purpose of LHKW is to provide and operate non-profit residential accommodation and facilities incidental thereto, exclusively for persons of low/modest income, senior citizens of low/modest income, and disabled persons of low/modest income. LHKW is a registered charity, incorporated under the laws of Ontario and exempt from income taxes under section 149 of the *Income Tax Act* (Canada). The Synod Bishop appoints one individual to LHKW's Board of Directors, and the Directors and Synod Council appoint the remaining directors.

Luther is an institution of the Eastern Synod of the Evangelical Lutheran Church in Canada, federated with Wilfrid Laurier University. The purpose of Luther is to provide for the scholarly study of the Christian faith, especially in its Lutheran understanding, and for the education of persons in and for Christian ministry, especially in the Lutheran Church and the Canadian context. Luther is a registered charity under the *Income Tax Act* (Canada) and exempt from income taxes. The Synod Council appoints members to Luther's Board of Governors according to the terms determined by Luther. Luther's property, both real and personal, is held by the Board of Governors in trust for and under the guidance of the Synod.

These controlled entities have not been consolidated in these financial statements. The restrictions on the resources of the controlled entities are represented by the identification of separate funds in those entities [capital funds, internally and externally restricted funds, and trust and endowment funds]. Summarized information from the most recent audited financial statements of these non-consolidated entities is as follows:

Eastern Synod of the Evangelical Lutheran Church in Canada Notes to non-consolidated financial statements

Year Ended December 31, 2023

	2023	
	LHKW \$	Luther \$
Financial position		
Total assets	35,531,491	25,556,354
Total liabilities	25,100,192	5,007,386
Total net assets	10,431,299	20,548,968
Results of operations		
Total revenue	18,446,385	4,768,453
Total expenses	18,220,157	4,786,178
Investment income	128,592	755,533
Excess of revenue and investment income over expenses	354,820	737,808
Cash provided by operating activities	1,920,775	959,783
Cash provided by (used in) investing activities	27,469	(213,707)
Cash provided by (used in) financing activities	(582,608)	333,249
Net increase in cash during the year	1,365,636	1,079,325
2022		
	LHKW \$	Luther \$
Financial position		
Total assets	34,738,098	24,853,448
Total liabilities	24,661,619	4,804,604
Total net assets	10,076,479	20,048,844
Results of operations		
Total revenue	17,432,362	5,952,561
Total expenses	17,388,794	4,133,561
Investment income (loss)	(171,179)	288,368
Excess (deficiency) of revenue and investment income over expenses	(127,611)	2,107,368
Cash flows		
Cash provided by operating activities	1,503,779	799,166
Cash provided by (used in) investing activities	(602,995)	282,678
Cash provided by (used in) financing activities	(571,395)	(423,240)
Net increase in cash during the year	329,389	658,604

The financial statements for Luther are prepared as at April 30, 2023. In the eight-month period ended December 31, 2023, there have been no events or transactions out of the ordinary that would significantly impact the Synod's financial position or results of operations.

Eastern Synod of the Evangelical Lutheran Church in Canada Notes to non-consolidated financial statements

Year Ended December 31, 2023

7. Controlled Entities (continued)

St. Ansgar Lutheran Church

In 2023 the Synod was gifted legal and beneficial ownership of the property of the St. Ansgar Lutheran Church ("Church") located in Toronto for a nominal value of \$1 when this congregation closed. The Synod will maintain the Church property for a minimum of one year and a maximum of five years until it can be sold at an optimal price, at which time the proceeds will be distributed to several beneficiaries that were determined by the St. Ansgar congregation. This includes a 20% share that has been designated for the Synod. The Church, a registered charity under the *Income Tax Act* (Canada), is in the process of voluntary revocation of charitable status. The Synod now controls the Church and the remaining Church assets, liabilities, revenues and expenses are not consolidated into these financial statements. The due to / from St. Ansgar Lutheran Church balance is unsecured, interest-free and will be settled upon the sale of the property. All related party transactions between the Synod and the Church are recorded at the exchange value.

Under the terms of the management agreement, in 2023 the Synod earned management fees in the amount of \$6,750.

8. Statement of cash flows

The net change in non-cash working capital balances related to operations consists of the following:

	2023	2022
	\$	\$
Increase in miscellaneous receivables and prepaid expenses	(51,021)	(51,412)
Net change in amounts due from/to CHARITUS	(38,889)	5,795
Decrease in accounts payable	(26,314)	(25,060)
Increase in Due to St Ansgar Lutheran Church	62,819	—
	<u>53,405</u>	<u>(70,677)</u>

9. Non-recurring receipts

In 2023, the Synod received significant non-recurring donations from estates and transfers of assets from closed congregations totaling \$301,000 [2022 - \$2,450,000] for the operating fund. These receipts are recorded in donations, bequests and other receipts and total offerings of member congregations on the statement of operations.

10. Corresponding figures

Certain figures in the corresponding figures have been restated to conform with the current year's presentation.

Eastern Synod of the Evangelical Lutheran Church in Canada
Schedule 1 - Schedule of Offerings

Year Ended December 31, 2023

	2023	2022
	\$	\$
Offerings for Synod programs		
Regular benevolence	1,196,669	1,234,019
Offerings for special purposes		
Canadian Lutheran World Relief	218,276	305,495
Lutheran Campus Ministry	140	500
Martin Luther University College	9,343	8,565
Outdoor Ministry	11,298	9,626
ELCIC Global missions	6,677	6,052
Other ELCIC appeals	1,750	3,417
Other Miscellaneous Designated Gifts	5,531	3,768
Total offerings for special purposes	<u>253,015</u>	<u>337,423</u>
Total offerings of member congregations	<u>1,449,684</u>	<u>1,571,442</u>

This schedule excludes offerings in the amount of \$35,802 [2022 – \$30,885] that were remitted for designated synodical ministries that are already included in donations, bequests and other receipts in the statement of operations.



Section 9

Charitus Report



Contact Information:

74 Weber Street West
Kitchener ON N2H 3Z3
1-888-308-9461
info@charitus.ca

Charitable Registration:

83077 1127 RR0001

Report from Charitus

Values Driving Value

The Evangelical Lutheran Foundation of Eastern Canada (“ELFEC”) has grown to offer unique value-driven investment, fundraising, and philanthropy programs and services to interested partners in every corner of Canada. Consequently, after a long consultative process the volunteer leadership has determined its time to adopt Charitus as the new name and brand of the distinctive charity.

“The discussions to adopt the Charitus name were grounding in our values and unique charitable programs and services,” shared Chairperson of the Charitus Board of Directors, Stephen Holmes, “With the adoption of the Charitus name, a portmanteau which reflects the collective charitable ambitions of Charitus, the professional team at Charitus will be working hard to share the exciting rebranding and continue an amazing mission that is driven by the credo ‘values driving value’”, added Mr. Holmes.

Charitus has a three-fold mission: To support investments, to encourage charitable giving, and to offer charitable contributions to well-deserving beneficiaries through a range of granting programs.

As a charitable foundation Charitus has a proud legacy of making philanthropic investments to organizations doing the hands-on work of making the world a better place. Historically, Charitus has partnered with charities and organizations associated with Canada’s Lutheran community on key themes surrounding climate change, Indigenous reconciliation, and poverty reduction. Through the generosity and far-sightedness of Charitus, our donors, and investment partners, Charitus has been able to provide well over \$34 million in philanthropic support since 2008.



When it comes to investment, we are pleased to share that through our faith-based, ethical investment paradigm, Charitus finished 2023 with double digit returns, nine and quarter percent (9.24%) for the Income and Security portfolio and almost eleven percent (10.98%) for the Growth portfolio.

Grounded largely through Lutheran Planned Giving (LPG), Charitus has been active in trying assist a number of organizations as exemplified by our involvement and support for the "Ponder Anew Vision Fund" two-million-dollar (\$2MM) fundraising efforts being led by the Synod of Alberta and the Territories. Such efforts have seen our team grow to four (4) part-time contract members.

Lastly, it may be of interest for you to know that once again Charitus gifted over a million dollars (\$2.3MM) to a wide variety of Church programs and services in 2023, a trend we hope to continue to build upon.

Giving Support for your Church

Use our simple tool to put helpful information about giving on your church website

As part of the Charitus mandate, we provide information to help congregants give thoughtfully and intentionally to your church. With just a few clicks, in 3 easy steps, you can add a fully designed page to your website that matches your colours and fonts. Access editor at <https://charitus.ca/white-label-editor/>

Planned Giving Resource Center

A guide dedicated to helping you make impactful contributions to your church and community. Equip yourself with the knowledge and tools necessary for effective and meaningful giving. Here, you'll discover various ways to extend your philanthropic spirit, ensuring your generosity not only aligns with your values but also fosters a lasting legacy. Embrace the joy of giving, knowing you're making a difference.



Gifts in a Will



Gifts of RRSP/RRIF



Gifts of Stocks and Investments



Gift of Life Insurance



Donor Advised Funds



Additional Gift Options



SCAN ME



Our Mission: Charitus serves individuals, congregations, and organizations within the ELCIC, their partnerships and their evolving communities. We lead the way in faith-based, ethical investment of funds. We grow generosity by providing expertise in charitable giving and philanthropic intent, partnering in explorations of reimaged missions and other stewardship assistance.

For assistance, please email info@charitus.ca or call 1-888-308-9461.

Charitus Values



Being trustworthy

We seek to build trust by being ethical, accountable and transparent in the work we do. We are continually striving to ensure that all partners can remain confident that their resources are used wisely in carrying out our common vision.



Making a difference

Charitus is committed to taking an innovative leadership role in faith-based, ethical investing, funding charitable works and undertaking initiatives that benefit our communities.



Respect for all people and their diversity

We are all created in God's image. Charitus will express this belief by treating all persons with dignity and respect and honouring their human rights, as we celebrate and embrace their uniqueness.



Stewardship

All that we receive is a gift from God entrusted to our nurture and care. As a faith-based, charitable organization, Charitus is called to be a responsible steward, shepherding the investments and gifts in our care.



Resilience

We partner in a collaborative and prudent fashion, striving for the long-term sustainability of resources entrusted to us.



Partnership

We promote trust, collaboration and open communication to help create a positive community that maximizes the potential of all. We strive to create an environment where problem-solving and feedback are encouraged.

www.charitus.ca





Section 10

Report of Martin Luther University
College



WATERLOO LUTHERAN SEMINARY

Operating as

MARTIN LUTHER UNIVERSITY COLLEGE

REPORT TO EASTERN SYNOD ASSEMBLY 2024

Report from the chair of the Martin Luther University College (“Luther”) Board of Governors

“When we had almost all the answers, the questions were changed”. This quote was brought to my attention recently by Dr. Mary (Joy) Philip, a member of faculty at Luther and it really sums up our last three years. Since our last report in 2021, the board has been focussed on governing Luther as it navigated through the global pandemic, first learning how to live in the remote world and then finding our way back together as a face-to-face community of board, staff, faculty, and students. The following report highlights only some of the notable milestones, those directly involving the board. The period of 2021-2024 has continued to be one of very fortunate growth and development for Martin Luther University College.

2023 Strategic Plan

Under the leadership of Dave Schnarr, past chair of Luther a passionate believer in the value of Strategic Plans, the Board approved a new Strategic Plan in 2023. The development of this plan was a true exercise in collaboration and meaningful consultation with the staff and faculty at Luther. While the Strategic Plan is led by the Board and is a key Governance responsibility, the Board owes a deep debt of gratitude to Dr. Lund who as Principal-Dean. kept her hand firmly on the tiller, helping the Board to navigate how to have a strategic plan that truly reflects the vision, mission and purpose of the Luther community as a whole.

1. The new vision statement, “Luther is a diverse spiritually and theologically informed learning community, dedicated to academic and professional excellence, that fosters justice, equity, and community engagement.” really captures the aspirations of the college. The mission as

articulated in our new Strategic Plan speaks to providing an education for a life of meaning and service, considering a rapidly evolving world through theological lenses. Keeping to the Dave Schnarr mantra of “keep it simple”, we developed three strategic imperatives. They are:

1. Infrastructure and Sustainability Planning – growing enrollment as well as our funding base, to ensure we are able to sustain ourselves into the future.
2. Brand Clarification – how we present ourselves to our stakeholders, how we honour our Lutheran heritage, our accreditation as a theological institution and our commitment to inclusiveness.
3. Community Experience -we are a community of students, faculty and staff and wider community members. Finding a way to make this a place of comfort, growth and development while increasing the inclusiveness of our space and experience is key.

The Strategic Plan focuses on academic excellence rooted in spirituality, spiritually integrated learning and justice and equity. It is the Board’s hope that the new strategic plan demonstrates how Luther is different and why that difference is both relevant and important. As an institution Luther balances the importance of our Lutheran heritage while fostering an open learning environment focussed on justice, equity and community engagement. I hope everyone has a chance to read our new Strategic Plan in full on our website. The Board is proud of both the collaborative process and the result of everyone’s work.

Faculty and Staff

Over the past couple of years, the Board has taken steps to ensure our staff and faculty compliments keep pace with our student growth. After a capacity review, new positions were added to the staff compliment and the at the issue of Tenure for faculty has been addressed as a matter of succession, fairness and excellence. The Board has also worked to ensure that staff and faculty salaries at Luther are fair and reflect the market. Provisions have been made to do the same review for the Glebe Center staff.

Program Growth

The Strategic Plan identifies sustainability as a key strategic imperative. Increasing enrollment and having programs that appeal to a broad range of students is critical to our success in increased sustainability. Two committees were struck over the past three years to review both the BA and the MA programs. As a result, both programs have been significantly revised. This is the first year the revised programs are being offered and there has been an increase in applications into both programs. The cross registration by Laurier Students continues to grow.

The successful expansion of the M.Div. program to include a bi-vocational option for students preparing for pastoral ministry (MA/M.Div.). As was reported in 2021, a review of the MDiv was undertaken and the new MDiv and Ma-MDiv curriculum came into effect in 2021. The changes address the needs of the Evangelical Lutheran Church in Canada, chaplaincy, as well as other ecumenical, multifaith, and diverse contexts with which the graduates engage.

Delton Glebe Counselling Centre

The Delton Glebe Counselling Centre is an asset to the wider community as it provides affordable counselling in numerous languages. It provides a training ground along with other community agencies for the Luther certification programs that require clinical placements. As a result of the growth of both services and clients, the Board approved the leasing of a second location for the Glebe. This space, at Serenia Life Financial Building in Waterloo along with the current property at the 177 Albert Street house the services for Glebe clients. The Board continues to be grateful for the generous donation from Synod of the building at 177 Albert. As an update on this property, it has been purchased although the sale has not yet closed. Once the sale closes, the Board will work with The Glebe to find a new home. The Board continues to be grateful for the dedication and insight of the members of the Advisory Committee who advise the Board on how best to provide this much needed community service into the future.

An Alternative Worshipping Community - thirdspace

The first non-traditional avenue for membership in the ELCIC-ES, continues to be led by Rev. Anne Anderson. Further details follow in Dr. Lund's report.

Board of Governors

The Board thanks the members whose terms have expired since April 2021, including Heather Main and David Schnarr (former Chairs), Susan Heard (former Treasurer and Chair of the Finance Committee), Steve Hoffard, Uli Kuebler, Tom Bishop, Linzy Abraham, Tuula Van Gaasbeek, Kevin Tuer, Eli Hood and Janaki Bandara. It welcomes those who have joined the Board in the last five years and currently serve, including: Julianne Barlow (Vice Chair and Chair of the EDI Committee), Anne Schlorff (Treasurer and Chair of the Finance Committee), Mary Thompson (Secretary), Yasir Dildar, Ken Seiling, Jeff Harris, Janet Noel-Annable, Pat Lovell and John Kendall. Ex-officio: Bishop Michael Pryse, Principal-Dean Rev. Dr. Kristine Lund; and Dr. Mary (Joy) Philip (Vice-Chair, Waterloo Lutheran Seminary Senate).

There is currently a vacancy and there will be upcoming board vacancies as three-year terms expire. As it seeks to fill these vacancies, the Board is mindful of the need to have a board that is inclusive and diverse, in order to better meet the needs of the community that it serves.

At this time, we would like to recognize the twenty-six years of service to the Luther Board by Bishop Michael Pryse. The Board has benefitted from and enjoyed the wisdom, guidance and grace of Bishop Pryse and we wish him much happiness and health in retirement.

Equity Diversity and Inclusion

Over the course of the past three years the Board has taken action towards both increasing the diversity on our Board and having a better understanding as a Board of diversity, equity and inclusion: what it means, why it is important and what we should be doing. A Diversity, Equity and Inclusion Committee of the Board is in place. The Board attended training on diversity equity and inclusion and an Equity Diversity and Inclusion Statement was adopted by the Board in 2022. In the statement, the Board states

the value of EDI, reconciliation and dignity, the important contributions and unique giftedness of all, our intent to reflect the authentic identities of the Luther community and our capacity to cross the border of difference. The Board improved our recruitment of new board members by the wider advertisement of Board vacancies and by having a robust selection process of new members. This work will continue into the future as we grow our understanding of the work yet to be done.

Fundraising and Sustainability

Sustainability and the need for ongoing donations is and remains a key topic of discussion at the Board Table. Luther is not exempt from the impact of the tuition fee freeze in Ontario and the other funding challenges facing all universities across Ontario. In order to maintain the quality of education and the unique programming at Luther, increased revenue is needed. Sadly, increased enrolment alone is not enough. We have struck a Fundraising Committee reporting to the Luther Board and we look forward to the work of this committee. We would not be where we are today without the tremendous support of our donors and our reliance on donated dollars will only increase in the future.

Gratitude: Thank you, Thank you, Thank you!

The Board of Governors owes a debt of gratitude to many people who share in the ministry of Luther. Luther could not continue its work without the commitment of our Bishop, the synod council and the members of the Eastern Synod who have provided support and encouragement in so many ways. Past donations such as the Synod's donation of \$1,000,000 to the Capital Campaign, and the donation of the Glebe Centre property at 177 Albert Street, are invaluable to the viability of Luther as it exists today, and for its future. The Board looks forward to both a continued positive relationship with Synod and to welcoming the newly elected Bishop to our Board.

The dedication and commitment of the faculty and staff of Luther to the college and the wider community is both recognized and appreciated by the Board. Each and every day they deliver excellence in both their teaching and care for our students. The reputation of Luther among the students and the increasing number of students in Luther courses is testament to the skill, dedication and enthusiasm of faculty and staff. If one looks at the website or attends any of the Luther events, one immediately is aware of the wide and numerous programs and initiatives on offer at Luther. On behalf of the Board, please know that without you none of this would be possible. Thank you.

The Board wishes to thank and acknowledge Dr. Kristine Lund and her dedication and flat out hard work she has given to Luther over the past three years. The challenges have been many, and Kristine has risen to each and every one. Thank you, Kris, for being the glue that holds it all together.

The students make Luther come alive, and their formation as leaders in ministry is our purpose. It is the stories of these students that will make up the legacy of Luther and their contributions to the greater outside world are what future generations will point to. The students are making opportunities for a faith community much greater than before. We are seeing a demand for counselling at the Glebe Centre



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that continues to grow and while not easy, the staff at the Glebe continued to provide support both during and post pandemic.

Our donors and volunteers are what have got us to where we are and will get us to where we need to go. We are most grateful for every contribution of time, talent and treasure received. The board appreciates the commitment and hard work of all these people, and we extend to each one of them our heartfelt thanks.

Respectfully submitted,

Penny Smiley,

Chair of the Board of Governors

Report of the Principal-Dean

Since my last report to the synod assembly in 2021, we have returned to full in-person teaching. It has not been a return to the “good old days” but rather an ongoing adaptation to the new reality of a post-Covid world. We do some teaching in a hybrid format since students cannot attend class in-person if they are ill in any way. A work from home policy has been developed for staff where they work three days per week in the office and two from home. This offers staff flexibility and the ability to continue what they appreciated about working remotely during the pandemic. Luther continues to be well positioned to adapt to the changing needs of students. Not only the cost of tuition but the rising cost of rent, food and gasoline makes post-secondary education out of reach for many. We are currently considering different teaching formats for our courses and programs which may make accessing Luther’s programs more affordable for students.

I will provide a brief snapshot of Luther’s enrollment over the last three years and then the rest of my report will largely focus on the life of Luther using the Eastern Synod’s mission priorities: Provide Vision, Leadership and Support to the Synod Community, Develop Capable Leaders; Connect the Synod Community with the wider Church through Effective Partnerships; and live as a Healthy Synod.

Program Enrollment 2021-2024

Luther continues to meet the Laurier strategic enrollment management committee’s enrolment targets and we work hard to promote the programs to engage new applicants. In the last synod assembly report, I noted that the MA in Theology: Spiritual Care and Psychotherapy had become an approved program with the College of Registered Psychotherapists in the province of Ontario. This recognition continues to support applications to that program. Since the last synod assembly, we have also become a recognized clinical program which facilitates students in registering with the College and becoming a registered psychotherapist. The information below offers more detailed information regarding enrollment.

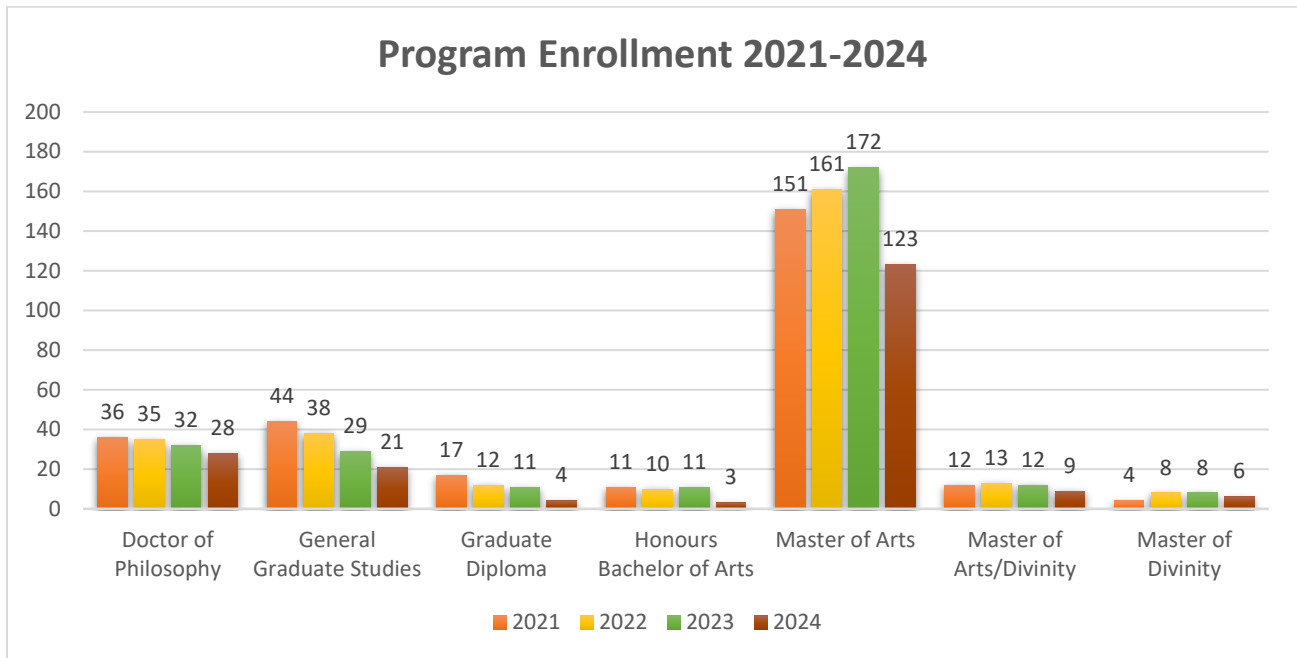
This report presents an analysis of the flow observed in various academic programs from 2021 to 2024. For 2024, it's important to note that the data covers only two terms, Winter and Spring. During the Spring term, enrollment numbers may still fluctuate as students continue to enroll and drop courses. This differs from previous years (2021-2023), which typically encompassed all three terms.

Program	2021	2022	2023	2024
Doctor of Philosophy ¹	36	35	32	28
General Graduate Studies	44	38	29	21
Graduate Diploma	17	12	11	4
Honours Bachelor of Arts	11	10	11	3
Master of Arts ²	151	161	172	123
Master of Arts/Divinity ³	12	13	12	9
Master of Divinity ⁴	4	8	8	6
Grand Total	275	277	275	194

¹ Doctor of Philosophy includes a PhD in Human Relationships: Spiritual Care and Psychotherapy and a PhD in Human Relationships: Pastoral Leadership.

² Master of Arts includes an MA in Spiritual Care and Psychotherapy and an MA in Public Faith and Spirituality.

³ Master of Arts/Divinity includes both an MA in Spiritual Care and Psychotherapy and an MA in Public Faith and Spirituality along with Master of Divinity.



Source: Enrollment Services & FGPS

Luther has consistently met the Laurier Strategic Enrolment Management Committee’s enrollment targets since 2021. In response to this success, Luther continues to revisit its programs to further increase enrollment levels and adapt to evolving student needs.

The MA Spiritual Care and Psychotherapy program remains a cornerstone of Luther’s offerings, attracting students aspiring to become registered with the College of Registered Psychotherapists of Ontario (CRPO). The program’s strength has contributed to its sustained popularity among prospective students seeking to become Registered Psychotherapists.

I've looked at the programs' comparison only for the years 2021, 2022, and 2023 since those years are consistent across all the three terms data. The year 2024 is not included below because it lacks all three terms. Here's a breakdown of each program's enrollment over the three years:

Doctor of Philosophy (Ph.D.): The enrollment has shown a slight decline from 36 in 2021 to 32 in 2023. While there is some fluctuation, the overall trend is a gradual decrease in enrollment. This decrease was a conscious decision to accept less students given the faculty member’s ability to supervise doctoral students in the dissertation phase of their program.

General Graduate Studies: Enrollment has seen a decrease from 44 in 2021 to 29 in 2023. This program has experienced a more significant decline compared to others. This is due to a couple of Clinical Pastoral Education sites discontinuing their programs.

Graduate Diploma: Enrollment has decreased steadily from 17 in 2021 to 11 in 2023, indicating a consistent downward trend. This decrease is related to the number of students registering in Clinical Pastoral Education.

Honours Bachelor of Arts: This program has maintained relatively stable enrollment numbers, with a slight fluctuation from 11 in 2021 to 10 in 2022 and back to 11 in 2023.

Master of Arts: Enrollment has shown a consistent increase from 151 in 2021 to 172 in 2023, indicating a positive trend of growth.

Master of Arts/Divinity: Enrollment has remained relatively stable over the three years, with minor fluctuations. There is no clear trend of growth or decline.

Master of Divinity: Enrollment saw an increase from 4 in 2021 to 8 in 2022, which remained constant in 2023. This indicates a sudden increase followed by stabilization.

In summary, while the Master of Arts program is growing, General Graduate Studies and Graduate Diploma programs are seeing decreases in enrollment. The Honours Bachelor of Arts program has stayed steady, while the Doctor of Philosophy, Master of Arts/Divinity, and Master of Divinity programs have exhibited mixed patterns with fluctuations but no consistent trend of growth or decline.

“The information is sourced from IBM Cognos Analytics-AC TH_Admission_Seminary_UG_GR. There could be a slight variance of 1-3 students in enrollment numbers compared to the registrar's count, as students may make decisions after the official count date.”

Incoming Students Fall 2021, 2022, 2024 and 2024

Fall 2024 Incoming Students

We're currently in the process of compiling details for incoming students for Fall 2024. The Fall 2024 admission process went well, and the application deadline was February 15th. Unlike before, we decided not to require the Casper test, which made it quicker for us to review applications. As a result, we made decisions fast, and only a few applications needed more time. If some students don't accept our first offer, we plan to offer spots to students on the waiting list. We aimed to have 75 students for the MA in Spiritual Care and Physiotherapy programs. However, the final enrollment numbers are pending, as we're still in the process of reviewing applications and releasing offers. We expect to complete this process soon and determine the final enrollment figures accordingly.

A total of **90 offers** were extended for the **MA SCP** program. Among these, **61 applicants** have accepted the offer for **MASCP**. **23** offers have been sent out, but students have not accepted them yet. Additionally, **6 students** have rejected the offer. The program has rejected **11 applications** so far. Furthermore, **31 applications** are still pending, including those on hold and some that have been sent to Gradadmissions but offers have not been made yet.

Master of Arts/Divinity SCP program. It shows the **3** applicants who accepted conditional offers (GR), **1** institutional conditional acceptance (GR), the **14** institutional rejections (GR), and the total number of applications, which is **22**. **4** are still pending, including those on hold and some that have been sent to Grad admissions but offers have not been made yet.

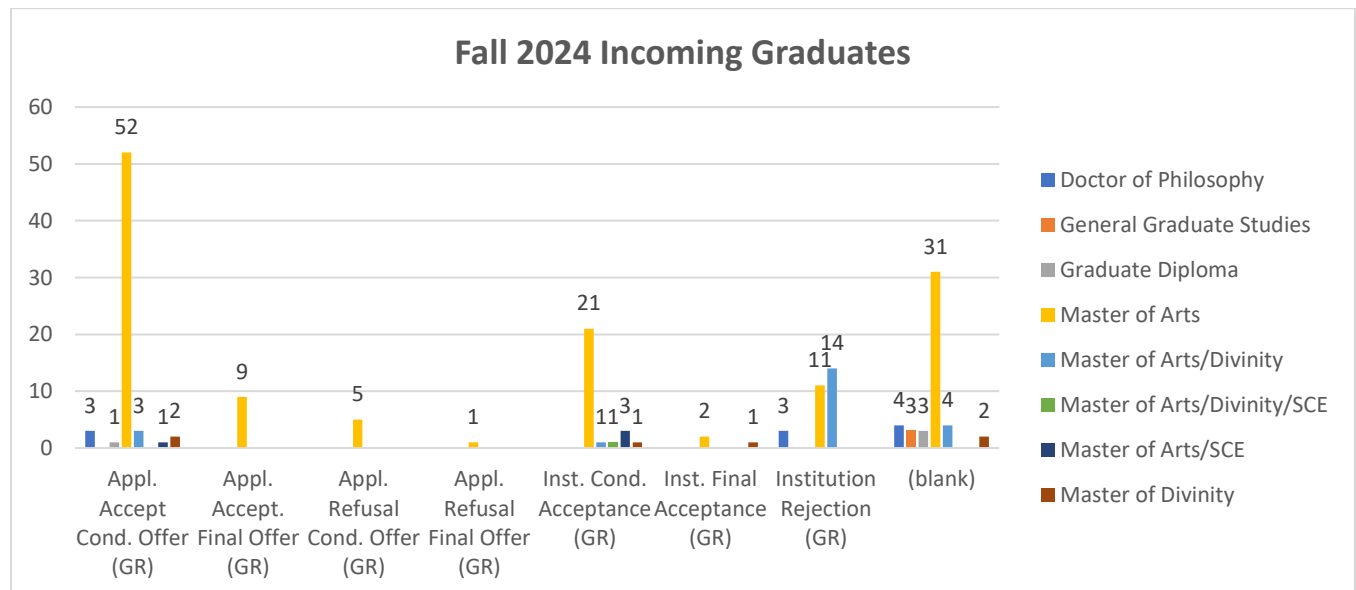
Master of Arts/Divinity/SCE Program: **One** applicant has accepted a conditional offer of admission.

In total, there is one applicant enrolled in this program, considering those who have accepted conditional offers.

Master of Arts/SCE Program: **One** applicant has accepted a conditional offer of admission. **3** conditional offers of acceptance have been extended to applicants. In total, there are four applicants enrolled in this program, considering those who have accepted conditional offers.

In the Doctor of Philosophy program, **3** applicants accepted conditional offers, **3** applications were rejected by the institution, and there were **4** unspecified cases. The total number of applications was 10. One more offer of admission has been extended to an applicant, but they have not accepted their offer yet.

The application for General Graduate Studies and Graduate Diploma programs is currently open for students to apply. Since the deadline for applications is July 15th, the number of applicants may change as more students apply. We anticipate a potential increase in the number of students applying to these programs before the deadline.



“It is important to know that the information provided above was retrieved from Loris-Cognos on April 15, 2024. Please note that certain decisions are still pending, as both the graduate admissions office and we are in the process of finalizing the applications.”

We've received seven applications for the Bachelor of Arts program. Among these, two applications have been declined by the institution, while two offers have been made. The status of the remaining three applications is pending as entry decisions are yet to be revealed. We expect to receive these results shortly, given that undergraduate applications are mainly handled by Laurier Enrollment, not Luther. Additionally, the Bachelor of Arts program has undergone a name change to "Christianity, Interfaith Dialogue, and Community Engagement," previously known as "Christian Studies and Global Citizenship."

Comparison of Incoming Students for Fall 2023, Fall 2022 & Fall 2021.

The Master of Arts program consistently maintains strong enrollment figures, with Fall 2021 having the highest enrollment rate.

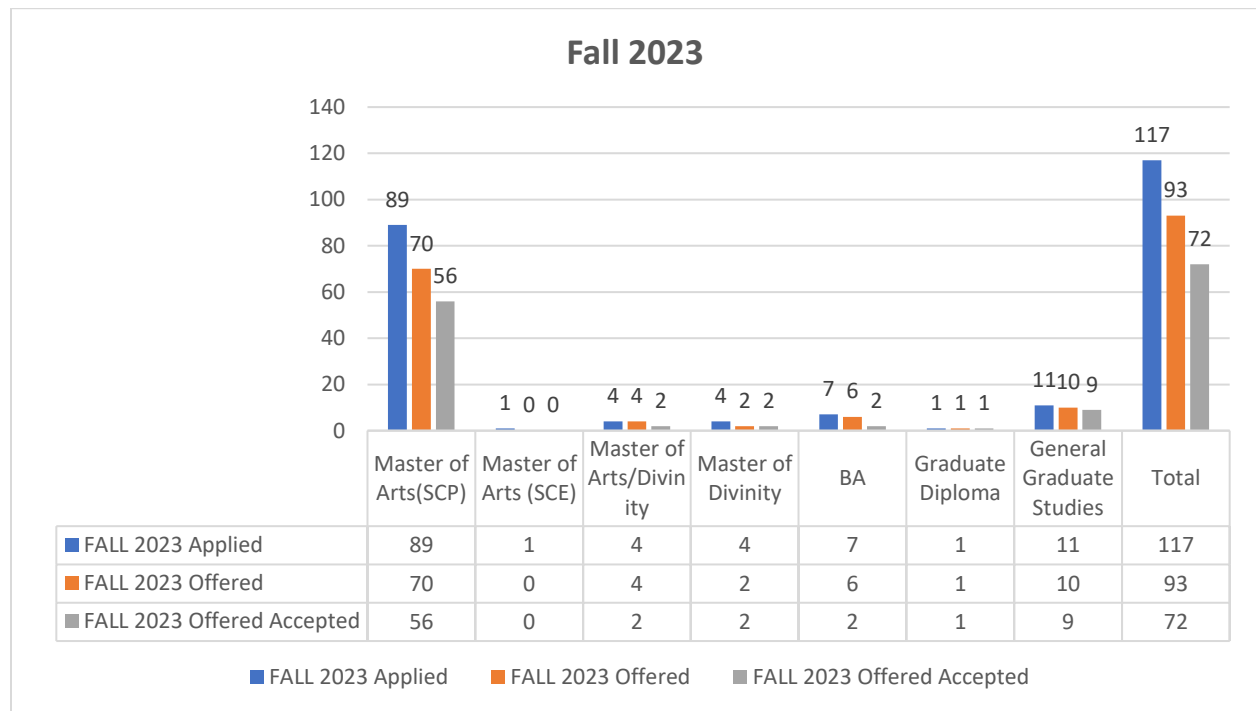
Doctor of Philosophy enrollment shows moderate figures across the years.

Bachelor of Arts enrollment varies, with Fall 2021 showing better enrollment than Fall 2022, but Fall 2023 improving slightly.

General Graduate Studies enrollment remains moderate, with Fall 2021 having the highest enrollment rate.

Graduate Diploma had good enrollment in Fall 2022 but decreased significantly in Fall 2023.

Overall, while some programs consistently maintain good enrollment rates (such as Master of Arts), others experience fluctuations across different years.



Source: Enrollment Services & FGPS

Master of Arts (SCP): 56 enrolled out of 70 offered

Master of Arts (SCE): 0 enrolled out of 1 offered

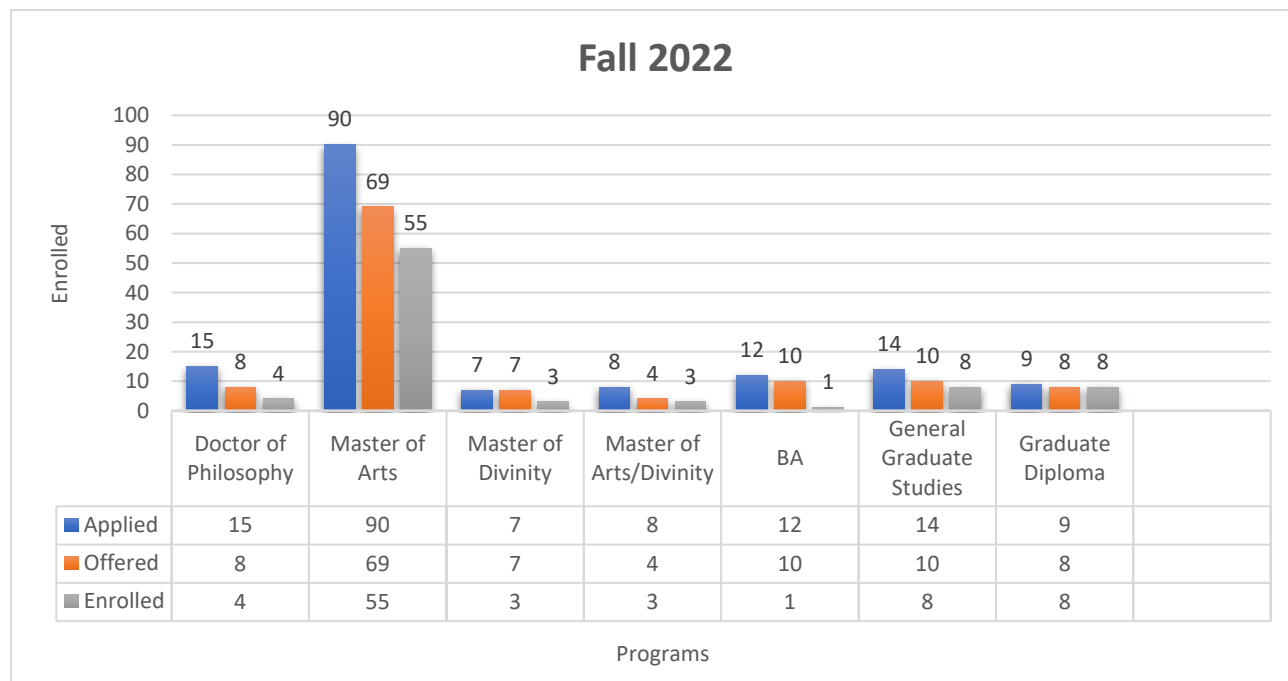
Master of Arts/Divinity: 2 enrolled out of 4 offered

Master of Divinity: 2 enrolled out of 4 offered

Bachelor of Arts: 2 enrolled out of 7 offered

Graduate Diploma: 1 enrolled out of 1 offered

General Graduate Studies: 9 enrolled out of 11 offered



Source: Enrollment Services & FGPS

Doctor of Philosophy: 4 enrolled out of 8 offered

Master of Arts: 55 enrolled out of 69 offered

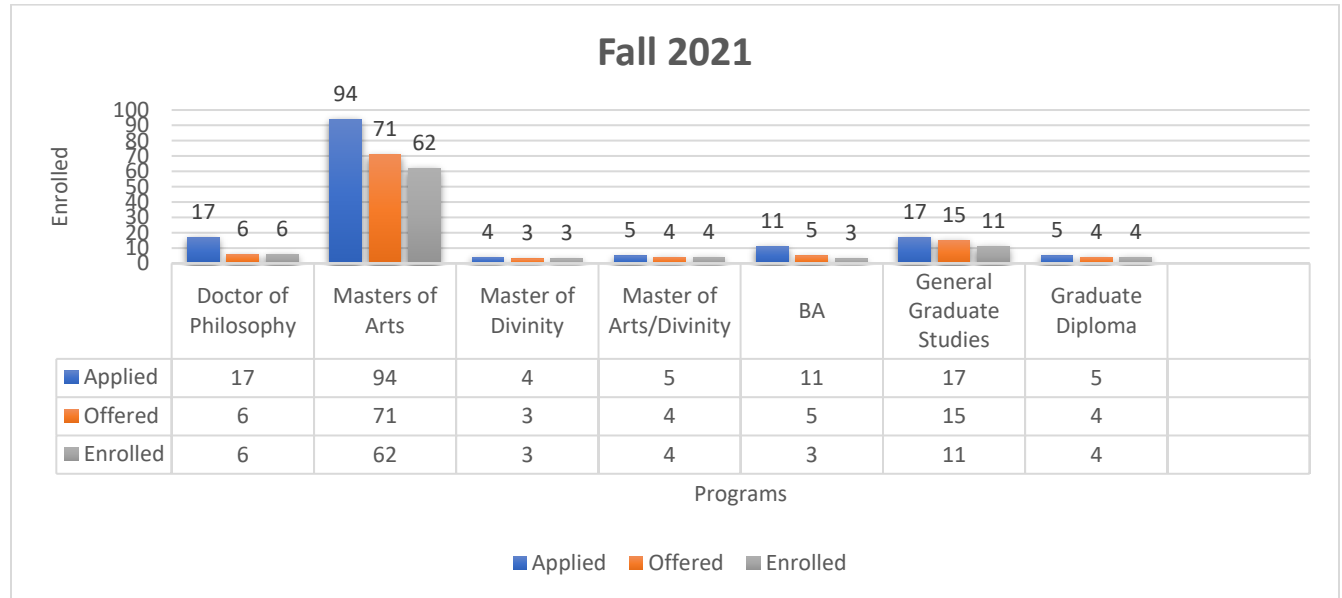
Master of Divinity: 3 enrolled out of 7 offered

Master of Arts/Divinity: 3 enrolled out of 4 offered

Bachelor of Arts: 1 enrolled out of 10 offered

General Graduate Studies: 8 enrolled out of 10 offered

Graduate Diploma: 8 enrolled out of 8 offered



Source: Enrollment Services & FGPS

Doctor of Philosophy: 6 enrolled out of 17 offered

Master of Arts: 62 enrolled out of 71 offered

Master of Divinity: 3 enrolled out of 3 offered

Master of Arts/Divinity: 4 enrolled out of 4 offered

Bachelor of Arts: 3 enrolled out of 5 offered

General Graduate Studies: 11 enrolled out of 15 offered

Graduate Diploma: 4 enrolled out of 4 offered

“The information is sourced from IBM Cognos Analytics-AC_TH_Admission_Seminary_UG_GR. There could be a slight variance of 1-3 students in enrollment numbers compared to the registrar’s count, as students may make decisions after the official count date.”

BA Enrollment

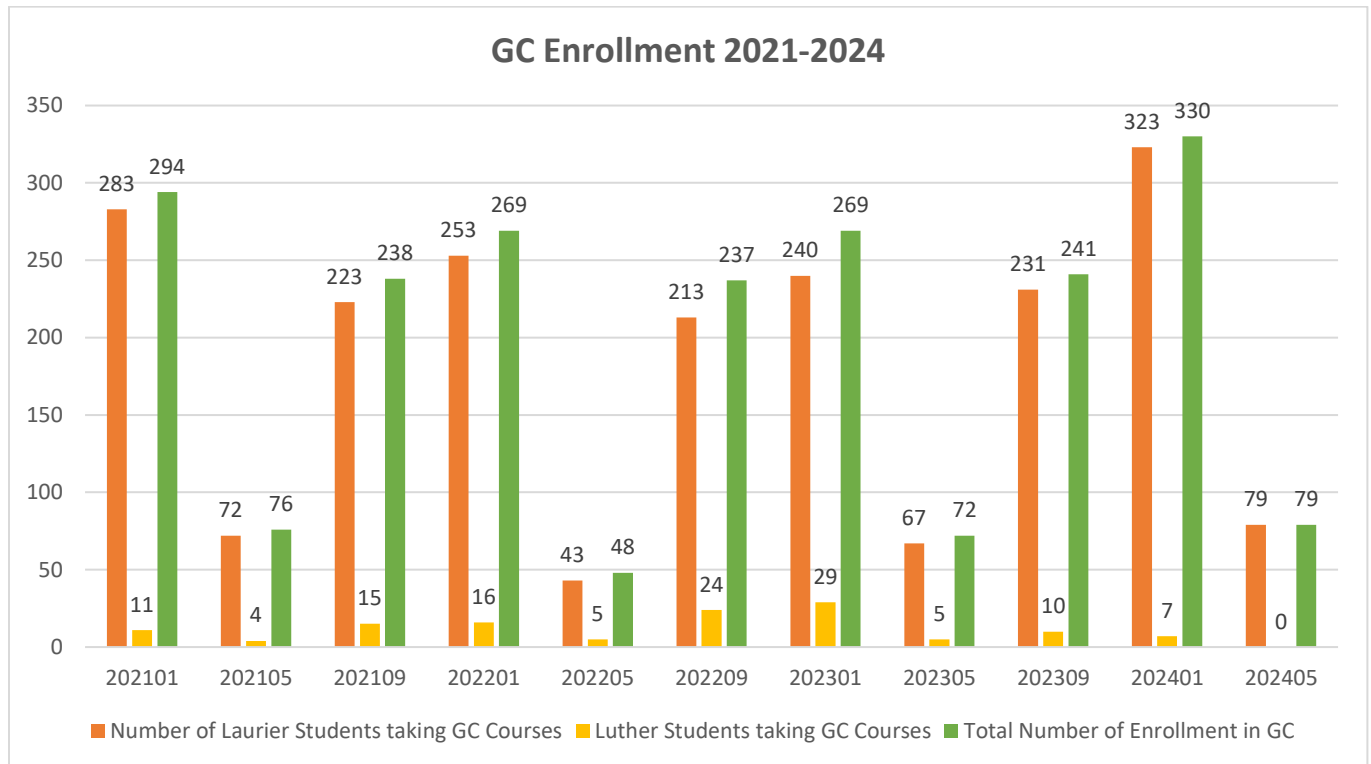
The BA advisory committee and recruitment team are collaborating closely to enhance the undergraduate program, now renamed BA in Christianity, Interfaith Dialogue, and Community Engagement formerly known as Christian Studies and Global Citizenship. Alongside fundamental changes, several undergraduate courses have been revamped, and additional electives introduced. Additionally, many students are taking minors in Human Relationships, Christian Studies and Global Citizenship, Spirituality and Global Music, and Judaism. These offerings are accessible to Laurier

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students, contributing to a significant surge in Laurier student enrollment in our undergraduate courses over the past few years. The chart below illustrates the enrollment numbers in GC courses since 2021.

Term	Number of Laurier Students taking GC Courses	Luther Students taking GC Courses	Total Number of Enrollment in GC
202101	283	11	294
202105	72	4	76
202109	223	15	238
202201	253	16	269
202205	43	5	48
202209	213	24	237
202301	240	29	269
202305	67	5	72
202309	231	10	241
202401	323	7	330
202405	79	0	79

Source: Enrollment Services & FGPS



Source: Enrollment Services & FGPS

“The information is sourced from IBM Cognos Analytics-AC_TH_Admission_Seminary_UG_GR. There could be a slight variance of 1-3 students in enrollment numbers compared to the registrar's count, as students may make decisions after the official count date.”

Comparing the terms, Term 202401 stands out with the highest enrollment of 330 students (323 from Laurier and 7 from Luther). This term likely had appealing course offerings or met specific program requirements, resulting in increased demand for GC courses. It's noteworthy that the overall enrollment numbers directly impact Luther's revenue stream.

Minors

As previously discussed, students from Laurier can enroll in elective courses at Luther, and subsequently, they can opt for minors. Students can take more than one minor in their undergraduate program. The following figures represent the number of students who have pursued minors since 2021. It's important to note that some students may declare minors at a later stage. The BA committee is actively engaged in developing a new minor, (Christianity, Interfaith Dialogue and Community Engagement) recently approved in the Luther Faculty Council meeting, which will soon be forwarded to Laurier's Senate Academic Planning Committee and the Laurier Senate for further consideration.

Minor 1

Minors 1	202009	202101	202105	202109	202201	202205	202209	202301	202305	202309	202401	202405	Grand Total
Human Relationships	6	7	4	12	15	6	15	12	7	12	11	3	110
Judaism	2	3	2	1	1								9
Spirituality & Global Music	1	1					1	1					4
Grand Total	9	11	6	13	16	6	16	13	7	12	11	3	123

↳

Minor 2

Minor 2	202005	202009	202101	202105	202109	202201	202205	202209	202301	202305	202309	202401	202405	Grand Total
Human Relationships	1	7	7	3	4	4		4	6	2	7	5	1	51
Judaism				1	2	2	1	2	1	1		1		11
Grand Total	1	7	7	4	6	6	1	6	7	3	7	6	1	62

For Minor 1, the enrollment in Human Relationships fluctuated but generally remained higher compared to the other minors. Judaism had varying enrollment numbers, with occasional peaks and drops. Spirituality & Global Music had minimal enrollment throughout the periods mentioned. While Minor in Christian Studies and Global Citizenship did not have any enrollment.

For Minor 2, Human Relationships consistently maintained higher enrollment compared to Judaism. The enrollment in Human Relationships saw some fluctuations, while Judaism had more stable but lower enrollment numbers overall.

Overall, Minor 1 tended to have higher total enrollment than Minor 2, with Human Relationships being the most popular component across both minors. Additionally, the recruitment team is diligently promoting minors and elective courses to increase student enrollment numbers.

In response to the enrollment numbers, two degrees underwent significant review and redevelopment. The Bachelor of Arts in Christian Studies and Global Citizenship has now been renamed a Bachelor of Arts in Christianity, Interfaith Dialogue and Community Engagement. In the review process former and current students, adjunct and core faculty and other community partners were interviewed to get feedback on how to revise the program. The BA program committee considered all the feedback and revised the degree program outcomes which resulted in the creation of a couple of new required courses and some new electives. There has been more interest in this degree in our promotions which has resulted in a few applications.

The Master of Arts in Theology: Public Faith and Spirituality was having low enrolment and so the program committee did a thorough review of the program and also included former students, core faculty, adjunct faculty and a board member in the review. The degree has been renamed as a Master of Arts in Theology: Spiritualities and Community Engagement. A successful memorandum of understanding has been developed with the CREATE Institute in Toronto which facilitates students registering in this degree. There has been more interest in this degree in our promotions which has resulted in a few applications.

At the last assembly I reported that we had received a 10-year accreditation with no notations from the Association of Theological Schools (ATS) and had completed another review process with the Ontario Universities Council on Quality Assurance (Quality Council) and were awaiting their report. A number of recommendations were made many of which had been identified in our self-study. We have been working on these recommendations and will file an interim report on progress made by June 2024. The report noted the following strengths:

1. It's clear that Laurier values Luther's presence,
2. Luther's programs are very well aligned with Mission and Strategic Plan of Laurier;
3. Admission requirements for each of Luther's programs seem reasonable and for the most part consistent with comparable programs, particularly at the graduate level;
4. Luther's curriculum at all levels expresses it's commitment to inter-religious and contextual learning;
5. Appropriate assessment methods are clearly documented in the self-study report;
6. Luther makes efficient use of its own and Laurier's resources;
7. The Luther full-time faculty is a small, diverse, hard-working group of eleven people, who put much time into teaching, participate in both theoretical and applied scholarship, and are deeply engaged in community service;
8. The four new minors are greatly appreciated by the first few students who have enrolled in them;
9. The MA and PhD programs are the core of Luther and offer a unique integration of spirituality and psychotherapy, classroom experience and contextual learning

These self-study processes and visits from the accrediting bodies are very time intensive, however, they are very important to support the ongoing review and evaluation of Luther's programs.

In my last report, I noted that the Master of Divinity degree had undergone a significant review process. The first cohort in that newly redesigned degree began in fall 2021. As students proceed through the degree we continue to monitor learning outcomes, receive input from contextual placement and

internship supervisors and the Candidacy Committee and look for ongoing ways to improve the preparation of leaders for ministry.

Goal #1 Provide Vision, Leadership and Support to the Synod Community

We have appreciated the long and close relationship between Luther and the Eastern Synod. Since the last synod assembly, we have continued to find ways to work together to support each other's work.

In 2021 I received a research grant from the ATS Pathways for Tomorrow: Canadian Schools Planning and Assessment Initiative, to complete a study titled, "If You Had Aske Me: Qualities and Competencies of a Culturally and Contextually Competent Canadian Church Leader in a Post-Pandemic World". Dr. Allen Jorgenson, Dr. Mary (Joy) Philip, and Dr. Laura MacGregor were co-investigators. Cameron Dearlove was hired as an external consultant to conduct the survey and focus groups. An online survey was completed by 171 participants and a focus group with 16 participants. The key findings were:

1. Qualities of a Post-Pandemic Faith Leader

- Broadly, participants felt that faith leaders in the future will need to be flexible, adaptable, and in tune with the wider world; they will need to be able to share and develop leadership, facilitate efforts towards social justice and community building; they will need to balance being inclusive, accessible, and sensitive to those struggling with change, while allowing congregations to change and evolve with shifting societal pressures and forms of worship
- Many participants shared a desire for faith leaders to be future-friendly, risk-taking, able to mobilize skills, work from the ground up, and share leadership with the wider congregation
- Participants described faith leaders who were warm and compassionate, and able to bring people together (inside and outside the building), and engaged in social action
- Some participants shared experiences or concerns about faith community members being engaged in conspiracy theory or anti-science thinking; as society becomes more polarized and conspiracy thinking grows, faith leaders will need to be able to find ways to hold congregations together and find effective strategies to address these issues.

2. Diversity, Equity, Inclusion, and Accessibility

- There is broad desire among faith community members and leaders towards meaningful diversity, equity, and inclusion (DEI) work
- Many respondents expect faith leaders to be knowledgeable and comfortable in DEI
- Many respondents desire their faith communities to engage in meaningful reconciliation with Indigenous Communities

3. Community Service

- There is a strong desire among respondents for faith communities to become more involved in serving the community and confronting social inequities
- Many participants imagined their faith community buildings being opened through the week for community support programs, or reimagined entirely to build affordable housing

4. Faith Communities Forever Changed

- Survey and focus group participants all reported much greater engagement and leadership of lay membership; faith community leaders will need to be able to continue to engage these members
- *Does Local Matter?* With the proliferation of virtual service, geography has become less of a factor in choosing a faith community; many congregations reported people joining worship services from outside the community or country
- The pandemic and the changing nature of worship has made many question the traditional worship services, and see themselves connecting to their faith, or participating in worship, in new ways
- The pandemic has led many to question the importance of physical buildings and wonder how these buildings can be used to serve – or become the centre of – community.

5. Technology Creates Digital Divide

- Not all faith communities pivoted well; many smaller, less technologically inclined, and/or communities with limited access to highspeed internet struggled to maintain connections through the pandemic, while other faith communities pivoted quickly and worked to ensure access, inclusion, and continuity
- For most participants technology played an important role in maintaining connections and continuing worship; for some the pivot to online worship and programming left them feeling excluded or with unanswered theological questions and concerns
- The pivot to online worship has become permanent for many faith communities who are embracing a hybrid model

6. Changing Personal Faith

- This study found that a significant portion of participants experienced feeling trauma, grief, and feelings of loss and abandonment with their faith communities
- Few respondents reported changes or impacts on their personal faith

7. Need for Human Connection

- Loneliness and social disconnection are a known driver of poorer health outcomes, and many people experienced significant loss in relationships and community; faith leaders will need to work to weave together a new and inclusive social fabric

Working with the Eastern Synod, Sherry Coman is ongoingly the chair of a committee that produces regular events known as “What’s Next?” These zoom gatherings of lay and rostered members of the larger community usually involve key presenters and/or speakers. The gatherings last an hour to an hour and a half, with opportunity for focused listening and also discussion in break-out groups. The events have drawn between forty and sixty people online per session. There have been eight since June of 2021.

From May of 2023 to April 1 of 2024, there were two of these gatherings. One was called “Asking Courageous Questions,” which took place on May 10, 2023, and featured Rev. Dr. Matthew Anderson and Rev. Dr. Kristine Lund responding to questions about the future of the church. The second event took place on March 21, 2024, and was entitled, “Imagining Change: what’s next for congregations in transition,” and featured leaders associated with the community hub model of St. Matthew’s Lutheran Church in Kitchener.

This is the second year that the Lutherans Connect online devotions that Sherry Coman creates/curates that under the auspices of the Centre for Spirituality and Media. Lutherans Connect is a devotional project hosted by the Centre for Spirituality and Media, supported by Luther and by the Eastern Synod of the ELCIC. Devotions are offered during the seasons of the church and at other times as well, and include scripture, music, poetry, images and reflective commentary. It began in 2011 and since then there have been 43 projects, which in the fourteen years have achieved nearly 700k page views, from countries around the world. The project is written and curated by Sherry Coman and supported by Catherine Evenden, Henriette Thompson and Steve Hoffard.

As part of an experimental project for online gathering, in the summer of 2023, Lutherans Connect also hosted an online devotional gathering, featuring myself, Sabrina DiMatteo, Gerard Yun and Jotham Senemma.

Following the discussions at the Dubrick Summer Institute, in the fall of 2023, I met with Bishop Mike and Adam Snook to talk about lay leadership and what educational opportunities might support lay leadership in the synod. I created a Qualtrics survey that was sent through the synod’s network to congregations and lay leaders. One hundred and five people responded to the survey. The three identified needs for education were: worship leadership, leading change/change management, and community outreach. Conversations are continuing about developing learning opportunities that would be available in a hybrid format.

The Centre for Public Ethics under the able leadership of Dr. John Milloy continues its work promoting dialogue, research, and education on the choices we make together in support of the Common Good. As



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well as contributing writing and commentary to popular media on a variety of ethical issues, we were delighted to welcome Hon. Jane Philpott, former federal Minister of Health to Luther to speak about the role that faith has played in her work. We have also been working closely with the local Separate School Board to welcome high school students to Luther to think about pressing social justice issues. Our most significant initiative involves a series of conferences that we have co-hosted on the role that faith can play in combatting polarization. In May 2023 we worked with the Canadian Interfaith Conversation to bring *Our Whole Society: Finding Common Ground in a Time of Polarization* to Luther. We recently hosted a similar gathering at Luther with the Institute for Christian Studies: *Beyond Culture Wars: Fostering Solidarity in an Age of Polarization*. Dr. Kristen Dubes Du Mez, author of *Jesus and John Wayne: How White Evangelicals Corrupted a Faith and Fractured a Nation* and Dr. James K. Smith, author of *You are What You Love* were the two keynote speakers. The CBC Radio program *Ideas* recorded both keynotes and there is an excellent chance that they will be broadcast later this year to complement and promote the conference, the Centre recorded a series of Podcasts called *The Moment* on the topic of polarization. Episodes examined both polarization within faith communities as well as the positive role that faith could play in addressing it and helping to heal divisions within society. *The Moment* is available on the Luther Website under the Centre for Public Ethics tab or can be accessed through most major Podcast platforms including Spotify Podcasts and Apple Podcasts.

As Penny Smiley noted in her board chair report, the Glebe Centre property at 177 Albert St. in Waterloo has been sold with a possession date for January 2025. Neta Gear, the Executive Director in consultation with the advisory committee will be looking for another location close to the university once we need to vacate the house. We are aware that the house has been meaningful to many people and so we will be having a decommissioning event before we leave the space.

Neta has continued to develop partnerships with the local community and beyond and as a result the Glebe Centre continues to be busy. She has organized several workshops for professionals and has continued to organize the annual breakfast. The themes for the breakfast have focused on Grief, Loss, Ritual, and Hope in a time of Covid in 2020; Resilience and Recovery to Thrive in 2021, Storytelling in 2022 and Awe in 2023. An online auction is also part of the annual breakfast which raises funds for the “We Care” fund which supports clients who are unable to pay the full fee for therapy. In February 2024, Neta was able to add a psychologist to our team of professionals. Dillon Browne and Lindsay Smart conduct psychosocial, developmental, educational, and behavioural assessments for individuals from the ages of 8 to 30. This is a tremendous resource for the community, and they are already scheduling quite a few assessments.

Below are the statistics for number of therapists and sessions since the last synod assembly:

	Number of therapists	Associate - Intern	Number of clients	Total number of billable sessions
2021	52	21 - 31	1056	9091

2022	53	26 - 27	1062	7822
2023	50	23 - 27	1009	7713
2024 to May 1	41* includes 13 new interns to start May 2024	16 - 25	1064	2030

The Glebe Centre continues to welcome children, adolescents, individuals and couples, families and groups. We offer therapy in a variety of languages as well as offering art and play therapy. Therapy can be accessed both in-person and online. We also offer a walk-in clinic on Mondays. Please visit the Glebe Centre’s website [here](#) for further information.

The Abrahamic Faith Forum has continued to provide opportunities for members of the Christian, Jewish and Muslim communities to engage in conversation regarding issues of common concern. These events are open to the public and have been running in a hybrid format which provides greater accessibility. In 2022 the event featured Mark Hill, Chief, Six Nations of the Grand River Elected Council with Dr. Allen Jorgenson being the respondent. In 2023 Sherry Coman organized the event looking at the question, How can we as faith leaders on campus support students in their lives of faith? Each of the speakers, Rabbi Bill Tepper, Selda Sezen (Muslim chaplain on campus) and Sherry Coman (representing the Christian community) were joined by a student for the conversation. In 2024 the event featured Dr. Darren Thomas Academic Vice President, Indigenous Affairs at Laurier speaking about Indigenizing Curriculum with Dr. Kristine Lund responding with Luther’s initiatives in this area.

Luther continues to be home for thirdspace_ an emergent community that is supported by Luther. They have received grants from Youth and Young Adults Ministry through the synod <https://esyouth-elcic.ca/> to support specific projects. Pastor Anne Anderson continues to explore with community members what is faithful discipleship lived in a community that doesn’t meet the normal criterion of what it means to be a “congregation”. Pastor Anne writes, “Moving into endemic space we have again had a shift in the thirdspace_ community. We have continued with a hybrid model of worship. Students have been more engaged with attending worship and our families have been slower to return. In person we average 25-30 people with regulars online at about 5. We continue to have folks joining from outside the province on a weekly basis. We are grateful for two Laurier community music students who have enlivened our worship with their gifts.

Thirdspace_ continues as a learning space for students beyond music as students have been able to lead worship in Anne’s absence and students beyond our community have engaged in podcast interviews about what we are doing at thirdspace_ (Rockway collegiate). The community has enjoyed being a learning lab in this way. We are always looking for ways to experiment, learn, and reflect. Potlucks and gatherings have started in small numbers post service for different events, and we slowly are growing in

number as folks enjoy the time to gather together. There are always seems to be a reason for gathering around food!

We have enjoyed participating in partnerships around wider work – joining with Trillium to host the evening prayer services during Advent. We have enjoyed using synod resources around the red dress project, hosting racial justice conversations with the RJAC folks of the eastern synod. We look forward to using the reconciliation materials from the eastern synod for a spring sermon series with family activities. We have also been grateful to partner with Str. Matthew's Conestoga for Christmas eve services and now the United in Faith ministries for Holy week services, having our students support with special music and reading for the services.

Working Together this season we have shifted back into projects for those on campus once again. We continue to support the Laurier Free store with donations from the wider community. We have also put in significant support to the distro (see the report on Distro) through donations and volunteer support. We have paused the Shamrock Café this year as St. Patrick's Day has fallen on a weekend but look forward to offering this space in the years to come.

As the community pastor my office has remained a safe place for students to land and have conversation. The candy jar and kleenex box are once again in high demand as students navigate the challenges of returning to in person learning alongside the many other challenges of post secondary life. I have continued work with the campus chaplains as a part of the multi-faith resource team under the umbrella of the diversity and equity office. I have been encouraged as the university works to recognize and give thanks for Luther's work in multi-faith learning and relationship development. We are often called to support students and offer resources when needed. The team is now under the new umbrella of the Centre for Student Diversity, Equity and Inclusion. The CSEDI is undergoing its own transition, and we are grateful to support the work of Selda Sezen, one of the new staff members and Muslim chaplain.

We continue our involvement of the leadership of area ministry, sharing in online resources for the wider community and greatly receiving support for the many activities that are a part of life at Luther. I have continued to support the eastern synod through work on the synod council and will be wrapping up my second term this June at our convention. I have enjoyed being a member on the personnel committee and most recently the election process committee.

It has been a great opportunity to support the work of the community through support of Open Door worship as I have had the chance to preach and lead services a few times this term working alongside Debbie Lou Ludolph and our students in both the intro to worship class and the proclamation and preaching class. All this work has supported my studies in the PhD program here at Luther and I am grateful! I am happy to report that I successfully defended my dissertation and will graduate June 2024. This has been a rewarding process. Making connections with communities like thirdspace_ across the country and faith traditions has been valuable not only to research but our work here at Luther. I hope that this work benefits not only our community but the wider community as we remain in conversation and work alongside one another. I am grateful for the staff and faculty I am able to work with here at

Luther. Our admin staff have been amazing as we have moved into this new space post pandemic. The calm and encouraging leadership of Kristine for our community has moved us through challenging spaces and I am grateful to be able to be a part of team like this in this season! I look forward to the new possibilities as we grow into the future. More information about thirdspace_ can be found [here](#)”

Free Weekly Distro

The Free Weekly Distro program’s third year was another year of growth and change. Over 6000 students visited the Waterloo location in Luther, with another 1000 visiting the Brantford market at the LSPiRG office. Our survey in November 2023 indicates that, of the 150-250 students visiting each Thursday, 20% of them get “most or all of their groceries” from Distro, with another 47% using the program for “some of their groceries.” Only 6% reported having visited off-campus resources. Anecdotally, this student reliance on the Distro program has increased from previous years. This is also reflected in attendance patterns - students are lining up as much as two hours early each week, and attendance has increased during the “slow-periods” (exams, summer, holidays...), with some weeks having numbers similar to “regular” weeks. We anticipate this summer to be another period of growth. Distro is grateful for the support of our regular donors, because of their continued generosity, this program continues to exist. Without in-kind and financial donations Distro would cost over \$150,000 per year to run. We apply to grants and other funding sources constantly, knowing that there are many needs in the greater community and only so many funds available. Recent grants have enabled us to; - increase weekly fresh produce spending - purchase a second mini-fridge to distribute more dairy, eggs, and other such items - maintain staffing We continue to build strong ties with other food insecurity initiatives, both on and off campus, sharing resources and ideas as often as we can. Our donor appreciation wall has new leaves added each semester - a beautiful visual reminder of a community coming together to help each other.



Dr. Mary (Joy) Philip, director of The Centre for Earth Consciousness and Gender Justice envisions an ethos and faith/spiritual praxis that will inspire Luther and the larger community to work for justice for all earthlings where the relationship is defined by interconnectedness — a relational and embodied understanding of the human community vis-à-vis the Earth. The goal of the centre is planetary well-being and justice that works towards the common good, not just for the present but for all future living beings on the planet.



Since its dedication on October 6, 2021, the Centre has been active and running.

The Centre thankfully acknowledges the generous contribution from a donor and hopes to continue and cultivate that partnership. As per the donor's wishes every year, tuition (one term) is given to one of the MDiv/MA double degree students.

Collaborations associated with Centre:

- In partnership with the Department of Women and Gender Studies at Laurier the Centre sponsored an event to celebrate women's contribution titled, Our Voice is Our Power: Stories of Survival, Community Building and Social Change! You can access the event [here](#)
- Support for Distro is one of the commitments the Centre has made. For the 2022 fall semester, the Centre paid for one of Distro student worker.
- Course creation with Earth Charter: Talks are ongoing for the creation of 2 new course creations associated with the Centre, one in partnership with the Earth Charter International on Earth Consciousness and Eco-spirituality, the other a course on Gender Justice that is hoped to be offered to educational institutions with the Lutheran Communion.
- Sing Fires of Justice.
- The Centre has a commitment to collaborate with the Kanata Centre and Laurier Centre for Music in the Community for climate justice. As the pace of global warming increases and the reality that Waterloo Region will be a destination for climate refugees seeking livable and temperate conditions. In partnership with the Kitchener Public Library, 2022, 2023 and 2024 Sing Fires of Justice event theme explores how action can be taken to address the human causes of climate change, and with music and spoken work focus the wider community on ethical concerns regarding environmental justice. Each of the three centres take the lead and provide initiatives for graduate students to engage in faith, justice, and artistic causes, and as an interdisciplinary project uniting students from diverse backgrounds, fields of study, and life experience. The 2022 event was on November 20, 2022, and took place at the KPL.
- The 2023 Sing Fires of Justice event was a continuation of the partnership with the Kitchener Public Library, and this year's theme, "The World on Fire," brought to the fore how fires were destroying creation, be it through forest fires or metaphorical fires. So, the question was – what are these fires telling us? What is the earth saying to us as it burns? Through music and spoken word the event awakened the fires of justice within us as individuals and communities not only to address the human causes of climate change, but also to listen to the voice of the earth, unsettle and reimagine long held narratives and act. The Centre was very much involved in the planning of the event which concluded in a reflection by the Centre director (Mary Philip aka Joy). If you are interested in reading the reflection, it is shared [Green Fires of Justice - 10012023 Sing Fires.pdf](#)

- Creation of resources: One of the mandates of the Centre was to create resources for Luther and the wider community. After much consultation with peers and experts in the field, a network of resources were created and published on the website. Please take a moment and check out the website [here](#). When clicking on “Helpful Resources” it takes you to a collection of resources pertaining to Eco-Consciousness organizations, resources aimed at advancing Gender Justice across many diverse domains with information for specialized support systems that cater to a variety of causes. Also available are resources for various films, documentaries, and Ted talks promoting sustainability. We trust that you will find these resources helpful not only in fostering eco-consciousness but more importantly in leading sustainable lives.
- Sustainable gardens: The Centre is involved in the maintenance of a vegetable garden on Luther property in collaboration with LSPIRG by providing funds to purchase raised beds, soil, seeds and saplings.
- Pride month and International Women’s Day: As part of the Centre’s commitment to Gender Justice, a get together was organized on Pride Day when various communities/ clubs both at LUTHER and Laurier came together to honour and celebrate our LGBTQIA2S+ kin. A similar gathering was organized by the Centre on March 8th to celebrate International Women’s Day when we gathered at Grace Place and shared a meal together.

The Kanata Centre

Debbie Lou Ludolph as the director writes about the work of the Kanata Centre:

The Kanata Centre continues to engage the vision of Luther “to inspire lives of meaning and service” at the intersection of spirituality, justice, and the arts. Sustained by the work of many volunteers and collaborating with church and community partners, the Kanata Centre curates art exhibitions and musical events that raise awareness and funds toward the flourishing of all and the well-being of the planet.

Specifically, the **Art on the Wall exhibitions** (three per year) included several supported by Synod Mission Grants, such as *The Nature of Things: Listening to the Voices of our Children and Youth* with works from the local schools (kanataart.blogspot.com); *Nionkwariho:ten – Connections, Relationships*, featuring Six Nations’ *Music for the Spirit* artists; and **A Visual Reconciliation: Cross-cultural Artistic Reflections on the Seven Sacred Teachings** <https://avisualreconciliation.blogspot.com/>, which spawned a digital exhibition, a home resource, art workshops, classroom conversations, a seven week worship series at Luther, and resources for the synod. The Art and Vespers celebrations filled the chapel with many folks who had never been to Luther before.

The Inshallah community emerged from virtual rehearsals during Covid-19 with over 100 singers to continue singing towards peace and justice. Offering several public gatherings each of the past three years, one of the highlights was being part of Luther’s 2023 conference with a curated evening of story

and song entitled “Singing Together as an Embodied Response to Polarization.” Inshallah raised money for the Six Nations Water Project, humanitarian aid in Gaza, Turkiye and Syria, the Food Distro, and local housing needs. This summer, Inshallah is expecting to publish a second songbook called *Sing the Journey Deep*. Save October 25, 2024, for the songbook launch with composer/musician Mark Miller. More information will be forthcoming.

Throughout the past three years, the Kanata Centre collaborated with others to host several additional gatherings: **Sing Fires of Justice** (annual multi-faith word and music festival) which began a three year series focused on climate justice and interconnectedness; the introduction of **Bless This Night** (the new Holden Village resource) to local Ministry Areas; an afternoon of meditation chants by Egyptian singer **Ehaab Abdou**; Theatre of the Beat’s production of **Selah’s Song**; and an evening of songs by Black queer Christian activist **Crys Matthews**.

In 2023 Dr. Cynthia Johnson Turner contacted Luther asking if we were interested in owning the organ in Keffer Chapel. We immediately agreed and ownership was transferred to Luther for the sum of \$1.00. We are grateful to be able to own this organ after many year of simply housing it. On Sunday, October 20, 2024 there will be a rededication of the organ and details of this service will be forthcoming.

Goal #2 Develop Capable Leaders

Luther continues its longstanding commitment to developing capable leaders. While we began in the beginning preparing pastors and continue to do so, we also prepare psychotherapists, spiritual care providers to serve in a variety of contexts such as active treatment hospitals, long term care, hospice, prisons, and the military. We also educate lay persons to take leadership roles in their community of faith and students graduating from our BA degree go on to further education or work in community agencies. Students who graduate from the PhD in Human Relationships go on to contribute to their discipline and teach and work within their chosen profession where their doctoral work enhances their leadership.

Many of our undergraduate courses contain a community service-learning component where students have the opportunity to integrate what they are learning in class with their activities in the community. These opportunities support students to ask challenging questions, critically reflect on their beliefs and values and work to integrate theory and praxis. The MA in Theology: Spiritual Care and Psychotherapy and the Master of Divinity degrees have a required clinical or contextual placement. These placements support students to learn important skills to be capable leaders in their chosen professional context.

We have an increasing number of undergraduate students from Laurier who take courses at Luther as electives. A number of Laurier students are also choosing to do a minor at Luther alongside their major. Students enjoy the opportunity to think critically about their beliefs and values and how this impacts their leadership in their chosen profession.

We also developed a Certificate Program Disability, Inclusive Ministry and Christian Faith. It consists of four, 8 week courses that are offered completely online. We were able to offer it once but since the first

year we have had difficulty in recruiting enough students. Information about this certificate program can be found [here](#) .

The Luther community is becoming increasingly diverse with representation from over 30 faith traditions, including no faith tradition. This means that Luther is becoming more representative of the Canadian context which provides a rich learning both inside and outside the classroom. One important part of our strategic plan that we have been working on is what does it mean to be Lutheran in a diverse context? What does it mean to critically reflect on the Lutheran tradition while being open to learn and engage the experience and knowledge of others? Learning to engage in these kinds of conversations prepares students to graduate and develop collaborative relationships in the community which supports our ongoing commitment to justice. We remain committed to learn what it means to be a community of diverse persons and we continue to learn about and address the barriers to fuller inclusion.

Goal #3 Connect the Synod Community with the Wider Church Through Effective Partnerships

Luther continues to appreciate the strong partnership with the Eastern Synod. As an institution of the church, we serve to prepare theologically informed leaders (both lay and rostered) for the church and community. At the same time, we support the synod's mission to the wider community as we nurture collaborative relationships with other faith communities and other community partners.

We continued to partner with the synod to offer the Dubrick Summer Institute. In 2021 we focused on The Power of Words: The Impact of Worship Language on the Marginalized. The keynote speakers were Dr. Kayko Driedger-Hesslein, Claudio Carvalhaes, and El Jones. In 2023 we focused on Re-Examining the Church: Lay Leadership. Rev. Dr. Allen Jorgenson was the keynote speaker with afternoon workshops being offered by Debbie Lou Ludolph, Jonathan Massimi and Sherry Coman.

Luther has continued to benefit from the Face to Faith program. In 2023 we received a \$100,000 donation from St. Matthew's Lutheran Church in Kitchener, ON to be received in installments of \$25,000 for four years. The synod also contributed \$5000.00 to this fund. Currently, the fund is helping to support a Lutheran pastor enrolled in the PhD in Human Relationships to be further prepared to serve their home church, The Evangelical Lutheran Church in Cameroon.

Luther continues to have agreements with 13 sites that offer Supervised Pastoral Education and 37 clinical sites for counselling practicums. These agreements support students to get the professional experience to support their learning to become certified professionals.

Luther co-sponsors with Lutheran Theological Seminary in Saskatoon the online journal Consensus: A Canadian Journal of Theology. Consensus publishes a wide assortment of subject matter that is addressed to a wide constituency. Given the free, online access it supports the synod community to access relevant theological material. It can be accessed [here](#) .

Neta Gear in her role as Executive Director at the Delton Glebe Counselling Centre has developed partnerships with Mt. Zion Lutheran Church in Waterloo, ON, St. John's Kilmarnock School, St. John's Daycare, the Christian Labour Association Centre, the International Student department at Laurier, the

University of Guelph Research Centre and Bridge to Registration and Employment in Mental Health program (BREM). All of these partnerships strengthen the Glebe Centre's relationship within the community to support mental health and wellbeing.

We continue to live into our memorandum of agreement with Earth Charter International as our commitment to caring for all of creation. We have integrated their resources into our worship opportunities, courses and the decisions we make institutionally to live in a more sustainable fashion.

I recently met with Rev. Dr. Kenneth Tsang, President of the Lutheran Theological Seminary in Hong Kong. In our brief meeting we made a commitment to explore what might be possible between our two schools in supporting Chinese pastors to serve a growing Chinese Lutheran population in Canada.

Goal #4 Live as a Healthy Synod

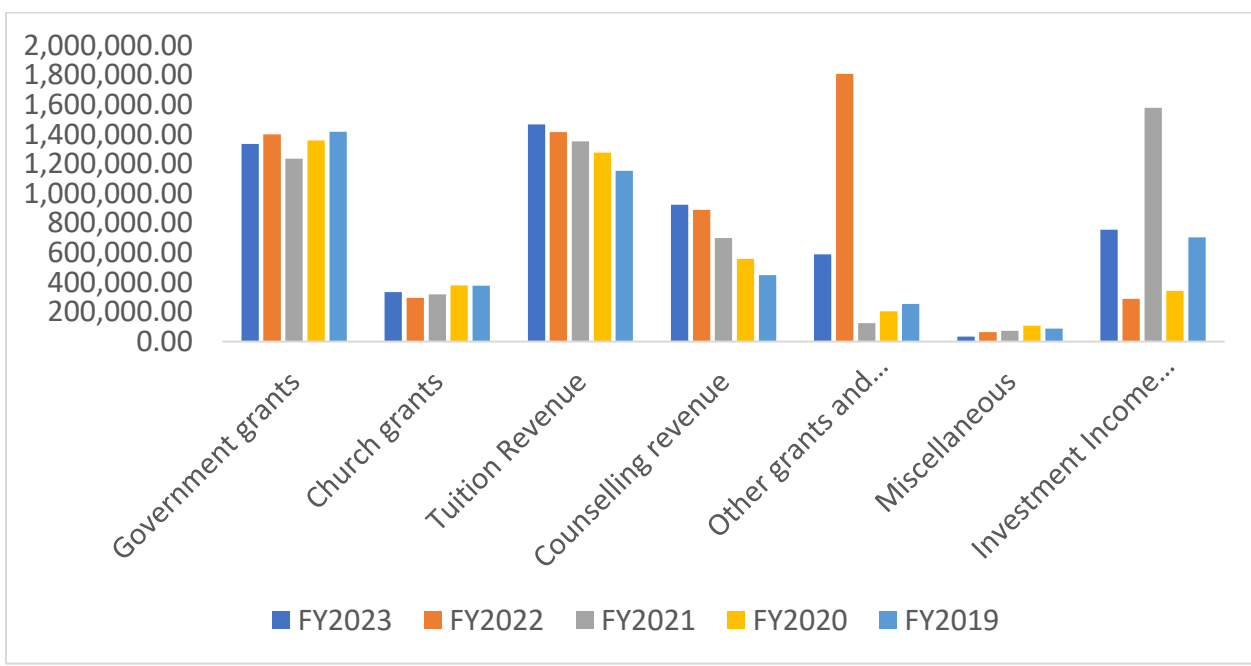
Much of what was noted above supports a healthy synod. The Glebe Centre with its enhanced ability to offer its services virtually and over the phone significantly increases access to people living in more rural or isolated areas. They have also made their workshops and breakfast presentations available virtually. More information can be found [here](#).

We continue to manage our finances responsibly and this supports a healthy synod. We appreciate the generous support from the Eastern Synod. It is a very challenging time in post-secondary education with the 10% cut to government funding and the ongoing tuition freeze. We are very grateful to our donors who continue to support our vision and mission. We are very careful in how we manage our finances so as to honour the intention of the donor. Please see below a summary of Luther's financials over the past 5 years.

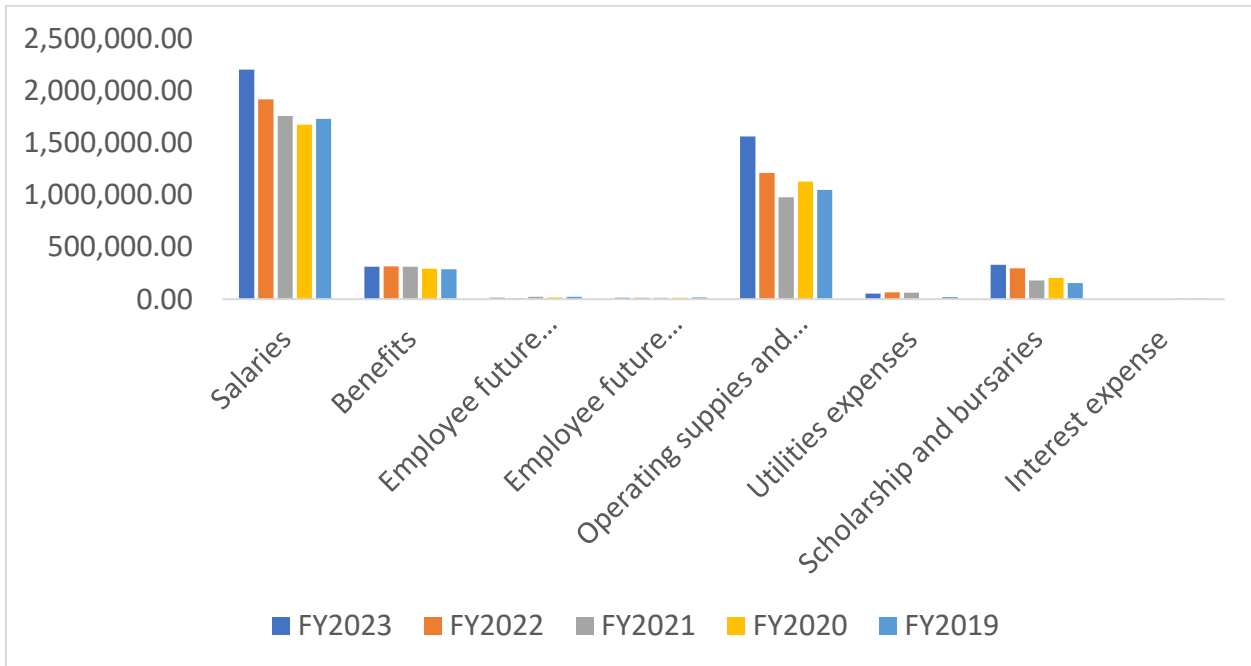
The financial figures in this report are based on Luther's fiscal year (May 1 – April 30).

The historical financials are taken from the audited financial statements.

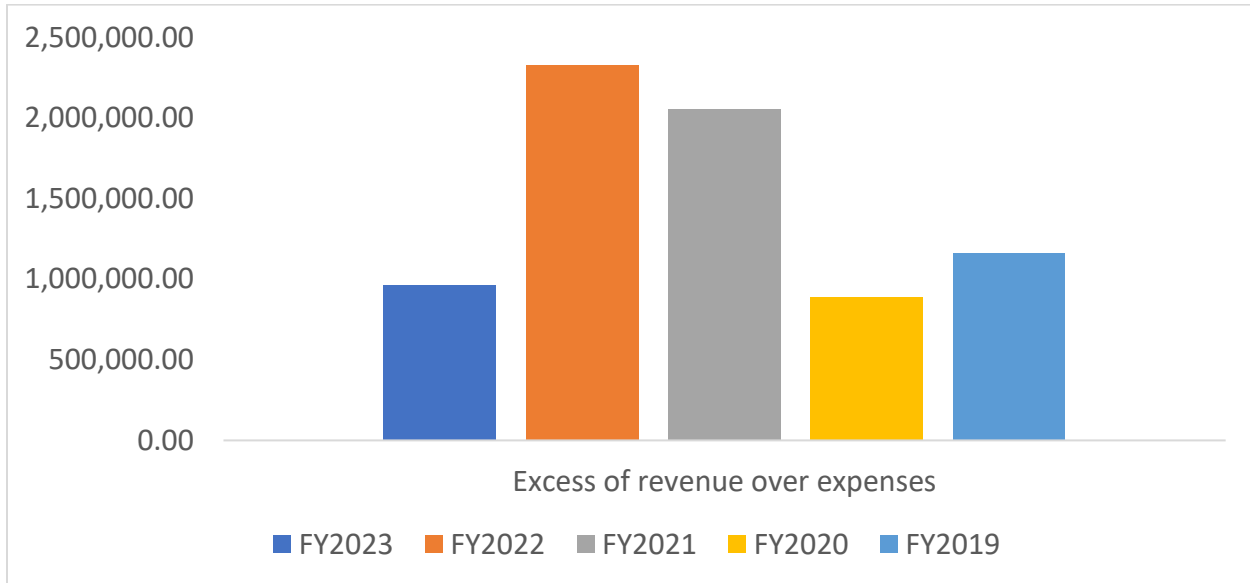
Historical revenue for the previous 5 years



Historical expenses for the previous 5 years



Historical excess of revenue over expenses for the previous 5 years



Highlights of the previous 5 years

- In FY 2022, Luther received land donation from Eastern Synod valued at \$1.6mm.
- In FY2023, Luther received 2 large unrestricted bequests of \$400k.
- The amounts for the employee future benefits are received from the actuaries and Luther has no control over this expense.
- The scholarships and bursaries funded from operations are based on enrollment numbers.

Significance of Synod funding

- Long standing and mutually beneficial relationship between Luther and the Synod.
- Luther has a working partnership with the Synod and we are the school of the Synod.
- Luther is projecting financial loss for the next 5 years.
- There will be a significant negative financial impact to Luther if Synod reduces their annual funding (currently approx. 6.5 % of total revenues).

As I noted in my last report to the synod assembly, we have upgraded the technology in the chapel and are currently learning the ways to integrate technology into the activities at Luther. This has not been without challenges, but we are working with the IT department at Laurier to address these as they arise. We will also be upgrading the Wi-Fi in the building this fall in order to support student learning and access to visitors when they attend events. This upgrade will be approximately \$50,000.00.

Given the increase in student enrollment and Laurier shifting a significant amount of the financial work that they use to do to Luther, three new staff were hired in November 2023 in the areas of student advising, finance and communications. These hires were an attempt to offer a more reasonable workload to the current staff. They have all been busy learning the scope of their work and are integrating well into the staff complement. The addition of these three new staff people is making a difference in workload and also offering some backup to each of the departments. This fall I hired an HR specialist to work on revising the faculty and staff manuals and develop appropriate policies for staff and faculty. She has developed a work from home policy and has met with all staff and faculty to discuss the scope of their work and workload. The added administrative support in the office is also a relief to faculty who have been carrying the majority of responsibilities related to student advising, placements etc. This will allow faculty more time to focus on research and writing. I hope with the additional staff a healthier work environment will be available to all.

Concluding Remarks

Finally, I want to express my deep appreciation for the very capable leadership Heather Main, Dave Schnarr and Penny Smiley have offered as board chairs during the term of this report. Their support has been very important as Luther continues to face the challenges of post secondary education. The other members of the current executive include Pastor Julianne Barlow, Mary Thompson and Anne Schlorff who meet monthly to address the business of the institution. The other board members as noted in Penny Smiley's report also play a very important role in supporting the vision and mission of Luther and I am grateful for their contributions. And I echo Penny's gratitude for Bishop Mike's presence on the board for 26 years. His support of this institution has been crucial, and I am deeply grateful for his support of me as Principal-Dean.

I am very grateful to be able to work with the committed and gifted staff and faculty at Luther. They continue to demonstrate a very strong commitment to the vision and mission of Luther and work hard to support each other and students to be successful. Post secondary education has become much more complex so our ability to work together has been crucial.

I am also very grateful for the Assistants to the Bishop, Revs. Doug Reble, Adam Snook, and Christie Morrow-Wolfe as each in their own way support Luther and its students. To the members of synod council, thank you for the work you do support the church and also the work of Luther. As the only theological school in the synod, I recognize the special relationship we have with the synod and am grateful for the many ways we find to support each other.

Respectfully submitted,

Kristine Lund, PhD

Principal-Dean



Section 11

Eastern Synod Constitution and
Bylaws



Eastern Synod Constitution and Bylaws

CONSTITUTION

EASTERN SYNOD

EVANGELICAL LUTHERAN CHURCH IN CANADA

2021

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ARTICLE I

Name and Incorporation

Section 1. The name of the synod functioning under this constitution shall be the Eastern Synod of the Evangelical Lutheran Church in Canada. For purposes of this constitution and accompanying administrative bylaws, the Evangelical Lutheran Church in Canada is hereby referred to as “this church.”

Section 2. This synod shall be incorporated under the laws of Canada.

Section 3. The seal of the Eastern Synod shall consist of a cross, encircled by the words “Eastern Synod Evangelical Lutheran Church in Canada.” The bishop shall have custody of the seal.

ARTICLE II

Geographic Boundaries

Section 1. The geographic boundaries of this synod shall be as described in the bylaws of this church.

ARTICLE III

Confession of Faith

Section 1. This synod confesses the Triune God - Father, Son and Holy Spirit - as the one true God. It proclaims the Father as Creator and Preserver; His Son, Jesus Christ, as Redeemer and Lord; and the Holy Spirit as Regenerator and Sanctifier.

Section 2. This synod confesses that the gospel is the revelation of God's saving will and grace in Jesus Christ, which he imparts through Word and Sacrament. Through these means of grace the Holy Spirit creates believers and unites them with their Lord and with one another in the fellowship of the Holy Christian Church.

Section 3. This synod confesses the Scriptures of the Old and New Testament as the inspired Word of God, through which God still speaks, and as the only source of the church's doctrine and the authoritative standard for the faith and life of the church.

Section 4. This synod subscribes to the documents of the *Book of Concord of 1580* as witnesses to the way in which the Holy Scriptures have been correctly understood, explained and confessed for the sake of the gospel, namely:

- a. The Apostles', the Nicene, and the Athanasian Creeds as the chief confessions of the Christian faith;
- b. The unaltered *Augsburg Confession* as its basic formulation of Christian doctrine;
- c. *Luther's Small Catechism* as a clear summary of Christian doctrine;
- d. The *Apology of the Augsburg Confession*, *Luther's Large Catechism*, the *Smalcald Articles with the Treatise*, and the *Formula of Concord* as further witnesses to the unaltered *Augsburg Confession*.

ARTICLE IV

Mission

Section 1. The mission of this church, as an expression of the universal Church and as an instrument of the Holy Spirit, is to share the gospel of Jesus Christ with people in Canada and around the world through proclamation of the Word and the celebration of the Sacraments and through service in Christ's name.

Section 2. As the regional expression of the Evangelical Lutheran Church in Canada and in faithfulness to the Lord of the Church, this synod shall facilitate and advance the mission of this church within its territory.

Section 3. This synod shall faithfully support the common work of this church and its international and ecumenical partners.

ARTICLE V

Membership

Section 1. The membership of this synod consists of congregations and synodically recognized ministries that are recognized by this synod in the manner described in the bylaws of this church. Baptized individuals who are members of a congregation or synodically recognized ministry shall exercise their privileges and responsibilities through participation in the congregation or synodically recognized ministry in which they are members.

Section 2. This synod may revoke its recognition of any congregation or synodically recognized ministry in the manner described in the bylaws of this church.

ARTICLE VI

Congregations

Section 1. Every congregation which is recognized by this synod shall have constitutional documents which, in the judgment of this synod council, are in harmony with the constitution and bylaws of this church and of this synod.

Section 2. Every congregation shall support faithfully with prayer, personal service and offerings the common work of this church and of this synod.

Section 3. Every congregation of this synod shall choose a delegate or delegates to represent it at conventions of this synod and at meetings of the area to which the congregation is assigned in accordance with procedures as defined in the bylaws of this synod.

Section 4. The alignment of congregations in parishes shall be subject to approval of Synod Council.

Section 5. Congregations shall have the right to petition this synod, according to procedures set forth in the bylaws.

Section 6. In case of strife and division in a congregation, the congregational council shall seek the advice of the bishop of this synod.

Section 7. When a pastor resigns, the congregational council shall receive the resignation, report it to the congregation and notify the bishop of this synod.

Section 8. A congregation desiring to withdraw from this church must comply with the procedures for withdrawal set out in the bylaws of this church.

Section 9. Should a congregation cease to exist or whose membership so diminish in numbers as to render it impossible or impractical for the congregation to function according to its constitution and bylaws, the bishop of the synod shall arrange a consultation with any remaining members, after which the synod council may deem the congregation defunct. If the congregation is deemed to be defunct, the synod council shall appoint trustees, including where feasible members of the former congregation, who shall take charge and control of the property of said congregation to hold, manage and convey the same on behalf of the former congregation.

Section 10. A lay member of any congregation who is under discipline by his/her congregation may appeal to this synod in the manner described in the bylaws of this synod.

ARTICLE VII

Synodically Recognized Ministries

Section 1. This synod shall maintain a roster of synodically recognized ministries.

Section 2. Synodically recognized ministries may choose a representative to conventions of this synod in accordance with procedures as defined in the bylaws.

Section 3. The approval of this church or a convention of this synod or of its council shall be required for the solicitation of funds from synodically recognized ministries for institutions, agencies and causes of this church.

Section 4. A lay member of any synodically recognized ministry who is under discipline by his/her synodically recognized ministry may appeal to this synod in the manner described in the bylaws of this synod.

ARTICLE VIII

Rostered Ministers - Ordained

Section 1. This synod shall maintain a roster of ordained ministers.

Section 2. The standards of admission and continuance on the roster of ordained ministers shall be defined in the bylaws of this church.

Section 3. An ordained minister shall conduct himself/herself in accordance with the constitution, bylaws and policies of this synod and of this church.

ARTICLE IX

Rostered Ministers - Diaconal

Section 1. This synod shall maintain a roster of diaconal ministers.

Section 2. The standards of admission and continuance on the roster of diaconal ministers of this church shall be defined in the bylaws of this church.

Section 3. A diaconal minister shall conduct himself/herself in accordance with the constitution, bylaws and policies of this synod and of this church.

ARTICLE X

Full Communion Provisions

Section 1. Ordered ministers of churches with which this church has a full communion agreement, who are serving in this church under the provisions of that full communion agreement, shall have the same rights and privileges as the equivalent order of ministry in this church.

ARTICLE XI

Areas

Section 1. This synod shall be organized into areas whose number and boundaries shall be determined by Synod Council.

Section 2. The role of the areas shall be defined in the bylaws of this synod.

ARTICLE XII

Conventions

Section 1. The convention of this synod shall be its highest legislative authority.

Section 2. Conventions of this synod shall be held in accordance with the bylaws and policies of this synod.

ARTICLE XIII

Synod Council

Section 1. Synod Council is the governing body of this synod and shall carry out all functions and responsibilities on behalf of this synod in accordance with the constitution, the bylaws and resolutions of this synod in convention.

Section 2. Synod Council shall consist of the officers of this synod, and members, all of whom shall be members in good standing of congregations or synodically recognized ministries of this synod, elected according to procedures defined in the bylaws of this synod.

ARTICLE XIV

Officers

Section 1. The officers of this synod shall be a bishop, a vice-chairperson, a secretary and a treasurer. The bishop shall be on the roster of ordained ministers of this church. At least two of these officers shall be lay members of a congregation or synodically recognized ministry of this synod.

Section 2. The duties of the officers shall be defined in the bylaws of this synod.

Section 3. Officers, other than bishop, shall be elected by this synod in convention for a term of six (6) years, without term limitation, according to procedures established in the bylaws.

Section 4. The bishop shall serve as chairperson.

Section 5. Synod Council may appoint a replacement officer, with the exception of the office of the bishop, to fill a vacancy between conventions.

Section 6. The recall or dismissal of an officer of this synod shall follow the procedure set out in the bylaws of this church.

Section 7. Assistants to the officers, if and when such positions are created by this synod in convention, shall be appointed by the synod council on nomination by the officer concerned. Such persons may be recalled or dismissed on proper notice by the action of the synod council. They shall be ineligible for membership on the council.

ARTICLE XV

Office of the Bishop

Section 1. The bishop, as the chief executive officer of this synod, has full authority, responsibility and accountability to discharge all duties and obligations of that office as mandated in the constitution, the bylaws and by resolution of Synod Council and convention.

Section 2. The bishop shall be *an ex officio* member of all committees of this synod.

Section 3. The authority to elect and call a bishop shall rest with this synod at a regular convention or a special convention called for this purpose.

Section 4. The bishop shall be elected from the roster of ordained ministers of this church and its full communion partners.

Section 5. The bishop shall be elected by this synod in convention for a term of six years, without term limitation, according to the procedures established in the bylaws of this synod.

ARTICLE XVI

Committees

Section 1. Synod Council shall have authority to establish such committees deemed necessary for the mission of this synod.

Section 2. Terms of reference for, and membership on, any committee shall be defined in the bylaws of this synod or in a policy manual.

ARTICLE XVII

Theological Institution

Section 1. This synod acknowledges its responsibility to maintain a theological seminary within the guidelines provided by this church, to strengthen this seminary spiritually and academically, and to provide for its financial support.

Section 2. The Board of Governors of Martin Luther University College¹, Waterloo, Ontario shall control and manage the seminary and determine its academic and administrative affairs.

Section 3. Terms of reference for, and membership on, the Board of Governors of Martin Luther University College shall be defined in the constitution of Martin Luther University College subject to synod council approval.

ARTICLE XVIII

Bylaws

Section 1. This synod may adopt such bylaws, not in conflict with this constitution, as may be necessary. Such bylaws may be amended at any convention by a two-thirds vote of the delegates present and voting. At least one day shall elapse between first presentation and convention action unless unanimous consent to amend is given.

Section 2. Bylaws relating to convention procedure may be suspended by a two-thirds vote of the delegates present and voting.

ARTICLE XIX

Amendments

Section 1. The Confession of Faith as stated in Article III shall be that of the Evangelical Lutheran Church in Canada.

Section 2. Amendments to this constitution shall be in writing and may be proposed by:

- a. The National Church Council;
- b. The Synod Council;
- c. A congregation of the synod, if such proposal was first approved at a duly called and conducted congregational meeting; or

¹ While the school operates as Martin Luther University College, also known informally as Luther, the institution's legal name remains Waterloo Lutheran Seminary.

- d. Ten convention delegates, representing at least four areas.

Section 3. All proposed amendments must be reported to the convention no later than the first full day of business. The synod council shall make a report and recommendation during that convention on all proposed amendments. Adoption of an amendment shall require passage at this and the next regular convention by a two-thirds vote of the delegates present and voting. Notice of the full text thereof shall be sent to the ordained ministers and diaconal ministers on the rosters, congregations and synodically recognized ministries of this synod at least one month prior to the second reading. Further amendment at the second reading shall require unanimous consent. Such amendments shall be effective upon ratification by National Church Council.

Adopted: June 2014

Last Amended: June 2021

Approved by National Church Council: September 2014, September 2021



Eastern Synod Constitution and Bylaws

BYLAWS

of the

EASTERN SYNOD

EVANGELICAL LUTHERAN CHURCH IN CANADA

2021

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Part I

Offices

Section 1. The registered head office of this synod shall be located in Kitchener.

Section 2. All executive offices shall be located where designated by synod council.

Part II

Organizational Relationships

Section 1. Congregations

- a. This synod shall organize, recognize, receive, release and exclude congregations, and approve or disapprove of the relocation or the merger of congregations within its geographical boundaries.
- b. Congregations may petition this synod according to the procedures set forth in these bylaws. (Synod Bylaws Part V, Section 7)
- c. During a pastoral vacancy, an interim pastor shall be appointed by the bishop after consultation with the congregational council.
- d. A lay member of a congregation who wishes to appeal discipline imposed by his/her congregation on that member shall appeal in writing to the bishop within thirty (30) days after the disciplinary action has been taken. The appellant shall send copies of the appeal to the pastor and to the secretary of the congregation. The bishop shall appoint a special committee to investigate the appeal. The decision of the committee shall be reported to the appellant, the pastor and secretary of the congregation and to the bishop. The decision of the committee shall be final.

Section 2. Synodically Recognized Ministries

- a. Synodically Recognized Ministries are groups and organizations other than congregations who promote and implement the mission of this church.
- b. This synod may organize, recognize, receive, release and exclude synodically recognized ministries within its geographical boundaries.
- c. A lay member of a synodically recognized ministry who wishes to appeal discipline imposed by his/her synodically recognized ministry on that member shall appeal in writing to the bishop within thirty (30) days after the disciplinary action has been taken. The appellant shall send copies of the appeal to the synodically recognized ministry. The bishop shall appoint a special committee to investigate the appeal. The decision of the committee shall be reported to the appellant, the synodically

recognized ministry and to the bishop. The decision of the committee shall be final.

Section 3. Areas

- a. Areas are groups of congregations that work together in mission led by an Area Leadership Team.

Section 4. Area Leadership Teams

- a. The bishop, in consultation with synod council, shall appoint an Area Leadership Team for each area.
- b. The role of the Area Leadership Team is to:
 - i. Assist congregations and ministries within the area to plan, promote and implement the mission of this church;
 - ii. Maintain contact with the Synod bishop;
 - iii. Serve as the Bishop's representative, as requested, at installations, assisting with the call process, and conducting exit interviews;
 - iv. Maintain contact with Synod Mission staff;
 - v. Work with congregational leaders to create mission strategies;
 - vi. Arrange for continuing education opportunities for rostered and lay leaders to support and encourage area mission strategies;
 - vii. Encourage networking and mutual support among rostered and lay leaders;
 - viii. Provide pastoral support to area rostered leaders as required.
- c. Area Leadership Teams shall report to the bishop annually and at other times as requested by the bishop.
- d. Area Leadership Team members shall be appointed for three year terms and are eligible for reappointment. In the event an Area Leadership Team member is unable or unwilling to serve the full term, the bishop may appoint a replacement to complete the term.
- e. The appointment of an Area Leadership Team member may be rescinded mid-term only upon resolution of synod council.

Section 5. Evangelical Lutheran Church in Canada

- a. This synod shall recognize all organizations recognized by the Evangelical Lutheran Church in Canada.

Section 6. Theological Institutions

- a. The ownership of Martin Luther University College shall be vested in this synod.
- b. Synod Council shall appoint members to Martin Luther University College Board of Governors, Waterloo, Ontario, according to the terms determined by the Board and its constitution.

Section 7. Specialized Ministries

- a. This synod may affiliate with specialized ministries such as campus ministries, camps, Lutheran Social Services agencies and health care institutions.
- b. On request of an affiliated institution or agency, synod council may call and install a pastor or chaplain to such affiliated agency or institution.

Part III

Rostered Ministers - Ordained

(Constitution ARTICLE VIII)

Section 1. Ordination of approved candidates shall take place at a time and place designated by the bishop.

Section 2. This synod shall have a call process manual approved by synod council. A congregation wishing to extend a call shall follow the general procedures set out in the call process manual unless otherwise advised by the bishop due to unusual circumstances.

Section 3. Each ordained minister, except those who are retired, disabled, on leave from call, or suspended from pastoral ministry, shall be in possession of a proper call from a congregation, a synod or this church itself. Such a call may be for an indefinite or a specified length of time. Before issuing the call, the calling agency shall consult with the bishop of this synod.

Section 4. A minister shall inform the chair of the congregational council and the bishop immediately upon receipt of a call to another ministry, and shall inform the calling agency and the bishop of any decision made within thirty days unless an extension is granted by mutual consent of all the parties involved. A minister shall terminate an existing call within two months of accepting another call, unless an extension is granted by mutual consent of all the parties involved.

Section 5. When no term is specified, a regular call accepted by an ordained minister to a congregation shall constitute a relationship which may be terminated only for the following causes:

- a. Resignation of the minister;

- b. Disqualification of the minister as a result of discipline;
- c. Division, dissolution or realignment of the pastoral charge;
- d. Incapacity of the minister, either physical or mental;
- e. Continued neglect of ministry by the minister; or
- f. Inability to conduct the ministerial office satisfactorily in a congregation in view of local conditions, without reflection on the moral and spiritual character of the minister.

Where the conditions set out in Section 5 d, e, f, are alleged:

- g. The bishop may appoint an advisory committee of two ordained ministers and two lay members to investigate. Upon the request of the congregational council, or on receipt of a petition signed by at least one-third of the voting members of a congregation, the bishop shall appoint an advisory committee to investigate.
- h. With the concurrence of the congregational council, the bishop may suspend the minister from ministerial duties pending the outcome of the formal proceedings.
- i. The advisory committee shall secure medical testimony to confirm or refute an allegation of physical or mental disability. If incapacity is confirmed, the bishop may, on the advice of the committee and with the concurrence of the congregational council, declare the pastorate vacant. Should the minister be restored to health, the bishop shall take steps to enable the minister to resume ministry in the congregation last served or in another ministry.
- j. The advisory committee appointed to investigate an allegation of neglect of ministry or of local conditions that imperil the well-being of a congregation shall provide an opportunity for all concerned parties to be heard. At the conclusion of the investigation, the bishop shall bring the recommendations of the committee to the minister and the congregation for consideration and action. Such counsel shall be offered in Christian love and is not to be regarded as a disciplinary measure. If the situation cannot be resolved amicably, the minister may resign, or the congregation may terminate the call by a majority vote at a properly called congregational meeting.
- k. The foregoing procedure shall not be invoked when questions of doctrine or morality are involved. Such cases shall be treated as disciplinary matters.

Section 6. An ordained minister shall preach the Word, administer the Sacraments, and conduct public worship in harmony with the faith and practices of the church; shall baptize, confirm and marry in accordance with the teaching of the church and with the laws of the province; shall visit the sick and distressed and bury the dead; shall inculcate piety in individual and family life and provide pastoral leadership to all schools and auxiliary organizations of the congregation; shall install members of the congregational council and, with the council, administer discipline; shall

seek out and encourage qualified persons to prepare for the ministry of the Gospel and strive to extend the Kingdom of God in the community, at home and abroad; and shall encourage the members to be generous in support of the ministry of the congregation, this synod and this church.

Section 7. A minister shall not preach or perform any ministerial act within the parish of another minister except at the latter's request or consent, or visit or perform ministerial acts in a time of a ministerial vacancy, except by invitation of the interim minister or congregational council.

Section 8. The minister shall ensure that the congregation keeps accurate records of membership, baptisms, confirmations, marriages, burials and communicants, and shall report such statistics annually on the forms prescribed by this church. These records shall be certified as being correct by the congregational secretary on the same forms. The congregational records shall remain the property of the congregation.

Section 9. When members move, the minister shall commend them to the ministerial care of the parish in which their new home is located.

Section 10. All ordained ministers serving under call are expected to attend all conventions of this synod.

Section 11. An ordained minister of a church with which the ELCIC has a full communion agreement serving in this synod under the provisions of the full communion agreement shall have the same rights and privileges as an ordained minister of this synod.

Part IV

Rostered Ministers – Diaconal

(Constitution ARTICLE IX)

Section 1. Consecration of approved candidates shall take place at a time and place designated by the bishop.

Section 2. This synod shall have a call process manual approved by synod council. A congregation wishing to extend a call shall follow the general procedures set out in the call process manual unless otherwise advised by the bishop due to unusual circumstances.

Section 3. Each diaconal minister, except those who are retired, disabled, on leave from call, or suspended from pastoral ministry, shall be in possession of a proper call from a congregation, a synod or this church itself. Such a call may be for an indefinite or a specified length of time. Before issuing the call, the calling agency shall consult with the bishop of this synod.

Section 4. A diaconal minister under call shall inform the congregational council and the bishop immediately upon receipt of a call to another ministry, and shall inform the calling agency and the bishop of any decision made within thirty days unless an extension is granted by mutual consent of all the parties involved. A diaconal minister shall terminate an existing call within two months of accepting another call, unless an extension is granted by mutual consent of all the parties involved.

Section 5. When no term is specified, a regular call accepted by a diaconal minister to a congregation shall constitute a relationship which may be terminated only for the following causes:

- a. Resignation of the diaconal minister;
- b. Disqualification of the diaconal minister as a result of discipline;
- c. Division of the pastoral charge;
- d. Incapacity of the diaconal minister; either physical or mental;
- e. Continued neglect of ministry by the diaconal minister; or
- f. Inability to conduct the ministerial office satisfactorily in a congregation in view of location conditions, without reflection on the moral and spiritual character of the minister.

Where the conditions set out in Section 5 d, e, f, are alleged:

- g. The bishop may appoint an advisory committee of two rostered ministers and two lay members to investigate. Upon the request of the congregational council or on receipt of a petition signed by at least one-third of the voting members of a congregation, the bishop shall appoint an advisory committee to investigate.
- h. With the concurrence of the congregational council, the bishop may suspend the minister from ministerial duties pending the outcome of the formal proceedings.
- i. The advisory committee shall secure medical testimony to confirm or refute an allegation of physical or mental disability. If incapacity is confirmed, the bishop may, on the advice of the committee and with the concurrence of the congregational council, declare the position vacant. Should the minister be restored to health, the bishop shall take steps to enable the minister to resume ministry in the congregation last served or in another ministry.
- j. The advisory committee appointed to investigate an allegation of neglect of ministry or of local conditions that imperil the well-being of a congregation shall provide an opportunity for all concerned parties to be heard. At the conclusion of the investigation, the bishop shall bring the recommendations of the committee to the

minister and the congregation for consideration and action. Such counsel shall be offered in Christian love and is not to be regarded as a disciplinary measure. If the situation cannot be resolved amicably, the diaconal minister may resign, or the congregation may terminate the call by a majority vote at a properly called congregational meeting.

- k. The foregoing procedure shall not be invoked when questions of doctrine or morality are involved. Such cases shall be treated as disciplinary matters.

Section 6. All diaconal ministers serving under call are expected to attend all conventions of this synod.

Part V

Conventions

(Constitution ARTICLE XII)

Section 1.

- a. The regular conventions of this synod shall be held in the year preceding regular national conventions.
- b. Conventions may occur by a telephonic, electronic or other communication facility that permits all participants to communicate adequately with each other during a convention. Any person entitled to attend the convention and participating in the convention by means of such means is deemed to be present at the convention. Any person participating in a convention who is entitled to vote at that convention may vote by means of any telephonic, electronic or other communication facility that the Synod has made available for that purpose.

Section 2. The secretary shall publish the time and place of each regular convention at least three (3) months in advance. The secretary shall make available a bulletin of reports to all voting members at least thirty (30) days before each regular convention.

Section 3. The voting membership of conventions shall consist of:

- a. One lay delegate from each congregation and, from congregations having more than four hundred (400) baptized members, one lay delegate for each additional four hundred (400) baptized members. An alternate may act in the stead of a delegate who is unable to attend provided notice is given to the secretary five (5) days prior to the commencement of convention;
- b. Rostered ministers serving under call or appointment in this synod;

- c. Lay members serving under appointment in this synod;
- d. Lay members of synod council; and
- e. Six (6) youth delegates appointed by synod council.

Section 4. One-third of the registered convention delegates shall constitute a quorum.

Section 5. Seat and voice at regular and special conventions shall be granted to:

- a. The Bishop of the Evangelical Lutheran Church in Canada and such other official representatives of this church as may be designated by National Church Council;
- b. Representatives chosen by synodically recognized ministries of this synod;
- c. Official guests, upon invitation of synod council.

Section 6. All arrangements for worship services or public meetings shall be made in consultation with the bishop.

Section 7. Congregations may petition this synod in convention by submitting the petition in writing to the secretary of this synod for inclusion in the bulletin of reports. If the petition is too late for inclusion in the bulletin of reports, the secretary shall deliver the petition to the Reference and Counsel Committee for presentation to the convention.

Section 8. During the first sitting of each regular convention, the bishop shall announce the members of the Committee of Reference and Counsel, the Committee on Nominations and any other committees that Synod Council may deem necessary. Duties of all convention committees will be described in a convention manual.

Section 9. Special Conventions for specified purposes shall be called by the bishop of this synod within ninety days of receiving in writing a request for such a convention from:

- a. Synod council by at least a two-thirds majority vote; or
- b. One-fifth of the congregations of this synod and one-fifth of the rostered ministers serving under call or appointment.

Section 10. The secretary shall give written notice of a special convention to each congregation, each rostered minister serving under call or appointment, and to each synodically recognized ministry, and shall publish the same at least thirty days prior to the opening date of the special convention.

Section 11. The voting members at a special convention shall consist of:

- a. Lay delegates who were seated in the preceding regular convention provided that they have not been disqualified by termination of membership in the congregation they represented. Vacancies in the lay delegates shall be filled by the congregations

affected at a regular or specially called congregational meeting. Vacancies thus filled shall be reported to the secretary of the synod not less than five days before the special convention;

- b. Lay members of the current synod council;
- c. Rostered ministers serving under call or appointment in this synod at the time of the special convention; and
- d. Youth delegates who were seated in the preceding regular convention. Vacancies in youth delegates shall be filled by synod council.

Section 12. Nominations and Elections

- a. The Committee on Nominations shall nominate two persons for each position to be filled by election except for the officers of the synod. Additional nominations may be made from the floor for all elections for which the nominations are made by the Committee on Nominations.
- b. The Committee on Nominations shall provide the following information for each nominee: area, church/community involvement and vision for the church.
- c. All elections shall be by ballot. In all elections, except for the officers of synod, a majority of the votes cast on any ballot shall elect. If an election does not occur on a first ballot for any position except that of the bishop and vice-chairperson, voting on the second ballot shall be limited to the two persons per position receiving the highest number of votes cast on the first ballot. In the case of a tie vote, the tie being substantiated by recount, another election shall be held with only the names of the candidates whose votes were equal on the ballot.
- d. The election of bishop and vice-chairperson of this synod shall proceed in this order without oral nominations. If the first ballot does not result in election, it shall be considered a nominating ballot.
- e. The nomination of the treasurer and secretary shall be made by synod council and elected by majority vote.
- f. Balloting for bishop and vice-chairperson shall proceed as follows:
 - i. On the first ballot for bishop and vice-chairperson, three-fourths of the votes cast shall elect. Thereafter, only such votes as are cast for persons who have received votes on the first or nominating ballot shall be valid;
 - ii. On the second ballot, two-thirds of the votes cast shall elect. If the second ballot does not result in an election, voting shall be limited to the four persons receiving the highest number of votes cast;

- iii. On the third ballot, a majority of the votes cast shall elect. If the third ballot does not result in an election, voting shall be limited to the three persons receiving the highest number of votes cast;
- iv. On the fourth ballot, a majority of the votes cast shall elect. If the fourth ballot does not result in an election, voting shall be limited to the two persons receiving the highest number of votes cast;
- v. On the fifth ballot, a majority of the votes cast shall elect.
- g. The result of each ballot in every election shall be announced in detail to the convention.
- h. The terms of all elected persons, other than the bishop, shall commence immediately after synod convention. The term of the bishop shall commence on the first day of the third month following election.

Section 13. In order to provide representation to national church convention, this synod shall elect the number of delegates as defined in the Administrative Bylaws of this church.

Section 14. The convention procedures shall be published in a convention manual approved by synod council.

Part VI

Synod Council

(Constitution ARTICLE XIII)

Section 1. The membership of synod council shall be the officers of the synod together with twelve (12) additional members consisting of an equal number of rostered ministers serving under call or appointment and lay persons. These additional persons representing a variety of separate regions shall be elected by the convention to serve a maximum term of six years, with no eligibility of renewal, with half of the council retiring at each regular convention. However, a term of less than 24 months shall not be deemed to be a term of office for this purpose.

Section 2. Synod council shall:

- a. Plan, coordinate, supervise and evaluate the activities of this synod in carrying out its mission and ministry, including development of appropriate policies for synod council;
- b. Be the directors of the corporation and trustees for this synod;
- c. Issue letters of call to rostered ministers who are officers or staff officials of this synod, or who are called to special service, as required;

- d. Determine the time and place for each convention and prepare its proposed agenda and programs;
- e. Recommend annual budgets to the regular conventions;
- f. Report its actions to the regular conventions;
- g. Set the salaries of the bishop and staff of this synod;
- h. Fill vacancies until the next convention except as otherwise provided;
- i. Determine the fact of the incapacity of an officer of this synod according to the procedures in the bylaws of this church; (ELCIC Bylaws Part XI)
- j. Approve candidates for call, ordination and admission to the rosters of ordained and diaconal ministers;
- k. Appoint a committee on nominations;
- l. Appoint all committees for which there is no other provision;
- m. Carry out duties in good faith with a reasonable degree of diligence, care, and skill;
- n. Expect the same standard of conduct from lay and rostered members;
- o. Make and enforce its own policies, including the discipline of its members; and
- p. Perform such additional duties as prescribed in the constitution, the bylaws, or by resolutions of this synod in convention.

Section 3. Synod council shall hold at least two meetings annually. Synod Council members may participate in a meeting of the council by means of a telephonic, electronic or other communication facility that permits all persons participating in the meeting to communicate adequately with each other. Each council member participating in such a meeting by such means is deemed to be present at the meeting.

Section 4. Special meetings of the synod council may be called by the bishop or vice- chairperson of this synod when circumstances warrant.

Section 5. A majority of the members of synod council shall constitute a quorum.

Section 6. Every member of synod council and officer and their heirs, executors and administrators and estate and effects, respectively, shall from time to time and at all times be indemnified and saved harmless out of the funds of this synod and this church from and against all costs, charges and expenses whatsoever that any such member or officer sustains or incurs or about any action, suit or proceeding that is brought, commenced or prosecuted against any of the aforementioned for or in respect of any act, deed, omission, matter or thing whatsoever made, done or permitted by them in or about the execution of the duties of their office; and all

other costs, charges and expenses that any sustain or incur in or about or in relation to the elected position to synod council or office of this synod, except such costs, charges or expenses as are occasioned by their own wilful neglect or default.

Part VII

Duties of the Synod Officers

Section 1. The bishop of this synod shall:

- a. Provide pastoral leadership and counsel to ordained and diaconal ministers, congregations, synodically recognized ministries and areas of this synod;
- b. Ordain approved candidates for ministry, consecrate approved candidates for diaconal ministry and provide for the installation into office;
- c. Oversee the call process as outlined in the Call Process Manual;
- d. Attest to all official documents of this synod as may be required;
- e. Appoint the synod archivist/necrologist to maintain historical records on behalf of this synod;
- f. Convene and preside over conventions of this synod and meetings of synod council;
- g. Report to synod council and the synod convention all significant matters affecting the mission and ministry of this synod; and
- h. Perform other duties as prescribed in the constitutions and bylaws of this church and this synod, and the synod council governance and policy manuals. (ELCIC Constitution Article XIII, ELCIC Bylaws Part X, Section 1; Synod Constitution Article XV)

Section 2. The secretary shall:

- a. Oversee all secretarial and record keeping duties on behalf of this synod; and
- b. Perform additional duties as prescribed in the synod council governance and policy manuals.

Section 3. The treasurer shall:

- a. Oversee all financial affairs and accounts of this synod, including deeds, mortgages, contracts, trust funds, investments, etc.;
- b. Be bonded under the fidelity coverage provided by this synod; and
- c. Perform additional duties as prescribed in the synod council governance and policy manuals.

Section 4. The vice-chairperson shall:

- a. Convene the synod council to provide for the discharge of the bishop's duties in the event of the resignation, incapacity or death of the bishop, pending the election of a new bishop at the next regular or specially called synod convention; and
- b. Perform additional duties as prescribed in the synod council governance and policy manuals.

Section 5. The Officers may hold meetings between Synod Council meetings, operating according to a policy as approved by Synod Council.

Part VIII

Standing Committees

Section 1.

- a. Standing committees of this synod will have continued existence, formed to do their assigned work on an ongoing basis.
- b. No person shall be a member of more than one standing committee at the same time.
- c. Standing committees shall be accountable to synod council and shall report to council through the office of the Bishop.

Part IX

Theological Institutions

(Constitution ARTICLE XVII)

Section 1. The property of Martin Luther University College, both real and personal, shall be held by the board of governors in trust for and under the guidance of the Eastern Synod.

Section 2. Financial support for Martin Luther University College shall be determined by a process of consultation between the board of governors and synod council.

Section 3. The board of governors shall make a report to each regular convention of this synod.

Part X

Financial Matters

Section 1. The fiscal year and the budget year of this synod shall be the calendar year.

Section 2. The annual budget and financial reports of this synod shall reflect the entire range of its activities. The income listed shall include support from all sources.

Section 3. Each budget shall approve an amount for contingency not to exceed 7% of the budget.

Section 4. There shall be an operating reserve, determined by the synod council, of no more than 15% of the following year's budget.

Section 5. Representatives of synod council shall meet with representatives appointed by National Church Council to agree upon the synod's commitment goal for support of the budget of this church during the next fiscal year. These representatives shall recommend for approval by Synod Council and National Church Council the amount of support to be transmitted through this synod to this church.

Section 6. Special appeals to congregations for the raising of funds shall require the consent of the convention or synod council.

Section 7. The financial accounts of this synod shall be submitted annually for audit to a professionally designated accountant named by synod council.

Adopted: July 2012

Last Amended: June 2014; June 2016; June 2018; June 2021

Approved by National Church Council: September 2021