



Eastern Synod Assembly 2021

Assembly 2021

Bulletin of Reports



Eastern Synod
of the Evangelical Lutheran Church in Canada

Friday, June 25, 2021
to
Saturday, June 26, 2021

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Section 1

Assembly Proceedings



Agenda



Glossary of Terms and Acronyms



AGENDA

Thursday - June 24, 2021

1:00 pm Synod Council

Friday - June 25, 2021

SESSION ONE

9:00 am *Welcome and Delegate Orientation*

9:30 am Opening Worship / Opening of Assembly

10:00 am 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 2018 Assembly
- Appointment of Assembly Committees
- Reports of the Ministry Area Deans

Adoption of Agenda

10:10 am Report of the Bishop

10:40 am Report of Synod Council

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

10:45 am Break

11:15 am **Special Order**

Report of the Treasurer

- 2018 - 2020 Financial Review
- 2021 - 2024 Budget Overview

11:45 am Report of Nominating Committee

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

12:00 pm Prayer and Adjourn for lunch break

SESSION TWO

1:00 pm Report of the Committee on Elections

- Second Ballot - Election of Delegates to ELCIC National Convention (if required)
-

- 1:15 pm **Special Order**
The Rev. Susan C. Johnson
National Bishop, Evangelical Lutheran Church in Canada
- 1:45 pm **Report of Canadian Lutheran World Relief**
Rev. Dr. Karin Achtelstetter
Executive Director, CLWR
- 2:00 pm **Report of the Committee on Elections**
• First Ballot - Synod Council
- 2:15 pm **Report of Synod Council (Continued)**
Note: All non-germane motions must be in the hands of the Secretary at this time.
- 2:45 pm **Greetings from our Global Mission Companions**
The Rev. Conrad Plummer
President, Evangelical Lutheran Church in Guyana
- 3:00 pm **Break**
- 3:30 pm **Report of the Committee on Reference and Counsel**
- 4:00 pm **Report of the Committee on Elections**
Second Ballot - Synod Council
- 4:10 pm **Report of the MLUC Board of Governors**
- 4:30 pm **Recognition of those celebrating significant anniversaries of ordination**
Presentation of Eastern Synod Leadership Awards
- 5:00 pm **Closing Prayers/Worship**
- 5:15 pm **Break for Supper**

SESSION THREE

- 6:30 pm **Theme Presentation**
- 8:00 pm **Closing Prayer and Adjournment**

SESSION FOUR

Saturday - June 26, 2021

- 8:30 am Opening Prayer/Worship
- 8:45 am Report of the Committee on Reference and Counsel
- 9:30 am **Theme Presentation**
- 10:30 am **Break**
- 11:00 am **Reflections from our Global Mission Companion**
The Rev. Ibrahim Sami Azar
Bishop, Evangelical Lutheran Church in Jordan and the Holy Land
- 11:15 am Report of Synod Council (Continued)
2021 - 2024 Budget
- 12:00 pm Adjourn for lunch break

SESSION FIVE

- 1:30 pm Opening Prayer/Worship
- 1:45 pm Report of the Committee on Reference and Counsel
- 2:30 pm **Theme Presentation**
- 3:30 pm **Break**
- 4:00 pm *Closing Worship*
- 4:30 pm *Adjournment of Synod Assembly 2021*

EASTERN SYNOD of the Evangelical Lutheran Church in Canada

Glossary of Terms and Acronyms

ACC – The Anglican Church in Canada

A full communion partner of the ELCIC.

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

CECF – Church Extension Capital Fund

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

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

Our international Companion Synod.

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).

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.

ELFEC – Evangelical Lutheran Foundation of Eastern Canada

The Foundation's 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.

ES – Eastern Synod

The geographical area under the jurisdiction and pastoral care of the Synodical Bishop. 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 185 congregations and close to 300 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.

LWF – Lutheran World Federation

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

MLUC – Martin Luther University College

One of the two seminaries affiliated with 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.

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**).

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 National Bishop.

Synod Assembly/Synod Convention

This is the gathering of lay and rostered delegates who meet in Assembly every two 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, Reference and Counsel, and Minutes.

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 three-year terms.

The Eastern Synod Lutheran – TESL

This is the Eastern Synod's "newsletter."

Appendix A – House Rules -A set of rules that governs the proceedings of the Assembly

- | | |
|-----------------------------|--|
| <i>Agenda</i> | <ol style="list-style-type: none">1. Special Orders shall have precedence over other matters on the agenda.2. 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.3. An address from the Bishop shall be in order at any time. |
| <i>Speaking to a Motion</i> | <ol style="list-style-type: none">4. When any delegate wishes to speak, the delegate shall indicate as such by typing their name into the chat function.5. 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.”6. 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.7. When a delegate is speaking, no other delegate shall interrupt except to raise a point of order.8. 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.9. Any delegate may request, at any period of the debate, that the motion under discussion be read for his/her information. |
| <i>Amendments</i> | <ol style="list-style-type: none">10. 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.11. 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. |
| <i>Subsidiary</i> | <ol style="list-style-type: none">12. When a question is under consideration, no other motion shall be received |

motions

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.

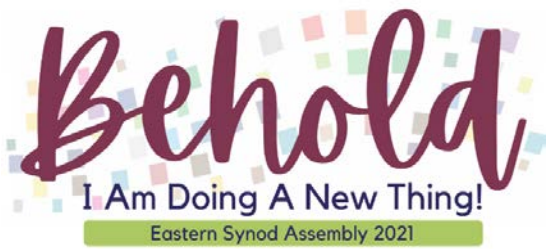
13. Motions to postpone or table, whether to a specified time or indefinitely, shall be admissible according to the following understanding:
 - (a) A motion to postpone indefinitely may have two purposes:
 - i. to cancel a motion without a determinative vote;
 - ii. to take a “straw” poll to determine 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

14. When any question is about to be put to vote, delegates shall remain at their device, and shall not retire until such motion is disposed of.
15. 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*

16. 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 2022 National Convention**

Section 2 – Reports of Assembly Committees

Report of the Nominations Committee

Committee Roster

Karen Bjerland, Cathy Calvin, Rev. Martin Giebel, Rev. Wendell Caron Grahlmán,
Rev. Rick Kwiatkowski, Rev. Hilla Lahtinen, Rev. David Malina, Rev. Martin Malina,
Rev. Dr Kimberllynn McNabb, Rev. Thomas Mertz, Rev. Brad Mittleholtz, Rev. Suzanne Nevile,
Rev. John Polacok, Rev. Dr. Michael Pryse, Rev. Tanya Ramer, Rev. Julio Romero, Rev. James Slack,
Rev. Sylvia Swiatoschik, Rev. Bruce Thompson, Rev. David Tin, Rev. Stephen Weber, Rev. Robert Wiesner

Nominations for Synod Council

Lay Persons (Three to be elected) Term 2021 – 2024

Anne Drouillard
Susan Dupuis
Dorothy Emerson
Robert Murphy Jr
Judy von Wahl
Daniel Whittall

Rostered Persons (Three to be elected) Term 2021 – 2024

Rev. Anne Anderson
Rev. Patricia Dorland
Rev. Katherine Gohm
Rev. Jeff Laustsen
Rev. Charlie Nolting
Rev. Jordan Smith

Lay Persons (Three to be elected) Term 2021 – 2027

Selina Broadshaw
Christine Hulan
Gwenanne Jorgenson
Holly Rasmussen
Emily Savage
Mark Weingartner

Rostered Persons (Three to be elected) Term 2021 – 2027

Rev. Jonah Bruce
Rev. Mavis Fung
Rev. Jennifer Hoover
Rev. Leena Jensen
Rev. Brooklynn Lane
Rev. Seth Perry

Biographical Data for Nominees to Eastern Synod Council

Lay Persons (Three to be elected) Term 2021 – 2024

Anne Drouillard

Ministry Area

Thames

Why are you interested in serving on Synod Council?

I am excited to continue to learn about the synod and the wider church. I'm hoping that my involvement will benefit members at Trinity to realize the importance and work that the ELCIC and the National church does in the world.

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

I have served as chair of Church council, as well as serving on a number of committees including Mutual Ministry, Worship and Music, Rise Up (our incarnation of In Mission for Others'), hospitality, memorial, and 90th anniversary. Also co-treasurer and choir member. I am currently the volunteer organist and still serving on church council. In the past I have volunteered at an elementary school, at the local hospital and the blood donor clinic. I work part-time for the city as a hostess at a historical city building. All this keeps me interacting with many people in many different ways. While in person worship is suspended, I deliver hard copies to our members who do not have computers.

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

My parents raised me at Trinity and I have been enjoying worship there all my life. As a retired teacher I bring organizational skills as well as creative and imaginative problem solving talents. I try to help people reach consensus through new and innovative solution-building ways. I believe I have good people skills that help me accomplish this.

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

I am hopeful that we continue to work together to share ideas, thoughts, and strategies. I am excited to be able to continue to learn about the different processes to broaden my perspectives.

Susan Dupuis

Ministry Area

Ottawa Valley

Why are you interested in serving on Synod Council?

Covid19 has forced many of us to look for different ways of "doing church". It has opened our minds to new possibilities. As the church membership declines it is the right time to take an even closer look at where we are going and how we will look when we get there. Our personal lives change continually yet we have a hard time letting the life of the church change. It is time to look forward in what will likely be a new way while maintaining our roots. Challenging but also exciting. I would like to be a part of the brainstorming, planning and implementing so that I can continue to belong to a vibrant church.

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

I have been a life long member at Zion in Pembroke. I have taught Sunday school, been responsible for the teams of counters of our offerings, chaired the Worship and Music committee, been a youth leader and for the past 3 years I have been the Chairperson of Church Council. I worked for the Co-operators Insurance company for 40 years. During that time, I was involved in sales and service,

claims, supervising of staff and data analysis. I am presently a volunteer at our local Covid 19 Vaccine clinics.

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

I like change. This is important in today's world. I have been involved in implementing large change initiatives at work and can be sensitive to how difficult it can be for others. I have, over time, learned how important communication is and how and when to share information. I have been involved in strategic planning and forward thinking. I do not have great technical knowledge but I leave that to others who do. We can work together on achieving our goals.

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

I see the decline of our membership. I see how we are losing our life long members due to age. As great a concern is the loss of our young families. It is so important that we be able to reach this second group. Without them we will not be able to sustain our wonderful church. I know that there are answers to keeping these families and bring in others like them. With God's help we will create plans, make the changes and see a strengthening of our church once again.

Dorothy Emmerson

Ministry Area

The Bay

Why are you interested in serving on Synod Council?

To learn more about how the church operates at the Synod level so I can help our congregation understand the importance of supporting the Synod. To help bring the Church into the future.

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

Served on Education Committee; 15 years on Worship Committee – several terms as Chair; many years administrative work with Scouts Canada; team supervisor with Canadian Blood Services

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

Ability to work collaboratively; good problem solving skills; strong willingness to learn; strong desire to help the church lead into the future

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

Concerned about the church being relevant for future generations, as well as young people even today; also to be more relevant and bring gospel to broader community.

Robert Murphy Jr

Ministry Area

Ottawa Valley

Why are you interested in serving on Synod Council?

I would like to increase my involvement with the wider church.

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

Served on various church committees (most recently, the visioning committee), past camp counsellor at Camp Lutherlyn, past volunteer work in wider community as part of a legal aid clinic. Education

background in law and engineering, will be called to the bar of Ontario as a lawyer on Apr 29/21.

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

Proficiency in and passion for finances, by-laws, and other legal and operational aspects of church business. Results driven and action oriented.

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

Concerned for the wider church's ability to remain sustainable and relevant in an ever-changing, fast-paced world. Hope to see a church that continues to embrace positive change and sustainable growth to meet the needs of our diverse communities and ensure its relevancy in the world while remaining steadfast in God's word.

Judy von Wahl

Ministry Area

Atlantic

Why are you interested in serving on Synod Council?

I have served for one 3yr term and feel that I have more to offer and am familiar with how Synod Council works.

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

I have been the chair-person for my church council, assisted in the creation of The First Lutheran Community Parish in Lunenburg County NS. I am active in worship leadership including preparing sermons and leading worship. I have been a member in several congregations in Both Ontario and N.S. Some have been small and others larger. I was an active part of the Lutheran Student Movement and part of the executive.

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

I am interested in helping the church evolve and do ministry differently than before, Covid has taught us that Sunday morning in person worship is not the only way to worship. I am passionate about racial/sexual orientation/multi-faith issues. As a church we must address these issues in our midst and in the communities outside our churches.

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

I am concerned about how the church is becoming "older" we need to have a church that is relevant to younger people, we need to work at keeping the youth engaged in the local church and the wider church. I am pleased with how the church has adapted with the changes from Covid-19. The use of internet technology has been challenging but has also brought many together. We need to continue using these and newer technologies to reach the wider community.

Daniel Whittal

Ministry Area

Thames

Why are you interested in serving on Synod Council?

I am always interested in heeding God's call to service, and if I can be of service in this capacity, I would be thrilled to participate in the leadership of this exciting organization.

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

I have been involved in church leadership for most of my adult life, and I have served on boards of various charities. As a lawyer, I regularly work with various charitable and not-for-profit clients.

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

I am a thoughtful listener, and I enjoy conceiving and developing new ideas. I am able to catch a "big picture" vision and help bring that into reality by working with others to develop a cohesive plan.

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

I am concerned to see the Eastern Synod continue its vision of love and service it shares the Good News. I believe this can be accomplished - but the manner in which we do so is crucial in this changing world.

Rostered (Three to be elected) Term 2021 – 2024

Anne Anderson

Ministry Area

Two Rivers

Why are you interested in serving on Synod Council?

I believe it is important to support the work of our wider community and church and this is one way I can do that.

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

Working with the wider community through Luther, interest in partnerships and leadership work.

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

Creative, collaborative, kind and willing to try and fail and try again.

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

As we navigate this new reality post COVID how do we seek to preach the gospel and love one another.

Patricia Dorland

Ministry Area

Northern

Why are you interested in serving on Synod Council?

I am hopeful my broad life experiences will be of benefit to the Synod for the next triennium. I believe as a Church moving into a post COVID time, the Church will need to consider new ways of being Church.

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

My life as a Christian has involved education and training, pastoral and sacramental ministry at the community level with a focus on reaching out into the broader community. I am involved with Finance at a regional level.

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

Having worked for many years in an accounting firm, I have acquired skills for organization and meeting deadlines. I have an analytical mind. At the same time, working in a Christian setting I work out of a Gospel message framework. I am particularly interested in post COVID dynamics as the Church moves forward.

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

The hopes I have for the Synod are a church able to reach out across artificial borders as they minister to all in the communities where they are present physically. To speak out for justice, reconciliation and evangelism to a spiritually hungry society of seekers young and old.

Katherine Gohm

Ministry Area

Thames

Why are you interested in serving on Synod Council?

Though a challenging time to be the church, it is also an exciting time, a time of opportunity and renewal.

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

Parish pastor for fifteen years. Director of Public Policy for five years. Advisor to the Lutheran World Federation council and Assembly Planning Committee member for LWF's Assembly 2023.

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

I have served the wider church now in a couple of capacities. I bring that word and vision with me, seeing the bigger picture and how strong, responsive institutions work in mission and support.

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

This is the time for re-visioning, reimagining ourselves as a diverse, responsive, fluid and strong church, approaching the world with humility and courage, not easy but possible.

Jeff Laustsen

Ministry Area

Nith Valley

Why are you interested in serving on Synod Council?

I have been blessed to serve for many years as a pastor in both the ELCA and ELCIC, and in the course of these years I have served on many synodical councils and committees. It would be my privilege to serve on the Synod Council of the Eastern Synod and share both my experience and commitment to the work of our synod in these challenging and inspiring times.

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

I served on the Synod Council of the New Jersey Synod during my time in my home state, and was also involved in synod assembly planning and worship. In the Metropolitan New York Synod, I served as conference dean for nine years and as a member of the synodical diaconate council. In the Eastern Synod I have also served as a conference dean and as chairperson of the Parish Life Committee. I am the current president of the Stratford and District Council of Churches and am a member of the Leadership Team of the Nith Valley Ministry Area. I have sung in several community and church choirs

and performed in community theatre in Niagara Falls and Stratford.

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

My broad experience in life and in the church has given me an opportunity to experience the church in its many expressions, and this has been a gift that has blessed me in my parish ministry and work in the wider church. I have gained administrative skills in my work in the community, and always seek to work in partnership with persons in other congregations in the community and synod. I remain interested in strengthening our synodical ministries and partnerships throughout the Eastern Synod and with partners in other faith traditions.

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

My hopes for the Eastern Synod is that it works to become a more inclusive and hospitable synod that actively seeks to welcome all persons into our life and ministry. We are living in a time of great change and uncertainty, but I am convinced that there is a bright future for our synod and its congregations as we seek to share the good news of Jesus Christ with all people, and step forward in courage to be transformed into a church that will truly make a difference here in Canada and around the world.

Charlie Nolting

Ministry Area

Northern

Why are you interested in serving on Synod Council?

Our congregations are not local entities all on their own, which means that serving on Synod Council is an opportunity to be of service to the wider church, as well as being a voice for congregations in Northern Ontario as well as across the Eastern Synod.

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

Being a parish pastor since 1996, with 5 interim ministries on top of regular duties has given me the view of a wide range of congregations including successfully merging congregations on 2 separate occasions. I have also served on a range of committees:

Outdoor ministry committee member

Chair of the Upper Valley Cluster

Chair of the Eganville & Area Ministerial

Lutherlyn Camp & Conference Center board member

Ottawa St. Lawrence Conference Council member

Queens Rural Ministry Advisory Committee

Planning for 500 North; a 2 day event commemorating the Reformation; Chair of Registration

Involvement in the planning and implementing of Synodical Youth events 1985 & 1999, as well as congregational youth camps.

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

I bring to the table a wide range of congregational experience, as well as committee work experience. I would describe myself as diplomatic, and eager to try new avenues to increase the spread of the gospel message.

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

How do we better make use of the internet and the sharing of gifts as tools for reaching out to the wider society across the Synod?

Fostering ties with other denominations.

Shrinking congregations, improving re-alignment/merger techniques, and exploring how the Eastern Synod can further assist and enable congregations to re-energize and remain relevant in their communities.

Jordan Smith

Ministry Area

Central Toronto

Why are you interested in serving on Synod Council?

It is important for rostered and lay leaders to participate in the wider church and synod council is one of those ways that allowed me to be involved as a lay person in the past and now hopefully as a rostered member. I view Synod Council as an important bridge between our congregations and the synod office, and I enjoy being part of the body that listens to what's happening in our ministry areas and then discussing that with a wider pool of people.

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

CLAY Planning Team (2010, 2012, 2014, 2020, 2022) - Working with leaders from across the country to coordinate planning a national church event

Synod Council (lay, 2014-2018) - Serving on Synod Council and working with the Legal and Constitutional Committee

Recently ordained (December 2020) - During seminary I participated in a wide variety of expressions of church during placements and internship

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

I was raised in the Lutheran church, so I bring all of those experiences (good and bad) to any conversation. At the same time, I am not afraid of learning from other faith communities about what structures and/or formation systems are effective for them. This carries over to my interest in working on governance structures - I would like to support what exists but also search for ways to improve and/or change them.

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

1) We need to continue thinking about new ways of being a church. This will affect our property, our leadership structure, and the participation of all people. We will need to continue adjusting to the reality of unsustainable buildings and fewer people entering rostered ministry.

2) Congregations' responses to the pandemic demonstrated the variety of core theological beliefs across our synod. The synod will need to continue working with the ELCIC on exploring these issues (such as mediated worship and sacramental theology).

Lay Persons (Three to be elected) Term 2021 – 2027

Selina Broadshaw

Ministry Area

Central Toronto

Why are you interested in serving on Synod Council?

I want to be among Christians who want not only to be served, but to serve, share, and engage in missions for the future of the church.

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

I have been an active part of the Church Council at Redeemer Lutheran since 1982, serving in a variety of capacities. I have volunteered at Out of the Cold - All Saints Kingsway for over 25 years. I also teach Sunday School, lead the youth group, am part of the refugee committee, and serve as an engaged community leader.

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

I have worked with all different kinds of people, from all different walks of life for decades, and have worked to support them by listening, understanding, and accommodating, in many different circumstances. This will enable me to help in addressing the more deeply-rooted problems facing the church and its congregates.

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

I want to see the Synod diversify and break down the barriers that prevent people of different race, ethnicity, gender, or culture from being an equal part of the church. I believe that the Synod is in a position to empower all the people routinely left behind and to find ways to actively incorporate them into the broader framework of the church, and be a true part of it just like us.

Christine Hulan

Ministry Area

Thames

Why are you interested in serving on Synod Council?

I have been involved in church leadership from youth group to Council Chairperson. Sharing my skills with my church family is a way to express my faith and hope for the congregation's future. There were times when I benefited from the support and guidance of Synod Council. I believe I have the experience and skills to contribute to the wider church with realistic enthusiasm and confidence in where God is leading.

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

Currently, I am a member of the committee at Redeemer working with the Synod's Congregational Redevelopment Services to re-imagine our future. I also serve on the Eastern Synod Candidacy Committee. I have been involved in many committees and council at church as well as the Canadian Institute of Management. I am an Assistant Office Manager with the Ministry of the Solicitor General and have 25 years finance experience in the private and public sector.

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

Through extensive experience in my professional and volunteer life, I have developed skills that I believe are transferable to Synod Council. I have experience in leadership, finance and governance. I communicate well with people and treat them with respect, empathy and tact. My involvement in past volunteer service has provided the opportunity to work with external partners and stakeholders in projects in the interest of the organization.

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

It is my hope that the Eastern Synod will be a church that imagines the possibilities. We face many challenges, but there are also opportunities in our future. The mission can be the same, but how we fulfill that mission may be different. I am concerned that if we are not ready and willing to reach out and find ways to minister to the changing world in a timely manner, it will be difficult to sustain ourselves as a church In Mission for Others.

Gwenanne Jorgenson

Ministry Area

Grand River

Why are you interested in serving on Synod Council?

Our church community fosters a sense of belonging for me, it allows me to deepen my relationship with God. Believing our Lutheran Church had, has, and will have relevance into the future will require the continued sharing of skills and passion. As a person with extensive career experience in not-for-profit leadership ranging from project management, fund development and volunteer engagement, I feel called to offer my time, resources, and hope for the future.

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

Faith and church are conversations occurring each day in our home. Supporting my husband in his ordained ministry and academic leadership has allowed me to see our faith and church community from many lenses. Most recently I served the wider church on the Board of Directors for Lutheran Home KW (Trinity Village). Locally I was chair of Mutual Ministry at St Matthew Kitchener, past secretary of the 2019 Elmira Curling Provincial Championships and member of the Elmira Curling Club Return to Curl committee. Professionally I am a Senior Manager for Habitat for Humanity Canada managing database platforms and formerly, I was a fund developer with The Foodbank of Waterloo Region and volunteer engagement manager with the Volunteer Action Centre of KW.

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

I have a pragmatic approach to governance, keeping organization mission and vision at the forefront. I support collaborative approaches as I believe with shared resources we learn together how to act justly, love mercy and walk humbly with our God. Hospitality, willingness to lead and organizational management would include some of the gifts and skills I share.

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

Have we truly learned how to welcome the stranger in our midst? Do we understand the church “for the community” or “in the community”? Our forefathers have blessed us with rich traditions and wonderful structures. I desire to help the church find new ways to help other feel a sense of belonging in these beautiful structures and in their relationship with God and church.

Holly Rasmussen

Ministry Area

Atlantic

Why are you interested in serving on Synod Council?

Having grown up in the church I am interested in the stewardship and improvement of the environment that nurtured me.

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

I currently serve on the Church Council at Our Saviour in Dartmouth (this is my 6th year). I have also served as secretary on a Health and Safety Committee at my place of work (a laboratory environment).

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

My interest is in being a better servant to my community.

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

While I am not currently informed on the specific concerns of the Eastern Synod, it is my hope that the church becomes a more accountable and welcoming place to all people.

Emily Savage

Ministry Area

GTA West

Why are you interested in serving on Synod Council?

I have had the honour of serving on Synod Council for the last year, filling in a seat that was vacated before the pandemic. In that year, I've been able to attend 3 meetings and genuinely enjoyed learning about the inner workings of the Synod, and to see the way their work interacts with the work of congregations and the wider church. Additionally, I'm drawn to areas where I have the opportunity to work on policy and lead growth and change.

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

I have spent the majority of my life volunteering with the church in some capacity. From youth group, to the Racial Justice Advisory Committee, to working in partnership on separate projects like 35 Under 35 and the Young Canadian Lutheran YouTube channel, I've worked within church environments for years. Additionally, I continue to be involved with Neighbourhood Table, a program in 2020 that received more than \$75 000 to bring food to people in need in our community. I'm also familiar specifically with the ins and outs of Synod Council, having spent the last 18 months serving as a lay member.

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

First and foremost, I think my passion and belief in the church's ability to do good work, with good people, and support our community is the most important gift I bring to working on Synod Council. I could spend paragraphs describing my undergraduate and history with policy, or pages going through the amount of work I've done that brings with it a number of transferrable skills (communication, organization, coordination, collaboration, the list goes on!), but at the end of the day, I firmly believe that the wider church not only has a responsibility, but the objective ability to be an incredible support for people in the community, both as part of the church and outside of the church. That brings with it a drive and a dedication to the work I have done through Synod Council, and the work I do every day in my career and in the numerous places I volunteer my time within the church.

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

More than anything else, I think the church has the ability to be at the forefront of social justice initiatives. Things like RJAC, the CRJ, and the focus of the next five years specifically highlighting

climate change, the church, specifically the Eastern Synod, has an unprecedented opportunity to be a true leader. We've already started, and what I would like to see is that the Eastern Synod continue to encourage leaders in each of these arenas, and make a dedicated effort to find and support social justice initiatives. I would also like to see the church specifically encourage activism and advocacy in these arenas.

I also firmly believe that doing this will provide the exact space that our youth and young people are looking for from our church. Having done work with young adults for the last 2 years, social justice is such a key for the youth and young adults, and providing opportunities in this arena, I believe, will engage the generations the church has consistently searched for ways to reach out to.

I believe the future of the Eastern Synod can be leadership, at the very least, across Canada. I believe the future of the Eastern Synod can be providing an example to congregations and other church bodies in areas of growth and change that fit with the needs of a 2021, post-pandemic (hopefully!) environment.

Mark Weingartner

Ministry Area

The Bay

Why are you interested in serving on Synod Council?

I have grown up in the Lutheran tradition, and the church and my church family have been an integral and important part of my life. Faith and being part of a church community is a wonderful thing, but I am also concerned about where we as a faith community and as a church are headed. I hope that we can become/remain relevant. I'm not sure where we are headed or what church will look like as we move forward, but would like to continue to contribute in some way. Also, as an out gay man, I hope the Synod and the ELCIC can work to become a church that fully embraces queer people.

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

Current member of the board at Trinity Hamilton, past member of board for St. John's Hamilton and amalgamation steering committee for Hamilton Lutheran churches. Other experience over a lifetime of membership includes youth leader, Sunday School teacher, various committees and workgroups, coordinating and leading contingent of youth and leaders to CLAY in PEI. I have also been a member and chair of the Synod's CCOM committee (term ends this year). Professional experience includes work as a policy analyst for municipal government in Hamilton with a focus on income security and poverty, seniors, community development.

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

I have some skills around research, writing, strategic planning and community development. I have a long history with St. John's in Hamilton and feel I have a good understanding of church/congregational life. I've also been very involved in the amalgamation process between 4 Lutheran congregations in Hamilton, a process that is on year 3. As far as interests, equity, inclusion and social justice are very important to me, and should be one of the foremost concerns of the church.

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

Concerns and hopes are really 2 side of the same coin. I hope that the church can find a way to become/stay relevant in people's lives, in our communities and as a global force for good, particularly in the areas of social justice and the environment. As I mentioned earlier, as a member of the queer

community, I'm concerned about the ongoing rejection of queer people by churches and faith communities including our Lutheran Church. I'm particularly concerned with the kids in the pews that aren't hearing messages of love and acceptance. I hope for a fully inclusive church.

Rostered (Three to be elected) Term 2021 – 2027

Jonah Bruce

Ministry Area Atlantic

Why are you interested in serving on Synod Council?

It would be a privilege and wonderful opportunity to serve the wider church through synod council. I believe that our synod is filled with potential that can be fostered through the work of the council as they guide and oversee our congregations and ministries.

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

I entered the ELCIC from a non-Lutheran Christian perspective which helps me to see and understand the work of our church from a fresher perspective. I also understand the challenges/feelings of disconnection often felt by rural Lutheran parishes.

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

I bring: administrative/organizational skills, an interest and passion for social justice, knowledge and experience of how different Christian faith bodies operate/function, a heart that believes the synod is full of potential, and a youthful dedication to seeing that potential flourish.

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

Concerns: dwindling attendance rates, pastor retention/recruitment.

Hopes: free seminary tuition at MLUC, development of guidelines for confidentiality and disclosure for congregational councils.

Mavis Fung

Ministry Area Central Toronto

Why are you interested in serving on Synod Council?

Lutheran churches in Canada are in a congregational model and we also belong to the larger Lutheran family. Serving on synod council helps to build the relationship between local congregations and synod. Utilizing resources and implementing in local congregation, and reciprocally inviting local congregation engaging in wider church. Together we discern the calling and direction from God.

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

In capturing my experience in ministry and my personal life, I recalled my first call congregation disbanded within one year. Then I was called to be the interim pastor and shortly after I was appointed by synod to do mission to Mandarin community. I had an experience of so-called dying congregation. I also have served in Toronto Conference for three years and it helps to know the struggles and the needs of other Lutheran congregations. I am the on-call chaplain of Stouffville Hospital; it needs me to deal with sickness and death - our vulnerability in a constant basis. My husband experienced a mini stroke and suspect of cancer during this challenging time of pandemic.

God showed his mercy and grace through all those deaths and dying experiences. I find meaning and God's grace in the experience of death and dying. Those experiences assist me to celebrate God's grace in each moment and seek to live each day full. I've gone through the need of mercy and grace from God, I pray for the privilege of journey with others in seeking God's grace.

I am now currently the executive director of a community centre called Dorcas Centre, which is affiliated under the church. Its main strategy is to partner with other social organizations, so I learn a lot from the frontline workers the needs of the community. I often connect with MP, MPP and city councillor office to meet the needs of the community. We also constantly seek the way to open the church doors and working with the community for the community. I find it as God's people doing mission for others, it is the most attractive way to invite others to join the good cause in God's name. I used to put my priority in doing outreach and service work, which I think is the way to make the church relevant to the community around us and the way we Lutheran do evangelism.

As the pastor of Rhenish Lutheran Church, I realize the discipleship rooted in God's word, and prayer is the firm foundation of service, outreach, evangelism and partnership, because what would people see when they are invited into our midst – the fellowship of believers and what is the purpose and our uniqueness when we partner with others? I prayerfully seek the guidance of the Lord how to build a strong discipleship life and invite others (believers and non-believers) to join in the calling from God to do mission for others.

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

I eagerly seek the way to naturally live out social justice, evangelism and discipleship in our wider church. I am not saying I know the way, but my gift and genuine character enable me to openly partner with other organizations and humbly discern together with other brothers and sisters.

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

I hope that the congregations of the Eastern Synod are driven by missions and rooted in our strong faith. Synod has a strong role in strengthening the discipleship and missions. Synod has the resource and the leading voice to what are important things and put them into priority.

Jennifer Hoover

Ministry Area

Nith Valley

Why are you interested in serving on Synod Council?

-opportunity to serve the wider church

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

- have led 2 congregations through a process of defining mission and vision grounded in the congregation's history, experience, piety, and values
- have helped congregations to develop relationships and partnerships within the local community
- have helped congregations further their mission through community partnerships by using their assets to help meet a community's particular needs while creating a financially sustainable future for the congregation
- member of RJAC

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

- good communication skills
- ability to bring focus to challenging situations
- good conflict resolution skills
- courage
- determination
- resilience

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

- that our synodical leadership would represent the diversity of our church
- that we would carefully discern what kind of leadership is needed to help us meet present challenges and future hope
- that we would find a collective courage to take risks for the sake of furthering our mission: to share the gospel through word, sacrament, and service

Leena Jensen

Ministry Area

Ottawa Valley

Why are you interested in serving on Synod Council?

To be part of the changing church, to contribute and participate in helping congregations through change.

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

Current rostered pastor service a 3pt Call, in Ottawa Valley since 2018. Previous experience includes serving on Church council, chair for fund raising campaign to raise 100K for church lift, Treasurer. HR advisor in non profit organization, Office administration and Supervision.

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

MDiv, MA Theology, Spiritual Care and Psychotherapy, Waterloo Seminary 2018, BA Sociology and Labour Studies, Laurentian University, 2003, Accounting Diploma, 1975, Interest in supporting Church endeavours and communication to congregations.

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

Living is times of change, I am concerned for churches facing closure or change, and how to work with churches to carry on support for continuing church in a variety of cases. Continued support for young to seek study in work/service in the church. Developing future leaders in the church.

Brooklynn Lane

Ministry Area

Atlantic

Why are you interested in serving on Synod Council?

I am interested in serving on Synod Council to help the church envision how God is calling us to serve our neighbour and our church, to foster relationship within and outside the church, and to help lead the church into new beginnings as we establish what it means to be church in the 2020s.

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

Currently, I serve as pastor at St. John's Lutheran Church and Mount Calvary Lutheran Church in Nova

Scotia. I believe my time as youth leader, Sunday school director, degree in education, and youthful age/millennial experience will assist me providing meaningful contributions to the Synod Council.

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

Three gifts/skills I bring when serving on a board are: ability to connect with people, an openness to new and alternate ways of knowing and understanding, and a passion for teamwork and collaboration. Additionally, two callings are: building deeper, meaningful relationships across the church and the wider community and to foster space to hear, witness, and uplift voices of marginalized within and outside our church.

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

Two concerns I have for the Eastern Synod are: the systemic ways our church was built and continues to operate further perpetuating racism, white supremacy, and Xenophobia and overall openness to change/death that leads to resurrection/new beginnings. All in all, we are Easter people, through discernment, prayer, and hard work we can envision and create a church that has a place in the 2020s and the next century. A church that draws the circle wide, feeds the needs of the wider community, spiritual feeds its community, lifts people up, and provides a beacon of hope amidst the challenges and hardships of life.

Seth Perry

Ministry Area

Seaway

Why are you interested in serving on Synod Council?

I would like to participate in leadership at this level. I have a passion for emerging church models and a unique perspective.

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

I was a church council member at Hope Lutheran. I am a former president of the LTS Student Union. I have sat on numerous boards and committees of the leadership structure of Narcotics Anonymous and Alcoholics Anonymous over the past 11 years.

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

I have been vocal and active in antiracism work and LGBTQIA+ equality. I have worked with addicts in treatment centres. I worked as a youth worker in my mid twenties in East Vancouver. I believe in community collaboration in the Lutheran Context. Our churches can do a lot more to bring on community partners.

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

My biggest concern is that of sustainability. I believe that there should be more discussion about real estate assets. I want to encourage congregations to do honest appraisals of their building usage. We have to ask if we are using the buildings to the fullest and look at innovative solutions to underused houses of worship. So my hope would be that churches could enhance their mission through innovative capital projects. Through prayerful discernment our mission as a synod could be enhanced.

Report of the Reference and Counsel Committee

Committee Roster

Charlotte Corwin (Chairperson), Rev. Katherine Gohm,
Rev. Steve Hoffard, Rev. Philip Mathai, Brian Koivu,
Rev. Douglas Reble (Advisory), Emily Walker

Reference and Counsel – Motion 1

The following resolution was submitted according to Eastern Synod Bylaws Part V Section 7 (re: congregations petitioning the synod). While resolutions normally come from a congregational meeting, the pandemic environment has limited the possibility of such meetings that may or not have been able to take place. This resolution was submitted by congregational councils on behalf of their congregations; in some cases, congregations were able (additionally) to hold a meeting before Assembly in order to adopt this motion and are identified separately.

MOTION 1

RELATING TO: Group Services Inc – Pension Plan

SUBMITTED BY: The congregational councils of:

Faith, Port Elgin, Ontario	New Hope, Sudbury, Ontario
St. Peter's, Alice, Ontario	Zion, Pembroke, Ontario
Trinity, Hamilton, Ontario	Trinity, Ayton, Ontario
Peace, Pickering, Ontario	Redeemer, Toronto, Ontario
Augsburg, Brampton, Ontario	St. Paul's, Leamington, Ontario
St. Peter's, Neustadt, Ontario	Trinity, New Hamburg
The congregations of:	
Bethesda, Unionville, Ontario	St. Matthews, Kitchener, Ontario
Advent, Toronto, Ontario	Grace, Rankin, Ontario
Bethlehem, Woto, Ontario	Faith, St. Catharines, Ontario
Holy Cross, Burlington, Ontario	Trinity, Walkerton, Ontario

MOTION: That the Eastern Synod petitions 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.

RATIONALE: ELCIC-GSI is responsible for providing rostered leaders and employees of the ELCIC the best pension and benefits program possible, within the means of congregations and other employees. Changes in legislation and practice have now made it possible for the ELCIC to partner with some public sector type defined benefit pension plans which appear to provide better pensions at less risk and no more cost than the current GSI administered pension plan.

The following resolutions have been submitted to the Reference and Counsel Committee and are included in the Bulletin of Reports this year to accommodate this Assembly's online format.

Reference and Counsel – Motion 2

MOTION 2

RELATING TO: Long-Term Care and Care of Seniors in Canada

SUBMITTED BY: Assistant to the Bishop, Rev. Christie Morrow-Wolfe

MOTION: That the Eastern Synod, through the Office of the Bishop, advocate for better funding and health standards within Canada's Long Term Care residences by:

- 1) writing to the federal government to advocate for the development of a national strategy for long term care which includes placing long term care residences under the Canada Health Act to ensure consistent standards and funding.
- 2) petition the federal government to ban the private ownership of long term care residences.

RATIONALE: In June of 2020, Prime Minister, Justin Trudeau stated that: "COVID-19 has exposed some uncomfortable truths about our society, including how we care for seniors in Canada."¹ One of these uncomfortable truths is the conditions inside some of Canada's long-term care (LTC) residences for seniors; among Canada's most vulnerable population. After the first wave of COVID-19 began to subside, the 2039 LTC homes throughout Canada accounted for 80% of all COVID-19 related deaths (6767 individuals died in LTC in Ontario and Quebec alone during the first wave).² These places of residence for Canada's seniors remained just as vulnerable in the second wave.

Healthcare in Canada is a shared responsibility between the provinces and the federal government. The federal government sets national standards and conditions under the Canada Health Act which defines the health services that must be included by each provincial health insurance program in order to qualify for federal health funding through the Provincial Fiscal Arrangements Act. Long Term Care is not included and is considered an extended health care service.

The COVID-19 pandemic has exposed failures in a system that must be overhauled and improved. This has been called a 'national tragedy' that requires national attention and action.³

¹ <https://www.cbc.ca/news/politics/seniors-supports-covid19-1.5565743>

² [https://www.thelancet.com/journals/lancet/article/PIIS0140-6736\(21\)00083-0/fulltext#coronavirus-linkback-header](https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(21)00083-0/fulltext#coronavirus-linkback-header)

³ <https://www.cmaj.ca/content/192/23/E632>

Reference and Counsel – Motion 3

MOTION 3

RELATING TO: Climate Change and Climate Justice

SUBMITTED BY: Assistant to the Bishop, Rev. Christie Morrow-Wolfe

MOTION: That the Bishop of the Eastern Synod write to the Federal Government to call on Canada to continue with the urgent work laid out in the Paris agreement, starting with meeting the adjusted 2030 interim goal of decreasing carbon emissions by 45% of 2005 levels, and that the government remain committed and accountable to meeting these targets.

And that the Eastern Synod establish and provide funding for a Climate Justice Task Force to help support the work of the ELCIC Carbon Neutrality Task Force and to seek ways the Eastern Synod can become a greening church.

That the Climate Justice Task Force report back to Assembly 2024.

RATIONALE: In July of 2020, nearly half of Nunavut's Milne Ice Shelf, the last intact ice shelf in Canada collapsed, creating a 79-square kilometre ice island, 50% larger than the city boundaries of Iqaluit.⁴ Scientists believe this was a result of climate change.⁵ And yet, over the course of the Covid-19 pandemic, as industrial life slowed, nature also proved an amazing ability to heal itself when given time and space from the stress and destruction often caused by human action. Air quality improved the world-over and in Venice, the water in the canals cleared enough for fish and wildlife to return again.⁶

As people of God, we are called to be careful stewards of creation and what has been entrusted to us. As affirmed by the 2017 LWF Assembly in Windhoek, Namibia, we are called to live in right relationship with the environment and not exhaust it.⁷

⁴ <https://nunatsiaq.com/stories/article/nunavuts-milne-ice-shelf-collapses/>

⁵ <https://www.cbc.ca/news/canada/north/melted-ice-caps-collapsed-milne-shelf-nunavut-canada-arctic-1.5678802>

⁶ <https://www.ctvnews.ca/health/coronavirus/venice-s-canal-water-looks-clearer-as-coronavirus-keeps-visitors-away-1.4857941?cache=yes%3FclipId%3D1723871>

⁷ <https://www.lutheranworld.org/climate-justice/resolutions-statements-climate>

Reference and Counsel – Motion 4

MOTION 4

RELATING TO: Guaranteed Basic Income for Canadians

SUBMITTED BY: Assistant to the Bishop, Rev. Christie Morrow-Wolfe

MOTION: That the Eastern Synod, through the Office of the Bishop, write to Finance Minister and Deputy Prime Minister, Chrystia Freeland and Prime Minister Justin Trudeau to voice support for bill C-273 and encourage the Federal Government to make Guaranteed Basic Income a priority in their Covid-19 economic recovery plan.

RATIONALE: To help Canadians cope with the economic disruption caused by the Covid-19 pandemic, the Federal Government introduced the Canadian Economic Response Benefit (CERB) which paid out just over \$80 billion from March to October, 2020.⁸ Because the Covid-19 Pandemic has amplified pre-existing economic disparities in Canadian society, now is the time to advocate for a Guaranteed Basic Income for all Canadians. This program would simplify access to income support; provide everyone in Canada with a regular payment who needs it, and help make the economy more resilient by having the potential to contribute to economic growth by approximately \$80 Billion per year.⁹ More so, it provides opportunities for education and better food and housing security for a segment of the population who are routinely left behind.

On February 22, 2021, MP Julie Dzerowicz introduced Bill C-273, the first ever bill towards a national plan for a Guaranteed Basic Income program. As of April 2021, it was awaiting second reading. Bill C-273 requires Finance Minister, Chrystia Freeland to create a national strategy for a Guaranteed Basic Income program which includes a partnership with the provinces and a framework for how such a program would operate. It also provides funding for research studying how a Guaranteed Basic Income program could support entrepreneurship, job creation, civic action and how it would impact Canadians and Canadian communities.¹⁰

As the church, we have a responsibility to make sure no one is left behind. Advocating for Guaranteed Basic Income for all Canadians is a way to address the widening economic disparities between people and is one way we can lift up those on the margins and advocate for God's ideals of justice and equity.

⁸ <https://www.canada.ca/en/services/benefits/ei/claims-report.html>, includes benefits paid through EI as well.

⁹ <https://www.ubiworks.ca/basicincomebill>

¹⁰ <https://parl.ca/DocumentViewer/en/43-2/bill/C-273/first-reading>

Reference and Counsel – Motion 5

MOTION 5

RELATING TO: Continuing to confront and dismantle racism in the Eastern Synod, ELCIC and upholding our commitment to inclusiveness and diversity.

SUBMITTED BY: Eastern Synod Racial Justice Advisory Committee

MOTION: In ongoing commitment to Eastern Synod Assembly Motion 1.4 (2018), we as a Synod, ministry areas, congregations and individual members, commit to the vital and urgent work of confronting the sin of racism and to the dismantling of racist and colonial attitudes present in ourselves, our church and our society.

We commit to doing so by:

1. Reacquainting with and recommitting ourselves to the ELCIC's Statement on Inclusiveness and Diversity and the ELCIC's Resolution on the Doctrine of Discovery for their continued use in the work of dismantling racism;
2. Continuing the practice of in depth self-reflection and learning with respect to the issues of racism, privilege, diversity and right relationships. One of the ways we will accomplish this goal is by gathering stories and information on the racial diversity of the Synod's rostered leaders, leadership teams, committees and Synod employees as a means of acquiring narratives that will provide a clearer picture of systemic inequalities, that they might be more fully acknowledged and addressed.
3. Committing ourselves and reasonable funding to procure anti-racism training for the Synod and by making such training mandatory to all rostered leaders and Synod employees;
4. Creating, with the support of the Racial Justice Advisory Committee and the Circle for Reconciliation and Justice, a calendar of significant dates, including worship materials and additional resources to support learning and development on issues of racism, diversity, and culture;
5. and, by asking congregations and ministry areas to report and provide feedback annually to the Assistant to the Bishop for Public Policy and Service Ministries on learnings, steps and actions taken on the issues of racism, diversity, culture and right relationships.

RATIONALE: While we have done good work in regards to dismantling racist and colonial attitudes within the Synod, there is still much to be done. Building on the current momentum of the 2018 motion that established the Racial Justice Advisory Committee, our goal remains to be actively engaged in the work of dismantling racial injustice, so that our church might better demonstrate God's vision for diversity in creation. This requires us to recommit not only our time and hearts, but also our resources.

Reference and Counsel – Motion 6

MOTION 6

RELATING TO: Public invitations to partake of the Eucharist

SUBMITTED BY: David W. T. Brattston, Zion, Lunenburg, Nova Scotia

MOTION 1: That this Synod encourage presiding ministers within its territory that, whenever inviting members of the congregation to Holy Communion, always give a short address to the congregation as to the nature and extent to which Christ is present in the sacrament. Such short description would enable people to decide whether to partake and how to prepare themselves. This would not be a long treatise on consubstantiation, but a brief indication in two or three sentences conveying that what the communicants are about to receive is really the true body and blood of Christ, and that the preparation required is to repent and believe this. Nobody will be turned away, but some might decide not to come to Communion.

MOTION 2: That all future liturgies approved by this Synod include in the invitation to Communion a statement as to the nature and extent to which Christ is present in the sacrament. Such short description would enable people to decide whether to partake and how to prepare themselves. This would not be a long treatise on consubstantiation, but a brief indication in two or three sentences conveying that what the communicants are about to receive is really the true body and blood of Christ, and that the preparation required is to repent and believe this.

RATIONALE: The presiding minister's address would be a "fair warning" of what the possible (non-Lutheran) communicant is getting into. It is no favour to give someone Communion when they do not realize its substance and spirit. Both Scripture and the *Book of Concord* state what happens when the sacrament is received by someone who does not understand the meaning and nature of the Sacrament, does not realize consubstantiation has taken place, and regards his action as no more than a gesture of doing the same as everyone else in the worship space at the moment:

For that not only the godly, pious, and believing Christians, but also unworthy, godless hypocrites, as Judas and his ilk, who have no spiritual communion with Christ, and go to the Table of the Lord without true repentance and conversion to God, also receive orally in the Sacrament the true body and [true] blood of Christ, and by their unworthy eating and drinking grievously sin against the body and blood of Christ, St. Paul teaches expressly. For he says, [1 Cor. 11:27](#): Whosoever shall eat this bread, and drink this cup of the Lord, unworthily, sins not merely against the bread and wine, not merely against the signs or symbols and emblems of the body and blood, but shall be guilty of the body and blood of the Lord Jesus Christ, which, as there [in the Holy Supper] present, he dishonors, abuses, and disgraces, as the Jews, who in very deed violated the body of Christ and killed Him; just as the ancient Christian Fathers and church-teachers unanimously have understood and explained this passage. (Solid Declaration of the Formula of Concord VII. The Holy Supper)

The purpose is not to look into anyone's heart, but to give him/her a "fair warning" of what s/he is getting into.

Reference and Counsel – Motion 7

MOTION 7

RELATING TO: Synod Council appointment of delegates to National Conventions

SUBMITTED BY: David W. T. Brattston, Zion, Lunenburg, Nova Scotia

MOTION: That this Assembly instruct Synod Council to appoint to future National Conventions at least one delegate from the Province of Quebec and at least two delegates from the Provinces of Nova Scotia and/or New Brunswick in the exercise of its authority to appoint ten delegates.

RATIONALE: Until recently, delegates to the National Assembly were elected by the local congregations, which ensured that there was voice and vote from Lutherans in Quebec and the Maritimes. Now that such delegates are elected by the Synod Assembly, there is no guarantee that there will be representation of Lutherans east of the Ottawa River. Because the Province of Ontario has by far the majority of votes in the Eastern Synod, there is virtually no chance of a Quebecker or Maritimer being elected by Synod delegates. Fortunately, authority has been granted to Synod Council to appoint ten members from anywhere in the territory of Synod and can use this authority to remedy the discrepancy in the Synod Constitution.

Report of Minutes Committee

Committee Roster

Rev Wendell Caron Grahlman (Advisory), Rev Colin Cameron,
Karen Gastmeier (Chairperson), Rev Brooklynn Lane, Don Wilker

Report to be distributed during Assembly.

Election of Delegates to the 2022 ELCIC National Convention

Lay Nominees (Twenty-four 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 2022 convention. In total, the synod’s aim is to elect at least 11 people (from both the lay and rostered categories) who are in that 16–30-year-old category. 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
	Marianne Belau	Huron
	Selina Broadshaw	Central Toronto
	Cathy Calvin	The Bay
	Nancy Cook	Nith Valley
→	Maud Danaher	Seaway
	Sandy (Alexandra) Donald	Huron
	Amer Gill	Niagara
	Rita Hamilton	The Bay
	Valerie Hobson	Thames
→	Benjamin Lukenchuk	Ottawa
	Tracy Mittleholtz	Northern
	Lana Moses	Grand River
	Sarah Pascoe	GTA West
	Julie Ramey	Atlantic
	Richard (Rick) Ritz	Nith Valley
	Gail Schryer	Ottawa Valley
	Iris Schweiger	Central Toronto
	Judy von Wahl	Atlantic
→	Rebecca Wong	Ottawa



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Marianne Belau

Position Nominated for: ☐ Rostered ☒ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership: Westside Evangelical Lutheran Church

City/Prov of Congregation: Barrie, 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 have been a member of WELC since 1999. I have been a part of the choir for most of that time. I have taken part in various study groups and workshops. I am currently on Church Council and have the Worship and Music portfolio. I am part of our new worship broadcasting team, the COVID safety team, and the Property Missional Development team. I also serve as a lay assistant minister. I am a physician and currently doing mainly palliative care. I have been involved in leadership roles professionally. I have been involved in church workshops around palliative care and MAiD. I am interested in learning more about practicing my faith, various approaches to doctrine and practice, and the intersection of faith and current issues in society.

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

Concerns: apparent declining interest in practicing as a progressive Christian in society, which threatens the survival of the church in its present form.
Hopes: that committed and engaged members can generate and experience a renewed sense of what it means to be a progressive Christian today, and that this vision can attract others.
Engagement with other faiths including non-Christian faiths.

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

I have not been a delegate before. Others who have tell me it is a very worthwhile and faith-building experience. I would like to participate in discussion and planning of the future of the ELCIC. I would like to meet other Lutherans/Anglicans from across the country for mutual discussion and fellowship.



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Selina Janackdai Broadshaw

Position Nominated for: ☐ Rostered ☒ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership: Redeemer Lutheran Toronto

City/Prov of Congregation: Toronto

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 have been involved at Redeemer Toronto for the last 41 years. I have served on council on and off since then, as chairperson also in different roles. Sunday school teacher/youth group, active in the refugees committee. Worship and music. Host meditation. Volunteering for the last 25 years at a homeless shelter. Volunteer at three Synod assembly, planning/welcome/hosting. On the RAJAC committee.

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

My hopes for the future of the Lutheran churches is that we would be bold enough and willing to make and accept changes that is really important if we want to survive. I would also like to see us to be more welcoming of people of colour and different races, learn how we can fill their needs and not feeling intimidated that they are trying to change what our ancestors build for us. The future is here the church and the kingdom of God belongs to all of God's people.

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

I have hoping as Bishop Susan and Mike said, we have all learned new things. I am interested to hear about all the new things that we are hoping to achieve in the future. I also enjoy the gathering, with others from all over the country to hear what they are experiencing and how they are making a difference, there is an opportunity that we can learn from each other.



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Cathy Calvin

Position Nominated for: ☐ Rostered ☒ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership: Trinity Lutheran Church

City/Prov of Congregation: Hamilton, 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.)

Since 1990, I have held various leadership positions for my own congregation, area, and synod. I have been both Chair, Vice-Chair and member of Congregational Council at Faith Lutheran Hamilton and currently am Vice-Chair of the Trinity Board (newly amalgamated church).
I was the congregational President of our ELW for over 10 years, and have served on the synodical and national board of ELW as well. Since 2011, I have served as Director of Women's Ministries for the Eastern Synod. I have taken many leadership training courses throughout my life which has helped me in the roles I have/had in the church and in my secular life.
I have been employed for the past 20 years as a staff accountant/manager for a commercial window company.

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

These are exciting times for our church. COVID-19 and the restrictions imposed upon us has forced us to "re-imagine" church; take it out of the building, and we have seen such positive results in many, many cases. I think that this has provided a great 'wake up call' to many congregations and has us focusing on new and creative ways to 'do church' and our missions. Our challenge will be how we keep this moving forward once the COVID restrictions are lifted and life goes back to some sort of normalcy. I for one think that is what makes these times so exciting. The possibilities are endless! I am glad to be along for the ride!

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

Throughout my life, I have always been interested in the work of the wider church and I have always encouraged support of both the Synod and National Church in whatever leadership role I have taken. For the last 25 years I have attended the Synodical Assemblies as either a volunteer, delegate, visitor or in my role as a ministry director. I have been to one National Assembly when it was in Ontario as a visitor, but would like to experience the same as a delegate. It is my wish to contribute what skills and experiences I have had to the work of the ELCIC through this role.



**2022 NATIONAL CONVENTION NOMINATION FORM
EVANGELICAL LUTHERAN CHURCH IN CANADA
EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION**

Nominee Name: Nancy Cook

Position Nominated for: ☐ Rostered ☒ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership:

City/Prov of Congregation: St. Mark's, Wellesley, 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 an elementary teacher, currently teaching gr. 5/6. I am also the organist at my church, and help to plan worship. Over the years, I have been part of the ELW, I have taught Sunday School, organized and taught VBS, and have been part of our FaithLife chapter. I am active in my community, and try to volunteer and lend a hand whenever I can.

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

I hope to see the ELCIC continue to be a force for good, both across Canada and around the world. I think that we are being called to think about different ways of "being the church", which is both scary and exciting. By continuing to build connections between congregations, with different denominations and faiths, and with faith organizations worldwide, we can continue being the disciples God is calling us to be.

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

I love our church! I am excited to look at where we are, and to think about where we are being called to go. I know there are challenges with finances, membership, and changing times. But I also know that we have the ability to meet these challenges as we continue to demonstrate God's love to others. I have been a delegate before, and have kept myself up to date with what we are doing as the ELCIC. Being a delegate in 2022 is another way for me to have an active role in the life of our church.



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Maud Danaher

Position Nominated for: ☐ Rostered ☒ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☒

Congregational Membership: Holy Trinity

City/Prov of Congregation: Belleville, 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 grade 9 student at Bayside Secondary School in Belleville, On. I am in the French immersion program. I have been a member of the choir at Holy Trinity Evangelical Lutheran Church in Belleville since I was 4 years old.

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

I want Church to be a safe space for everyone. I want diverse voices to be heard and everyone to be included and feel welcome. My hope for the future is that the Lutheran Church will be around for my lifetime and far longer.

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

I would like to be a delegate because I would like younger voices to be heard and to meet people who share my faith and hope for the future. I have a special interest in issues for the lgbtq+ community and reconciliation with our indigenous sisters and brothers. Because of my age I am very aware of these issues.



**2022 NATIONAL CONVENTION NOMINATION FORM
EVANGELICAL LUTHERAN CHURCH IN CANADA
EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION**

Nominee Name: Sandy Donald (Alexandra)

Position Nominated for: ☐ Rostered ☒ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership: St David Anglican Lutheran Church

City/Prov of Congregation: Orillia 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.)

Member of St David for 40+ years ... present during the amalgamation of St D's Anglican and Holy Cross Lutheran ... participated in call search 2014, participates on our Outreach committee ... heads kitchen ministry, lay reader, altar care. Sandy is love and welcomes all to our faith community.

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

That the church continues to look outward to others ... let's stop being In Mission FOR Others and be in mission WITH others. Let us be a church that seeks those on the margins to be part of God's family ... and let us do less judging and more understanding of those who are different from us.

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

It would give me a greater understanding of how our wider church works and how we, as a tiny little congregation are a part of something so much bigger than ourselves. I believe I have past experience to share and as an Anglican-Lutheran parish - this National convention is an opportunity to see both our National churches working together.



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Amer Gill

Position Nominated for: ☐ Rostered ☒ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership: Lutheran Church of the Good Shepherd

City/Prov of Congregation: Niagara Falls, 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 have a master's degree and have worked with Scotia Bank for over 15 years in banking. As a Christian in Pakistan I experienced a lot of discrimination and a member of my family was murdered for being a Christian. I had a hard time and had to leave Pakistan for Canada along with other members of my family. All of these hardships have made me a very strong Christian.

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

I am hoping that the ELCIC will come out successfully from all the current challenges due to COVID-19

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

I have been on church council for over five years and I look forward to being a part of the larger church by being a delegate to the National Convention.



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Rita Hamilton

Position Nominated for: ☐ Rostered ☒ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership: Faith

City/Prov of Congregation: Brantford, 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.)

39 years TD financial service/investments
 Chairperson Faith Lutheran, Sunday school, Worship committee, assist with Refugees
 reloaction, Chair of the Call committee 2019
 Attended Womens conference 2019 in Niagara Falls
 Eastern Synod Assembly 2021

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

Very concerned about the lack of growth with our congregation, dwindling numbers.
 Welcoming people of all races, cultures, gender diversity to our congregation
 Wanting to see our members show their faith in action within the community
 It is difficult to balance the financial responsibility of operating our church and be able to concentrate on helping our
 parisheners, helping our community and meeting our mission goals

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

I want to learn about our Faith and future within the the higher church. I want to learn from
 other Lutherans possibilities within their communities. I am always enthusiastic and positive
 after attending workshops and zoom meetings with our Synod.. I look forward to being a better
 leader within our congregation, with the help our Synod , National Convention.



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Valerie A Hobson

Position Nominated for: ☐ Rostered ☒ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership: Redeemer Evangelical Lutheran Church

City/Prov of Congregation: London, 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 an active member of Redeemer, I participate in the life of the church both on a local and national level. Currently, I serve on Church Council/"Worship and Music" Committee (including Altar Guild). Alongside Sunday worship, I engage in parish life through: offered a weekly yoga class, lead 4-week Centering Prayer Activity, enjoy Pastor Katherine's monthly Soup n'Study, Scripture reader for Sunday worship as a few examples. On a national level, I was nominated by the ELCIC and am in my third year sitting at the table of the Women's Inter-church Council of Canada and am the Marketing/Communications Chair on that ecumenical board. And I also attended Bishop Pryse's Lay Retreat in Niagara.

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

We seem to be in a pivotal moment in the life of the Church with the pandemic. What would have seemed impossible a few years ago is now happening..."virtual church". Our current situation has asked us to be creative in how we continue to be church. At Redeemer, we have discovered that it is not the building but our congregation that makes us church as we continue to gather to worship via the Zoom platform. With these changes and new learnings, my hope is that we can provide a far wider reach of Christ's love and to both engage more of our youth and find ways to address injustice in our society.

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

I think this would be a tremendous opportunity for new learning. To hear how our national church is doing....to find out how congregations across Canada are doing, especially now in Covid-19 and be inspired to bring this information back to my own congregation.



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Benjamin Lukenchuk

Position Nominated for: ☐ Rostered ☒ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☒

Congregational Membership: St. John Lutheran Church

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.)

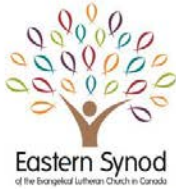
I am currently the Co-Ordinator of Youth Ministry at St. Peter's Lutheran Church and serve the Ottawa Lutheran churches in this capacity. I have been a member of Hope Lutheran (Calgary), Church of the Cross (Victoria), and Trinity Lutheran (Hamilton). I have been an active participant in church choirs, a call committee, and worship committees. I am an economist by training and am currently studying to become a high school teacher.

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

The Church has been the single biggest positive force in my life. It is my hope that the ELCIC can be a welcoming and inclusive community in people's lives like it has been for me. I am concerned about the preoccupation with property and survival I see in many churches. An entity concerned with its own survival won't survive. We need to be confident and intentional in living out our mission and the rest will follow.

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

I love being Lutheran and have been honoured to provide a young person's voice at decision making tables. It is my hope that I can use my experience as a young person who has found their home in the ELCIC - and is helping others do the same - to help affect change within our church. It would be an honour to provide this perspective at our National Convention.



**2022 NATIONAL CONVENTION NOMINATION FORM
EVANGELICAL LUTHERAN CHURCH IN CANADA
EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION**

Nominee Name: Tracy Mittleholtz

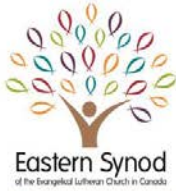
Position Nominated for: ☒ Rostered ☐ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership: Zion Ev. Lutheran Church

City/Prov of Congregation: 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>Bachelors Arts degree; college diploma Office Administration; child of God; wife to Brad; mom to Noah & Ethan; cat parent to Jack; daughter of Lynn & Gord; life long Lutheran; volunteer of most things within the congregation at one point or another; entrepreneur; devotional author; and volunteer baker. All of my experiences in my well rounded, privileged life have lead me here.</p>
<p>Please indicate your concerns and hopes for the future of ELCIC. (Keep to seven lines or less.)</p> <p>As a cradle Lutheran, and now raising two cradle Lutherans, I'm hoping and dreaming for them. I am old enough to remember (just) this church forming and I want my children to know that the ELCIC is a church for them today as well as in their future.</p>
<p>Why are you interested in being a delegate? (Keep to seven lines or less.)</p> <p>I have always been facinated with the workings of the church - weather from a congregational, synodical or national level. I have never been a delegate before, and feel that I would bring a different northern Ontario perspective.</p>



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Lana Moses

Position Nominated for: ☐ Rostered ☒ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership:

City/Prov of Congregation: Kitchener, 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.)

Lifelong Lutheran worshipping with several congregations. Participated in Sunday School, Youth, Young Adult and Adult groups and committees, taught music, wrote and directed pageants, organized fundraisers, joined choir and ensembles, taught Sunday school, assisted with worship and am now excited to experience what comes next. My combined university education and employment has lead me, foremost, to be a teacher and trainer in office, fitness and creative environments.

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

My hope is to become a better leader, to inspire and inform and to spread meaningful service to others. To inspire faith in an inclusive, dynamic and creative way, that will stimulates growth in the faith lives of current members and to move the church further towards a changing world. To share in strengthening and enhancing the relationships with indigenous communities and respecting cultural practices.

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

As a delegate, the chance for creative collaboration, to share new and old ideas, to rethink what is working within the church, to restructure what isn't. To rebuild, revive and rejoice when new life and understanding can be shared with future generations in a wider, inclusive culture. To be a teacher means that you have followers. Any means to become a more valuable leader within the church means a chance to reach greater excellence in the church family.



**2022 NATIONAL CONVENTION NOMINATION FORM
EVANGELICAL LUTHERAN CHURCH IN CANADA
EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION**

Nominee Name: Sarah Pascoe

Position Nominated for: ☐ Rostered ☒ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership: St. Philip's Lutheran Church

City/Prov of Congregation: Etobicoke, 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 have a variety of experiences in the larger church community. Born and raised in Toronto to immigrant parents (from the West Indies), I grew up in a conservative evangelical denomination. During university, I was very involved with Campus Crusade (now called Power to Change) and IVCF. After marriage, my husband and I attended over 50 different congregations in and around the Toronto area in search of a new church family before landing at St. Philip's, a short walk from our home. We have been attending there for almost 8 years. I have worked as a church secretary at a United church and am currently the Parish Administrator at an Anglican church. I am serving my last year on Church Council at St. Philip's and am very active in our online services, singing and coordinating our worship band. I have two young children.

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

The Church is facing an opportunity to reevaluate how we function. Declining membership, a shift in the values and priorities of families, church buildings that are expensive to maintain, COVID-19 and the shift to online services - these are some of the changes that challenge us to consider how we keep our faith traditions alive and relevant without being burdened by them. I am hopeful that we can navigate these changes by keeping our eyes on the unchangeable Christ and following in his world-altering footsteps.

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

As a relative newcomer to the ELCIC, I do not always understand "the way things are done" within the denomination. Rather, I have a variety of experiences in other faith contexts which, I believe, gives me a broader view on the body of Christ as represented by the church. This "outside perspective" is valuable with regard to decision making. I think it is important to challenge and evaluate our motives and policies, and to think creatively about what we focus on for the future and how.



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Julie Ramey

Position Nominated for: ☐ Rostered ☒ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership: St. Paul's Evangelical Lutheran Church

City/Prov of Congregation: Bridgewater, NS

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 faith journey I have been blessed with many experiences in ministry. My work in the church has included many aspects of children's and youth ministry, outdoor ministry, special services planning, congregational council, international mission work (Ethiopia - CFGB and Dominican Republic - Servant's Heart Ministries) and most recently young adult ministry. In the wider community I have been called to work with interchurch youth ministries, affordable/accessible housing and various mission outreach volunteer experiences. In my work as a junior/senior high teacher, I have worked with social justice, youth leadership, student government and several reconciliation projects. My combined skills and experiences from work and volunteering offer me a unique perspective and an ability to lead, plan, listen and evaluate; all skills that are beneficial as a delegate to National Convention.

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

When I look at our national church, I see a church trying to be reflective of our changing world. I celebrate the progress that we make in being 'in mission for others' and am often in awe of the many strides that we are making in moving the church of 2021 forward. At the same time, I am often disheartened in how stuck we have become in certain areas. It is my hope that we can be a church focused upon prayer, sharing the gospel and loving the people around us; inside and outside of our church buildings. I am concerned that our aging church and declining memberships will bring us to a point where we are seeking to exist as congregations focused on survival rather than in being a church that dreams big visions and dreams big dreams. I pray for us to be trusting congregations who celebrate tradition and heritage while embracing change, progress and the whispers of the Holy Spirit.

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

I think that convention affords delegates an opportunity to better understand our national church structure and become better informed and more able to engage in the work of the wider church. I am hopeful that by educating myself, I will be able to help our churches in the Atlantic region to see their place in the bigger picture and to feel more connected to the national church. Being a delegate means effectively communicating information about the experience and the work of the church with others. I am eager to share this work in hopes of engaging others in the life and work of the church. I would like the opportunity to experience the convention and respond to the experience by sharing with others.



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE – BIOGRAPHICAL INFORMATION

Nominee Name: Richard (Rick) Ritz

Position Nominated for: ☐ Rostered ☒ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership: Trinity

City/Prov of Congregation: New Hamburg, 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.)

-former business owner, and lifetime Lutheran
 -former Church Council chair, finance and stewardship chair (currently serving as Council VP and Stewardship chair)
 -served on Board of Camp Edgewood and co-chaired Trinity's Refugee Task Team and ecumenical outreach to support refugee sponsorship in our region
 -current member of Eastern Synod Candidacy Committee (since 2017)
 -passion for Stewardship, Environmental Stewardship and the evolution of the Church to ensure long term viability

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

-finding viable ways to work ecumenically and with other religions to demonstrate how religion and spirituality can be a constructive force for positive change
 -ensuring we don't lose sight of 'who we are' as we evolve: finding the balance between change for the better and tradition

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

-to better understand how the decision making process works at the national level
 -a desire to understand how individual members and congregations can play a role in shaping the Church of the future to ensure that it remains relevant and viable, while maintaining core Lutheran values
 -helping to shape the way forward in how our Church supports racial and social justice initiatives



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Gail Schryer

Position Nominated for: ☐ Rostered ☒ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership: Grace Evangelical Lutheran

City/Prov of Congregation: Rankin, 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.)

Retired Quality Manager at the Pembroke Regional Hospital. A registered Medical Laboratory technologist (MLT) for 30+ years. Sat on the board for Quality Assurance for Eastern Ontario Regional Laboratory Assoc. Clinical coordinator for Medical Laboratory Technologist and Technician students at both hospitals in Pembroke. Sat on the board for MLT for both Algonquin College, Ottawa and St. Lawrence College, Kingston. Board member for multiple committees at hospital - Health & Safety; Infection Prevention & Control; Hospital Accreditation; Supplies Management & Procurement. Team Leader & Assessor for Ontario Laboratory Accreditation Assoc. Past Secretary for the Pembroke Curling Center. Church Councilor for Grace Lutheran for 11 yrs. Church Chairperson for the past 4 years. President of the Women of Grace Group for the past 14 years.

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

Churches have experienced many major changes over this past year. Some are struggling to keep a float. How is our Ministerial group (whether local or central) going to continue to keep our churches open and either maintain what we have or try to expand growth? There is concern that some members will not return to the church after this pandemic has been declared officially over. What are the hopes of recruiting more leaders? What is the process for succession planning. Are there sufficient resources? Hopefully our church family will always be united for those that still have faith and a calling to be connected.

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

I am interested in being a delegate (first time) to experience and learn the processes and decision making that take place at a convention, to meet and interact with people and to participate and/or listen in presentations and delegate sessions. I look forward to opportunities and helpful information that I can bring back to share with our church community.



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Iris Schweiger

Position Nominated for: ☐ Rostered ☒ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership: Martin Luther Church

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.)

As a Jill of all trades and a master of none, you can count on my enthusiasm, ideas and volunteer hours to get things done. My formation began in Germany with a co-op diploma in business. In Canada an ECE diploma from Seneca College and a French Degree from York University were added to the mix. Since 2000 I have passionately served at Martin Luther Church in many different capacities and since 2010 on and off as president. Four years ago I became a lay-preacher and in 2020 a leadership role in Fresh Expressions Canada was added to my responsibilities.

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

I am concerned that we as churches are still too focused on maintenance rather than missional. I love the compassionate justice initiatives, the encouragement to be green communities and the National resource response to COVID-19. My hope is to continue the pass in Mission for others and not to be afraid to be bold.

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

I feel compelled to listen, learn and vote on the future direction of the ELCIC.



**2022 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 14, 2022 ☐

Congregational Membership:

City/Prov of Congregation: All Saints Newcombville NS

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.)

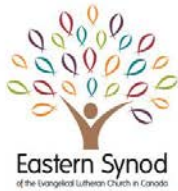
I have been to one National Convention, several Synod conventions and am on Synod Council for Eastern Synod. I have been on my church council in both ON & NS. I was active in the Atlantic Youth Team as well as Lutheran Student Movement (LSM) I was on the LSM executive for several years as External relations coordinator and Conference coordinator.

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

I am excited that the ELCIC has a close relationship with multiple faith groups and want to see these relationships continue, not just in Canada but internationally. That the ELCIC isn't afraid to tackle tough issues, sexual orientation, assisted dying, etc. is very encouraging and I think the ELCIC has an important role in encouraging others to do the same. I would like there to be more work done in supporting youth and environmental issues.

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

I feel that having been to a national convention is important, I am more familiar with what to expect. Being involved in my local church and area gives me knowledge on what is important in small rural areas. As a member of Synod Council I have developed an awareness of how the wider church operates, the challenges and rewards.



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Rebecca Wong

Position Nominated for: ☐ Rostered ☒ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☒

Congregational Membership: St. Peter's Evangelical 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.)

I have been a member of St. Peter's since my baptism, and have been an active congregation member for many years. I have been a Sunday School volunteer, a Sunday School pianist, an acolyte, an usher, an Environmental Stewardship Committee member, a Youth Leader, and a Congregational Council Member twice now. I currently serve as a Congregation Council Member as a Youth and Learning Liaison, and I hope to contribute to the church community in this role.

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

I look forward to the church becoming more diverse and inclusive in its membership; being part of a church community hasn't always been a positive experience for everyone, particularly those of diverse backgrounds (whether that be race, sexual orientation, gender, socio-economic status, etc) and I think that as we begin to acknowledge the hurt that has been done and work towards doing better, it can only strengthen the church. There are not many families that look like mine in the Lutheran community and I look forward to the day when I can look around and see members from all walks of life.

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

I believe I have a lot to contribute to the future of the ELCIC. I think I have a unique perspective that comes from my lived experience as a Youth, as a woman and as a child of immigrants. As we discuss the vision and future of the church and the ELCIC generally, I believe I can contribute to this future in a positive manner, and build connections between the communities of which I am part.

Rostered Nominees (Seventeen 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 2022 convention. In total, the synod’s aim is to elect at least 11 people (from both the lay and rostered categories) who are in that 16–30-year-old category. 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
	Elaine Boone	Central Toronto
	Susan Climo	GTA West
	Leanne Darlington	Nith Valley
	Leena Jensen	Ottawa Valley
	Richard Kwiatkowski	GTA West
	David Malina	Two Rivers
	Martin Malina	Ottawa
	Pamela McNeil	Georgian
	Charles Nolting	Northern
	Seth Perry	Seaway
	Scott Schellenberger	Ottawa Valley
	Jordan Smith	Central Toronto
	Ralph Carl Wushke	Central Toronto



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Rev. Dr. Elaine Boone

Position Nominated for: ☒ Rostered ☐ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership: Advent 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.)

I am the Pastor at Advent Lutheran Church in Toronto. My educational background includes an M.A. and Ph.D. in history and the history of education along with my MDiv.

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

I am very hopeful about the future of the our Church. We are committed to sharing the vital message that we are all beloved children of God and that God's grace and love are for each and every one of us.

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

I am interested in being a delegate so that I can learn more about the work of our Church. I would like the opportunity to meet more people committed to our Church and its future. I would like to have a voice in plans and policy.



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Pastor Susan Climo

Position Nominated for: ☒ Rostered ☐ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

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 12 years as a rostered member of the ELCIC I have been actively engaged in the life of the wider church. I am a member of our Synod's Return to In-Person Worship Task Force. I serve on the GSI Board, and chair our Synod's Professional Leadership Committee. I am also on the organizing team for our Synod Assembly (and have been involved in organizing these events since 2010). My congregation's merger with an Anglican parish led me to become engaged in projects that lift up our full communion relationship: I sit on the national Joint Anglican-Lutheran Commission, and am involved in the sub-committee preparing worship materials to mark the 20th anniversary of the Waterloo Declaration. Since the 2022 Convention will be held jointly with the Anglican Church of Canada, this aspect of my work seems particularly relevant.

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

The pandemic has brought many challenges for congregations in terms of finances and of staying connected to members, but has also offered tremendous opportunities for new forms of worship, outreach and evangelism. The collaborative work our RIPW Task Force has encouraged is one example of how strong partnerships in the synod and national church can help spread the good news of Jesus' love and grace and encourage, equip and inform us at the local level. I am hopeful that if we continue to look for new and creative ways of working together across congregational, synodical and even denominational borders, we can be even more effective participants (in some small way) 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 am eager to fulfill my sense of responsibility to the wider church, and to be a part of dreaming about our future and making decisions that will ensure the continued vitality and sustainability of the ELCIC as a national body.



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Leanne Darlington

Position Nominated for: ☒ Rostered ☐ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership: Zion Ev. Lutheran Church

City/Prov of Congregation: Philipsburg, 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 graduated with a Master of Divinity from Martin Luther University College in 2019 and was ordained in January 2020. I was called to part-time ministry at Zion Ev. Lutheran Church in Philipsburg. In 2021, I began an Interim position as Pastor at St. Peter's Lutheran Church, Linwood, and am also serving as Interim Visitation Pastor at Trinity Lutheran Church, New Hamburg. As a second career pastor, I have much lived experience that helps me relate to the congregations I serve. I am excited about my call and vocation as a pastor!

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

My concerns like so many others is the ongoing health of the Lutheran church, not only in our synodically but also nationally. How do we remain relevant in a changing society, where religion is looked down upon by much of mainstream society? But saying that, I am hopeful for the church. I think that the pandemic has taught us that we need each other, that we need to care for one another. This is what the gospel calls us to do, and frankly the church has gotten away from that in the past. For the church to survive we need to build authentic relationships with one another, with our synods, and our worldwide ecumenical partners.

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

I have been a Lutheran all of my life, but have never taken the opportunity to attend a National Convention. I look forward to gaining a deeper understanding of how the National church functions and how we can work together to live out the good news of the gospel together. I also look forward to sharing my experiences with the congregations I serve so that they can become more attuned to the purpose and call of the National church.



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Leena Jensen

Position Nominated for: ☒ Rostered ☐ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership: St. Peter's Ev. Lutheran Church, Alice Ontario

City/Prov of Congregation: Pembroke 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.)

-Rostered Pastor in Call to St. Peter's Alice, Grace, Rankin and Bethlehem, Woito (3pt)
-MDiv, MA Theology, Spiritual Care & Psychotherapy Waterloo Lutheran Seminary (2018)
-BA-Sociology/Labour and Trade Union Studies, Laurentian University Sudbury (2003)
-Church Council Member, Multi - Committee Volunteer and Treasurer (2003-2014), St. Matthews Ev Lutheran Church Sudbury, Summer Bible Camp Teacher and Support Hannah Lake Sudbury

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

-Changes faced with declining membership, youth and programs in Churches. Future leadership candidates. Promotion of Work in the Church in various roles. Assist Churches in developing alternatives to closure and/or mergers to sustain themselves. Assist and support young leaders in consideration of working in the church.

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

I wish to be a part of the work of the larger church. To learn through experience about the larger church. To support the church leaders in meeting the challenges of this millenium. To work with other churches in development and sustainability, to get ideas and contacts to help area churches to thrive.



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Richard A. Kwiatkowski

Position Nominated for: ☒ Rostered ☐ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership: Grace Evangelical Lutheran Church (Oakville)

City/Prov of Congregation: Oakville, 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.)

The Lutheran Theological Seminary at Philadelphia - Master of Divinity, 2001
University of Toronto / Trinity College / Toronto School of Theology - Master of Theology, 2015
Good Shepherd Lutheran Church, North Boston, NY - Pastor, June 2002 to November 2014
First Evangelical Lutheran Church, Toronto, ON - Interim Pastor, November 2014 to July 2016
Grace Evangelical Lutheran Church, Oakville, ON - Pastor, September 2016 to Present
GTA West Ministry Area - Dean, January 2019 to Present

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

I am concerned that more and more congregations are faced with an ageing and dwindling membership and decreased financial resources. It is becoming more difficult, at the congregational level, to carryout new and exciting ministry opportunities when there are fewer people and a decreased energy level. It is my hope that the ELCIC and the synods will work collaboratively with ecumenical partners to develop a variety of mission and ministry resources targeting ways that struggling congregations can, even when resources are limited, continue to care for others. The Church is called to mission in the world. My hope is that a renewed sense of mission will breathe new life into congregations that find themselves at the crossroads.

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

I enjoyed the last ELCIC National Convention that I attended because of the diverse group of people, from across the country, that the Holy Spirit called together for the mission of the Church. I would like to join with the delegates to the 2022 National Convention and add my theological perspective and statements of faith to the business and discussion at hand. These discussions deepen my faith in and love of God and enables me to hear the Holy Spirit's call in new ways. Attending wider church gatherings, such as this, also reminds me of the depth and breadth of the Church's ministry. This will be a broader expression of the Church, as we gathering with the Anglican Church of Canada. I look forward to the new perspectives, insights, and ministry ideas that I can share with my congregation, colleagues in my community, and Ministry Area.



2022 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 14, 2022 ☐

Congregational Membership: Christ Lutheran, Waterloo, ON

City/Prov of Congregation: _____

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.)

• life-long disciple in Lutheran church; life-long learner i.e. managing church transitions in these liminal, uncertain times

- always building on 25 yrs. of pastoral leadership experience in Atlantic Grand River
- Served on the Board of Governors (MLUC) and member of ES Council and Two Rivers Ministry Assoc.
- Current Dean of Two Rivers M.A.

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 w/ courage, its emerging future.
- that it would continue to re-engage the best of the Christian spiritual tradition
- that it will move through its many transitions with as much grace, sensitivity and ease as possible.

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

- interested in joining the overall supportive energy of the healthy and life-giving ministry and mission of the ELCIC



2022 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 14, 2022 ☐

Congregational Membership:

City/Prov of Congregation: Faith Lutheran Church 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.)

B.Soc.Sci & B.A. (Honours) — University of Ottawa / M.Div. — Martin Luther University College
 Doctoral Applicant to St Paul University Ottawa
 Rostered Pastor for 24 years (ordained in 1997), Eastern Synod
 Dean of Ministry Areas (Thames & Ottawa) for 8 years total
 National Coordinator for the Canadian Christian Meditation Community since 2019

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

I hope for a positive, gospel-centred response to post-pandemic realities facing the church, that personal and corporate growth be affirmed, and learnings during the pandemic be incorporated into a vision forward

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

To contribute to the building and strengthening of healthy relationships in the church at a national level



**2022 NATIONAL CONVENTION NOMINATION FORM
EVANGELICAL LUTHERAN CHURCH IN CANADA
EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION**

Nominee Name: Pamela McNeil

Position Nominated for: ☒ Rostered ☐ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership: St Paul Lutheran Church

City/Prov of Congregation: Neustadt 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 serving as pastor in my first call where we are engaged in learning how to aid a refugee family; how to minister to our community; how to love and respect all people and creation, and are experiencing God's love for us. I have served on church committees (finance, worship, education, endowment) and on a charity board; (Lutherlyn camp) I have been active in senior care and youth education programs; church co-organist since age 16. Current personal explorations include un-learning systemic and stereotypical myths which create oppressive situations. I am nudging myself to increase sensitivity toward fellow humans.

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

I am concerned that the declining membership in our churches may lead us to think we are not important. As a cohesive voice shaped by our faith, we have valuable contributions which need to be heard. My hope for the church is that we continue to ally the vulnerable; be a respected forum for education and leadership in dissolving prejudice; lead in youth mentoring and support; be diligently in faith development; grow in examples for nurturing and restoring creation. I am excited to see the ways in which God will inspire us to go forward.

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

For almost a decade i have felt that this is an incredibly exciting time to be "the church". Being a convention delegate is an opportunity to grapple with and imagine ways for the church to grow as a voice that the world needs to hear. I also appreciate the opportunity to be part of the order and motions which are necessary for transparent actions. The third reason is that, in my experience, the learning that is possible at a convention, and which can be brought back to area congregations is priceless! Thank you.



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Rev. Charles Nolting

Position Nominated for: ☒ Rostered ☐ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership: New Hope Lutheran Church

City/Prov of Congregation: Sudbury, 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 parish pastor since 1996, I bring a wide variety of congregational and committee experience. I have served on the Eastern Synod Outdoor Ministry Committee, Queens Rural Ministry Advisory Committee, Ottawa/St. Lawrence Conference council, and the board of Lutherlyn Camp, as well as committees planning Youth events and 500 North, a Reformation event held in Sudbury.

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

Shrinking congregations require improvements to re-alignment and merger techniques. How can we further assist and enable congregations to re-energize and remain relevant in their communities? How can we make better use of the internet and other tools in order to share our gifts in order to reach out to our congregations and society?

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

I see this as an opportunity to serve the wider church, to forge bonds with other congregations across the nation, and to represent my ministry area in the conversations we will have as a national body.



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Seth Perry

Position Nominated for: ☒ Rostered ☐ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership:

City/Prov of Congregation: St Marks Kingston 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.)

Aside from my theological education, I also have a Bachelor of Fine arts in Film Production from Simon Fraser University. My passion for video production and live streaming are relevant to my responsibilities as a pastor. I have an interest in worship planning and music. I am involved in numerous local social justice issues. My background as a youth worker has given me a passion for community development, addiction recovery, youth ministry and outreach. I also participate in campus ministry at Queens University. All of these qualifications are diverse and allow me to represent multiple interests at the National Convention.

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

My greatest concern for the future of the ELCIC is long term congregational sustainability. Each congregation needs to look at how a Lutheran presence can be reasonably sustained in their local context. Unfortunately there is no blueprint for success in this endeavour. Each context is unique. However, I have witnessed a denomination wide problem in which a majority of congregations may avoid talking about long term sustainability because it is an uncomfortable subject. I am not afraid to talk about creative and 'outside the box' ideas. Property, endowments, staffing and community partnerships are things that congregations should be talking about if they would like a sustainable mission in their communities in the coming decades. God may be leading congregations in ways that they may not yet be aware of and it is all to be revealed in the process of discernment and discussion.

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

I have an interest in church governance. I know each Synodical Bishop and I would like to continue to get an opportunity to hear about what is happening in thier synods for the benefit of my congregation and greater community. I would like the opportunity to worship with other delegates, lay leaders, and pastors.



2022 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 14, 2022 ☐

Congregational Membership: Zion Lutheran Church

City/Prov of Congregation: Pembroke, 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. A., M.Div., Diploma in Business Administration - Marketing. Have served on Canadian Lutheran Youth Gathering Planning Committee and Eastern Synod Youth Committee. Served in cross-section of parishes in Georgian Bay, GTA East, Ottawa Valley, Nova Scotia. Served as chaplain in four Chartwell retirement homes. Served as one of a team of three Associate Interim Priests at St. Luke's Anglican Church Peterborough. Worked on Anglican-Lutheran Working Group for Peterborough.

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

During my time in Peterborough I worked on the Peterborough Anglican Lutheran Covenant a group of five churches studying to possibly come together as one. I have a great appreciation for how advantageous it can be for churches of both denominations to work together or share a building. I like many others am hopeful that churches will move away from property ownership and into affordable housing initiatives, and outreach ministries. Online ministries are forcing congregations to think differently. How the ELCIC responds during and after COVID will be important.

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

I have attended national assemblies in the past but it has been years since last attending one. I am interested in the fact that it is a joint assembly with the Anglicans. Having worked in the past with Anglicans and almost merging into one parish with the Anglicans I see the benefit of working together. We are stronger together than apart. I am also interested in working with individuals from across our ELCIC.



**2022 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 14, 2022 ☐

Congregational Membership: Emmanuel Evangelical Lutheran Church

City/Prov of Congregation: Toronto, 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.)

- CLAY Planning Team (2010, 2012, 2014, 2020, 2022) - Working with leaders from across the country to coordinate planning a national church event
- National Assembly Delegate (2007, Youth; 2017, Lay)
- Synod Council (Lay, 2014-2018) - Serving on Synod Council and working with the Legal and Constitutional Committee
- Recently ordained (December 2020) - During seminary I participated in a wide variety of expressions of church during placements and internship

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

- 1) We need to continue thinking about new ways of being a church. This will affect our property, our leadership structure, and the participation of all people. We will need to continue adjusting to the reality of unsustainable buildings and fewer people entering rostered ministry.
- 2) Congregations' responses to the pandemic demonstrated the variety of core theological beliefs across the ELCIC. The ELCIC will need to explore these issues and discover ways to support congregations based on these new understandings.
- 3) Hope for the continued work in ecumenical relationships and international cooperation. This is something the national body of the church can do well and needs to continue.

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

It is important for rostered and lay leaders to participate in the wider church and attendance at National Assembly is one of those ways that allowed me to be involved as a youth and lay person in the past and now hopefully as a rostered member. I enjoy being able to gather with members of our church from across the country to learn what is happening in various contexts and discover ways we can better support each other.



2022 NATIONAL CONVENTION NOMINATION FORM EVANGELICAL LUTHERAN CHURCH IN CANADA

EASTERN SYNOD NOMINEE - BIOGRAPHICAL INFORMATION

Nominee Name: Ralph Carl Wushke

Position Nominated for: ☒ Rostered ☐ Lay

Check if applicable: I will be between 16 and 30 years of age as of July 14, 2022 ☐

Congregational Membership: First Lutheran Church

City/Prov of Congregation: Toronto, 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.)

My education: BA - Luther - U of Regina; M. Div - LTS, Saskatoon; B. Journ - Carleton, and Th. M - Emmanuel - TST/UofT, the latter focusing on queer theology, sexuality ethics and philosophical hermeneutics inform my theology and ecclesiology in contemporary thought and praxis. Eight years as a Lutheran pastor, 18 years as a United Church of Canada minister (14 of which as Ecumenical Chaplain at U of T reflect my grounding in the tradition and engagement with contemporary social issues and academic perspectives.

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

I hope that the ELCIC can continue to make a vital impact in Canadian society commensurate with its size by bringing the gospel to bear on the pressing issues of Canadian around us: the flaws exposed by COVID 19, injustice in our criminal justice system, systemic racism, complacency about climate change, transphobia, homophobia, sexual and gender violence, and the implementation of the Truth and Reconciliation Calls to Action. Our life in Christ calls us to see the sacramentality in all of life.

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

Having been readmitted to the roster of ordained ministers in 2019, after being removed from the roster in 1989 because of policies precluding the call and ordination of homosexuals in the ELCIC i believe my participation in the ELCIC National Convention would be an important aspect of the church's response to the Call for Repentance (LC/NA 1988) and reconciliation within the ELCIC and for myself.



Section 3

Reports of National Bishop and Canadian Lutheran World Relief

Section 3 – Reports of the National Bishop and Canadian Lutheran World Relief



Report of the National Bishop

Grace and peace to you in the name of our Lord and Saviour Jesus Christ!

I want to start my report by first and foremost saying, Thank You! What a year this has been. To our members and rostered leaders — you have really inspired me. Thank you for the ways you have continued to support your congregations and communities and continue your ministries in safe and appropriate ways. I have enjoyed the opportunity to worship with so many of you.

We have had to be creative and flexible in so many ways this past year.

We are in this together. Not just as Canadians but as the Evangelical Lutheran Church in Canada. I feel like we are much more connected between all expressions of the church than ever before. There are so many stories of people worshiping with one another, praying for and with one another, and I appreciate the work so many of us have been able to do together. We are all doing our very best.

I want to focus my report on just some of those ways we have come together and the many partnerships that help enable this work to be carried out. There are many things I could share but for the sake of brief reporting, here are just a few of the highlights.

These will be organized by the four areas of focus that make up the National Office strategic plan: Courageous Innovation, Reconciled Relationships, One Body Working Together and Empowered Disciples. 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.

Courageous Innovation

If ever there was a time for courageous innovation, this is it. The many ways we have all come together across the church as we have gone through various stages of restrictions, and then opening up, and then in some cases increased restrictions again has been admirable. It was not widely felt when the first online worship services were set up that this would be something we'd continue to carry on one-year later, and beyond.

Innovative interaction with the community

There have been many joint communication pieces from the National and Synod leaders to ELCIC

members since the start of the global pandemic. The hope for these has been to offer support, guidance and prayers as we journey together. You can find these letters and updates online:

<https://www.elcic.ca/publichealth/>.

The ELCIC website devoted a special section of the website

(<https://www.elcic.ca/publichealth/livestreaming.cfm>) to listing all the live streaming and pre-recorded worship services from across the church, in addition to other COVID-19 related resources

(<https://www.elcic.ca/publichealth/>). We saw this page grow from a small handful to a list of almost 200 congregations very rapidly — with new additions still being added weekly. This continues to be one of the most accessed pages of the website.

In March of 2020, I began a daily practice of sharing daily hymns and prayers, inviting ELCIC members to sing and pray along with me. These are shared on social media and via a daily email and have been very well received. This continued into the Fall of 2020 and tapered off just before November 2020 when I began a three-month sabbatical. I have once again begun this hymn/prayer journey for the seasons of Lent and Easter this year.

National and Synod leaders offered two sermon series in the last year. From June 14 to September 13, 2020, National and Synod Bishops, along with Synod Assistants to the Bishops shared sermons as part of the Summer Sermon Series. Video and text of the sermons were made available to all congregations as a means of providing support, offering different voices, and introducing congregational members to Bishops and Assistants from across the church. From January 10 to February 14, 2021, National and Synod Bishops offered a series of six sermons for use in congregations using this similar format. Both of these series were well utilized by ELCIC congregations.

Flexibility in sharing and deploying financial resources

ELCIC National and Synod Treasurers, along with the ELCIC Director of Finance and Administration, and the Assistant to the Bishop for Communications and Resource Generation, have been holding regular meetings via zoom since the Government of Canada began announcements on financial support for COVID-19. The purpose of these meetings has been to assist one another with navigating through the current financial challenges that congregations may be facing and to identify areas of mutual support. The meetings have been very productive and resulted in almost monthly communication pieces for congregations. You can read these letters and updates here: <https://www.elcic.ca/publichealth/>.

Reconciled Relationships

Inclusive vision of the church

The ELCIC has been a supporter of the World Council of Churches (WCC) *Thursdays in Black* campaign for many years now — a weekly reminder of our commitment to end gender-based violence including domestic violence. For several years I have been a WCC Thursdays in Black Ambassador which means I have been involved in issuing statements urging awareness of gender-based violence.

On April 23, 2020, the Ambassadors issued a statement urging awareness and protection from the “dual pandemics” of COVID-19 and gender-based violence: <https://www.oikoumene.org/en/press-centre/news/thursdays-in-black-ambassadors-we-mustenable-and-promote-safe-spaces-for-all>.

On March 4, 2021, I joined with our Synod Bishops to write to the church to express our ongoing concern for domestic violence in our country and within our church. Social isolation and current lockdown measures have led to a dramatic increase in domestic violence. The UN describes this as a shadow pandemic alongside COVID-19, “a pandemic within a pandemic.” You are invited to join in this campaign by wearing black on Thursday: https://www.elcic.ca/news.cfm?article=593&fbclid=IwAR0bs0h-FpRcYmWv4sF3cb5vG7ykRG6H3r3SqnsTsvLPM_dfBVo3l1uDDcc.

Following a 2019 convention motion, three new task forces formed. The Task Force addressing Ableism, Task Force addressing Racism and the Task Force addressing Homophobia, Biphobia and Transphobia have all begun their work.

Challengers of racism and privilege

On March 21, 2020, I joined with Anglican and United Church leaders to issue a statement lifting up the United Nations International Decade for People of African Descent as an opportunity to eliminate anti-black racism: www.elcic.ca/news.cfm?article=552.

On June 2, 2020, in response to the demonstrations across the United States and Canada in the wake of the May 25 death of George Floyd in Minneapolis, the leaders of the Evangelical Lutheran Church in Canada, the Anglican Church of Canada, and The United Church of Canada issued a joint letter: <https://www.elcic.ca/news.cfm?article=569>.

On June 4, 2020, the Synod Bishops and I issued a pastoral letter acknowledging that, racism is within us and within our communities. The leaders call on all congregations and members to commit to doing the hard work and change our ways of thinking and our actions that demean and hurt: <https://www.elcic.ca/news.cfm?article=570>.

On June 19, 2020, I joined with other ecumenical leaders to encourage the UN Human Rights Council to address racism: <http://wrcr.ch/news/wcrc-joins-ecumenical-call-against-racism>.

On July 1, 2020, eight additional churches joined the ELCIC, United and Anglican churches in committing to recognize and celebrate the United Nations International Decade for People of African Descent (2015–2024) and to addressing anti-Black racism.

On July 29, 2020, I sent a letter to the Prime Minister supporting private member’s motion for Parliament to designate August 1 of every year as Emancipation Day in Canada: [https://elcic.ca/ From-the-Bishop/documents/20200729LettertoPrimeMinisterEmancipationDay-2.pdf](https://elcic.ca/From-the-Bishop/documents/20200729LettertoPrimeMinisterEmancipationDay-2.pdf).

On November 30, 2020, the National Bishop and the leaders of the Anglican Church of Canada, Evangelical Lutheran Church in America, and The Episcopal Church joined together to offer an Advent message: Churches Beyond Borders — Advent Call to Address Racism and White Supremacy: www.elcic.ca/news.cfm?article=586.

Healthy relationship with the earth

The national bishops for the Evangelical Lutheran Church in Canada (ELCIC), Evangelical Lutheran Church in America (ELCA), the Anglican Church of Canada (ACC) and The Episcopal Church (TEC) prepared devotions for each Sunday during the Season of Creation, September 1 to October 4.

Work to End Poverty in Canada

On May 3, 2020, I joined other Anglican and Lutheran Bishops in a letter to the Prime Minister calling for Guaranteed Basic Income: www.elcic.ca/news.cfm?article=565.

On March 20, 2020, I joined with Anglican and Presbyterian Church leaders in a letter to the Prime Minister lifting up the need to support the non-profit sector during the pandemic.

Ecumenical and interfaith partnerships

The ELCIC has been in the process of deepening relationships with the Moravian Church in North America. There are currently 19 Moravian congregations in Canada (9 in Alberta, plus 1 mission ministry; 1 in Toronto, Ontario; and 10 in Labrador). In the US, both the Evangelical Lutheran Church in America and The Episcopal Church have full communion relationships with the Moravian Church. In September 2020, National Church Council approved a motion to authorize representatives of the ELCIC to participate in a task force to pursue the possibility of: 1) a trilateral mutual recognition as churches, and 2) a ministry and public witness partnership between the Anglican Church of Canada, the Northern Province of the Moravian Church in North America and the ELCIC.

In October 2007, Muslim scholars, clerics and intellectuals came together to unanimously declare the common ground between Christianity and Islam. Since then, *A Common Word Between Us and You* has been encouraging Muslim-Christian dialogue and understanding. In 2018, the ELCIC National Convention and the Anglican Church of Canada General Synod each acted to endorse *A Common Word*. In January 2020, more than 70 people gathered to celebrate this endorsement. The event included scripture reading, prayers, keynote addresses by two Muslim scholars, and I joined with Archbishop Linda Nicholls as we participated in a ceremonial signing of *A Common Word*. The event also marked the launch of www.acommonword.ca which features resources and a toolkit supporting Muslim Christian dialogue.

One Body Working Together

Shared vision across all expressions of the church

The Vision Statement Task Force continues to work to carry out its duties related to ELCIC motion CC-2018-25. The task force has been involved in broad consultation across the church and will be presenting final recommendations to National Church Council at its September 2021 meeting.

National and international partnerships

In September 2020, National Church Council approved a motion to designate \$100,000 to The Lutheran World Federation (LWF) Rapid Response Fund. Many of the 148 LWF member churches live in contexts that are particularly vulnerable for emergencies. The COVID-19 pandemic has presented an unprecedented challenge for these churches. The LWF Communion Office has created a space for showing solidarity to these member churches by setting up a COVID-19 Rapid Response Fund. The fund provides short-term grants for the implementation of specific COVID-19 prevention and response work.

On May 31, 2020 the Evangelical Lutheran Church in Canada and the Anglican Church of Canada joined together for *One Family in Mission* — an online Pentecost Sunday afternoon event. The seed of inspiration for this joint worship came from a vision for what would it look like to have Lutherans and Anglicans from across our two churches praying the Lord's Prayer together — in our own versions and

languages. The online gathering included an opening hymn featuring two Winnipeg singers along with myself, Archbishop Linda and Archbishop Mark; greetings; a reading; reflections; prayer; and a closing hymn. The highlight of the event was the coming together of our Lutheran and Anglican voices in the saying of the Lord's Prayer.

Submissions were requested from across our two churches during the beginning of May. Not knowing what kind of response we might receive, we set our sights on a goal of 100 submissions. To our great surprise, we actually ended up receiving 150 responses (59 Anglican, 89 Lutheran and 2 from joint ELCIC/ACC communities). Thank you to all who made a recording of yourself praying the Lord's Prayer and sent it in. You can still watch the event online at <https://www.anglicanlutheran.ca/pentecost/>.

Anglican and Lutheran staff meet regularly to discuss shared work in the areas of communication, justice, and ecumenical and interfaith relations. While these meetings used to be in-person, the move to online has meant that these meetings have been able to take place more frequently which has allowed for a continuity of discussion and work flow.

While unfortunately the 2020 National Worship Conference (NWC) had to be postponed due to COVID-19, it will be taking place online July 6–7, 2021 as an online event. More information about Disruption and Grace: Learning edges in liminal times can be found here: <https://www.nationalworshipconference.org>.

Support CLWR's mission

We continue to work very closely with our partner in international relief and development, Canadian Lutheran World Relief (CLWR). While we have both mostly been working from home and not at our shared office space at 177 Lombard in the last year, we continue to meet regularly to discuss joint areas of work.

CLWR made a special appeal for COVID-19 relief. A portion of funds raised was designated for relief in Canada. A total of \$11,400 was distributed to synods to help vulnerable people in Canada.

This year, CLWR celebrates its 75th anniversary. In acknowledgement of this milestone, the ELCIC will designate Sunday, September 26 as CLWR Sunday. More information will be coming.

Empowered Disciples

Baptismal vocation

The Living our Faith four-year emphasis completed its first year's focus on prayer at the end of August 2020. As we began our second year of the emphasis in September 2020 we shifted our focus to Read — a study of the books of the Bible. We have been so encouraged by all the Bible Book Clubs that have been organized across the ELCIC. And it's still not too late to join in! Each month we will read a book of the Bible and resources are provided for discussion at a monthly book club that you can coordinate however best works for your context (in-person with appropriate social distancing, or online!): www.elcic.ca/livingourfaith. In September 2021, we will begin a third year of the emphasis with a focus on worship and personal devotions.

Engaged/empowered youth/young adults

Due to COVID-19, the 2020 Canadian Lutheran Anglican Youth (CLAY) gathering was postponed and rescheduled for 2021. To help bridge the gap a video event was planned and brought together many groups from across the country and from both the ELCIC and Anglican Church of Canada on August 22, 2020.

Due to the ongoing uncertainty of the global pandemic, the difficult decision was made for CLAY 2021 to be hosted as an online event. The event will take place August 20–22, 2021. There will be three hours of group gathering time each day featuring: worship, workshops, and a large group gathering with CLAY band, drama team, and keynote speaker Melanie Delva. There will also be late night spots every day, and activities engaging with the National Youth Project. Registration will open April 2021. Find out more here: www.claygathering.ca.

I want to end this report as I began — by thanking you for your faithfulness and for your partnership. 2020 was a challenging year and 2021 has been no different thus far. But we are people of hope, Christ is with us, and together we will manage the challenges and faithfully live into the next chapter.

Yours in Christ,

+ 



Dear CLWR family within the Eastern Synod,

In March of 1946, representatives of North American Lutheran churches gathered in Ottawa to discuss a pressing challenge of the time: providing support for the millions of Europeans displaced by the Second World War. The outcome was the creation of Canadian Lutheran World Relief. Canadian Lutheran World Relief is now in its 75th year of service on behalf of Lutherans from coast to coast to coast. We are proud of CLWR's long history of growth and adaptation as an organization. CLWR has continually adapted its efforts in response to shifting contexts, and especially to the voices of our partners. CLWR has always tried to exemplify the spirit of *semper reformanda* — always reforming — that has guided our faith tradition as Lutherans. Today, facing the prospect of a post-COVID world, we are united in our belief that we must not cease to learn, grow, and reform.

Inspired by God's love for the world, CLWR challenges and responds to the injustices which cause human suffering and poverty. We are committed to working alongside our partners to build resilience through a continual shared learning approach. As an international relief and development agency of the Lutheran communions, CLWR provides opportunities for Canadians to respond to national and international needs.

The need experienced by our global partners has never been greater or more urgent, and the COVID-19 pandemic is disproportionately affecting those who already face hunger and poverty, with millions more being pushed into extreme poverty. In this context, particularly with ongoing restrictions, we are grateful for your continued support, compassion and generosity.

Always reforming.....

On September 26th, **CLWR's** Board of Directors **made the decision to transition We Care**, CLWR's long-standing and beloved commodity shipment program, with the intent that the shipping component of the program will be fully closed by the end of 2021. While many of us feel a deep, personal connection to this aspect of We Care, the decision was made with the unanimous support of everyone involved.

Despite some sadness in making this change, we are united in confidence that this decision **affirms CLWR's most deeply-held values, including responsible stewardship, shared learning and honouring the voices of those we are called to serve.** We are encouraged and optimistic at the commitment everyone at CLWR has shown to being the most responsible and effective organization we can on behalf of you, the Lutherans in Canada.

While earlier in the program's history, We Care filled a vital gap of needed items, in the world we now face, many of you have expressed growing concern about the climate impacts of shipping supplies from Canada, especially when they are available for purchase much closer to the regions where we work.

The We Care program, in its decades of operation, has provided comfort and care to tens of thousands of people. **To the faithful people of MNO Synod, an incredible community of faithful, loyal volunteers, pastors, lay leaders, youth groups, and Sunday schools: we are inspired by you.** Your generosity has wrapped warm quilts around those who have lost their homes, put supplies in otherwise empty school classrooms, and given young mothers the very first set of clothing their new babies will ever wear.

You have made such a difference. You have our deep thanks. And we also want to say you are needed now — as much as ever.

As this work evolves, we will count on your continued partnership in the MNO Synod, and we pledge to continue in our commitment to do everything we can to be faithful and responsible partners in this ministry.

Always reforming.....

At least **79.5 million** people around the world have been forced to flee their homes in the last year. Among them are nearly **26 million refugees**, around half of whom are **under the age of 18**. **There are also millions of stateless people**, who have been denied a nationality and lack access to basic rights such as education, health care, employment, and freedom of movement.

At a time when **1 per cent of the world's population have fled their homes** as a result of conflict or persecution, our work together in support of displaced people and refugees is more important than ever before (UNHCR Ottawa2021).

The deeply disturbing news about the humanitarian crisis at the U.S.-Mexico border has moved us to respond. Working with the ACT Alliance, CLWR has become engaged in a new endeavor to bring assistance to the injustices of so many fleeing Central America. CLWR would become the first Canadian Sponsorship Agreement Holder (SAH) to work directly with the United Nations Refugee Agency, (UNHCR) to bring a vulnerable single mother with children to Canada from the US-Mexico border. We will need your assistance, generosity and engagement as we work to respond to the injustices at the border. Thank you for all the care and love you have shown newcomers to Canada. Your ability to welcome strangers continues to inspire us. Thank-you.

Always reforming.....

In the Palestinian Territories, unemployment is a main cause of poverty. Women have even fewer opportunities than men to find employment, which exacerbates existing economic and social barriers, compounding the challenges they already face. For women with disabilities, the situation is even more difficult.

To address these challenges, *Gender-Responsive and Inclusive Technical and Vocational Education and Training* (GRIT) is a new project from Canadian Lutheran World Relief and Lutheran World Federation that provides women in Palestinian Territories better access to technical and vocational training programs suited to their specific needs, so they can secure jobs and gain financial independence.

GRIT is a six-year (2019-2025), 10 million dollar project funded by Global Affairs Canada, as part of the Government of Canada's 400 million dollar investment in support of the *G7 Charlevoix Declaration on*

Quality Education for Girls, Adolescent Girls and Women in Developing Countries, with contributions from the Manitoba Council for International Cooperation.

Always reforming.....

CLWR has signed the Anti-Racism Framework of the international cooperation sector and to join the more than fifty Canadian agencies and organizations that have already done so. The framework aims at addressing systemic racism in the international cooperation sector – a sector that by its self-definition aims to contribute to building a better and fairer world. The framework urges us to address the sector's legacy of racial bias, and to redress global interventions that have denied peoples and institutions from historically disadvantaged countries their right to self-determination in the name of economic and social progress.

As Lutherans, as people of faith, we are called to *semper reformanda*. We are delighted to celebrate with the Eastern Synod at your Synod convention. Thank-you Bishop Michael for your unwavering support. Thank-you to all Eastern Synod pastors, lay leaders and congregations for your faithful partnership.

We celebrate together, as it is only through partnership that CLWR has been able to celebrate a long history of growth, challenging and responding to injustice. Seventy-five years bringing hope, compassion, and love to so many in this world. Our deepest gratitude for your partnership, and we invite you into deepened engagement this year and look forward to the journey together.

Respectfully submitted,



Karin Achtelstetter, Executive Director



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

Section 4 – Reports of the Bishop, Vice Chair and Ministry Areas

Report of the Bishop

Rev Dr. Michael J. Pryse

It is my great pleasure to provide this written report to you in advance of Synod Assembly 2021; our first ever such gathering to be convened on-line.

Calendar years 2020 and 2021 have turned out to be years of unprecedented disruption and change for the entire human family. To prevent the spread of the coronavirus and protect both ourselves and members of the community, virtually everything about our lives has changed, from how we shop; how we work, how and with whom we spend our leisure time. And for “we Christians”, it has changed just about everything about how we engage our life as a church.

Those first weeks of lockdown, in retrospect, only seemed like a passing annoyance. We thought we would all be back in church by Easter. But as Easter became Pentecost, we began to realize that this was going to go on indefinitely. How do you worship together? How do you provide pastoral care? How do you continue to support outreach and service ministries? What about finances? How do you fulfill basic governance functions of congregational life and make decisions? There were so many questions, so many challenges.

And surprisingly – or not, depending on your perspective – to a significant extent, we met those challenges!

Within weeks of the start of lock-down, pastors, deacons and congregations had learned the basics of providing on-line worship experiences. Where technology was limited – print worship materials were distributed via email, snail mail and home delivery. Phone trees were speedily strung up to maintain connectedness within congregations. Electronic mechanisms for making offerings sprouted across the internet. National and synodical bishops and treasurers collaborated on providing timely advice and guidance to congregations on best practices moving forward.

It was a phenomenal testimony to the giftedness with which the Spirit has endowed Christ’s church. I confess that I would have never thought it imaginable. But here we are. And although we still have significant challenges before us – we have not come through this unscathed – for the most part, the state of the church is healthy, engaged and very much alive!

In the first few weeks of the pandemic all any of us could think or talk about was “getting back to normal.” I don’t say that anymore. Of course, I want to get back to something resembling a more normal pattern of physical interaction with my fellow church members. I want to sing with you and commune with you. But I don’t want to “get back to normal” if that means forgetting the important insights and learnings that have come to us in these strange days. Indeed, we need to build on those insights and

learnings as we move forward and lean heavily into the new models for ministry and discipleship that have been revealed to us over this time of enforced physical distancing and those that have yet to be revealed.

We need to maintain and enhance the new levels of connectedness that have formed within our churches; the on-line bible study groups, regular zoom meetings with pastors, deacons, and bishops; the prayer groups, mid-week worship services; the telephone trees we set up to check in on one another. In many ways, we have never been more connected with one another as church than we have within the past year. We've got to make sure that continues. It has built us up as the Body and Christ and strengthened the bonds that unite us.

But we've also got to maintain relationship with the many people who have connected or re-connected with us via our online presences; people who might have never connected with us through our "normal" in-person, physical church portals. A lot of people came back to church over this past year or tried us out for the first time. We need to keep seeking those folks and reaching out to them. And once we've connected, we need to establish and build new relationships with them. We've learned that we can do it and we've got to keep doing it.

The theme of this Synod Assembly is drawn from the words of Isaiah 43:19. "Behold I am doing a new thing; now it springs forth. Do you not perceive it?" I think that many of us; perhaps most of us; *have* perceived that God is doing something new with us and celebrate the new things that God is doing, in, among and through us.

One of the big learnings coming out of this pandemic, is that the Spirit has granted us the capacity to remain nimble and responsive in an ever-changing environment. Your Eastern Synod Council has worked to express this learning in its planning. In November 2020, the Synod Council reviewed our Strategic Plan with a view to identifying priority items for calendar year 2021. I would like to identify and make brief comments on each of these.

Develop a future state vision of the synod and what it may/ could look like in 5 years.

In many ways, it is likely that the pandemic has accelerated many of the challenging trends that have become evident within the life of our church in recent years. We need to identify those trends and plan honestly and critically for our future accordingly.

Provide synodical leadership and resources to support congregations and rostered leaders with pandemic related transitions.

Much about the life of our church has changed in the past fifteen months. Some of those transitions may be temporary but others will be permanent. We need to assist our rostered leaders and congregations in identifying best practices moving forward.

Identify, encourage, and support new forms of ministry.

We need to become more courageous and generous in our support of emerging forms of ministry. We cannot rely solely upon status quo models for ministry which in many contexts are unlikely to advance

God's mission in the ways that they once did. We need to engage in experimentation, learn from the experience of others, and overcome our debilitating fear of failing.

Increase the number of viable congregations that are highly engaged in mission by proactively encouraging congregations who are at a crossroads to intentionally consider all options, ask the hard questions, and act decisively when determining future direction.

The synod needs to take a more proactive role in encouraging difficult but potentially lifegiving conversations about the viability of some local ministries. The trajectory for many of our congregations is quite clear if we slavishly cling to current ministry models that have gone well beyond their best-before dates. We need to discern and boldly engage new partnerships while we still have the capacity to do so.

Support the work of Ministry Areas to broaden the effectiveness of ministry at the local level.

Many of us have experienced the rich gift of local collaboration over the course of this pandemic. We've dismantled some of our congregational silos and forged new partnerships with colleagues and congregational siblings. We are all "better together" and need to find ways to further nurture these local partnerships.

Identify and prepare candidates for missional (rostered and lay) leadership specific to new forms of ministry.

For a variety of reasons, we are not doing a good job at replenishing our church's cadre of rostered leaders. I believe that the Spirit is still calling forth gifted leaders. I do, however, believe that our church is not providing enough opportunities for service that provide the kind of vocational stimulation, engagement, and security that new leaders both seek and deserve. We can't merely default to tending the needs of the status quo and must redouble of efforts to call forth, train and support leaders for service within those expressions of church that are emerging.

Develop a succession plan for key leaders.

We are due to experience a significant turnover in synodical leadership over the course of the coming triennium. In 2024, the synod will elect a new bishop, vice-chairperson, secretary and treasurer. The bishop and vice chairperson will be elected by ecclesiastical ballot and the secretary and treasurer by simple majority vote upon nomination by the Synod Council. I will be encouraging the Synod Council to implement a nomination process whereby candidates for bishop and vice chair can be identified in advance of the electoral Synod Assembly.

Develop a communications plan to align and forward key messages that effectively communicate the accomplishments, opportunities, and challenges of the synod.

We are currently in the process of renewing our synod's communication networks and processes. The pandemic has prompted new practices that have proven beneficial to our life. We need to build on these efforts moving forward.

Identify and apply pandemic related learnings to the synod's ministries/ operations and encourage congregations to do likewise.

We have begun a review to identify pandemic learnings specifically related to the operations of the synodical staff team and infrastructure. Upon completion of that review, we will provide assistance to congregations so they might engage in a similar review.

Review and revise, as appropriate the ministries funded by the synod budget and funding allocations to these ministries.

The synod needs to adjust and adapt its funding priorities and become more responsive to a rapidly changing ministry context. The budget that will come before you at this Assembly has been carefully crafted after broad consultation. It is our best attempt to allocate synodical resources that best address our current and future ministry needs. It will, no doubt, require some revision during this triennium. The continued generosity expressed by our members and congregations, when combined with the generous legacy that has been entrusted to us by previous generations, positions the synod to be equally generous and responsive, in turn.

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

The pandemic has exposed and increased our awareness of deep inequalities that are present within the life of our church and within broader society. At our 2018 Synod Assembly we made commitments to addressing issues of racism and its presence within the life of our church. Our Racial Justice Advisory Committee and Circle for Reconciliation and Justice have provided fine leadership and direction in doing so. But much more remains to be done. Many of us, particularly our youth and young adult members are challenging us to address and engage the climate crisis more fulsomely. We need to continue engaging these challenges honestly, humbly, and resolutely as we move forward.

Words of Thanks and Appreciation

In this past triennium the Eastern Synod experienced several significant staff transitions. In June 2020, Jeff Pym concluded his long and gifted tenure among us as our Director of Stewardship and Generous Giving and the Executive Director of ELFEC, the Evangelical Lutheran Foundation of Eastern Canada. We welcome Jeff's successor at ELFEC, Lee Gould, to this Assembly and thank him for ELFEC's sponsorship of our theme presenters to this gathering.

Also, in June 2020, Rev. Dr. Mark Harris concluded his distinguished term of service as Principal-Dean of Martin Luther University College. We welcome his successor, the Rev. Dr. Kristine Lund to this Assembly and pray God's blessing upon her as she leads our beloved theological school in the years to come.

In late 2018, Dr. Debbie-Lou Ludolph concluded her term of service as the Director of Worship Ministries as did Administrative Assistant Stephanie Clayton. In February 2020, Assistant to the Bishop Riitta Hepomaki returned to the Church of Finland, where she and her husband Olavi currently serve in congregational ministries. In March 2020, Cathy Caron concluded her many years of service as

Administrative Assistant to the Bishop. We also bid adieu to Karen Cross who served as a part-time Accounting Assistant and Pastor Katherine Gohm who concluded her term as the Director of Public Policy and Service Ministries.

In June 2020, Pastor Joel Crouse concluded his service as Director of Property Transformation in June 2020. And finally, this month we bid farewell to Accounting Assistant Sue Heimpel who transitions to a much-deserved retirement. Each of these individuals has made a lasting and unique contribution to the life of our synod and I am deeply grateful for their dedicated service. Its always hard to say good-bye.

But its always wonderful to welcome new partners and colleagues. In August 2019, Karen Bjerland began working as a Congregational Redevelopment Advisor and on July 1, Rev. Dr. Mark Harris will join her on the Congregational Redevelopment Service team. In January 2020, Pastor Hilla Lahtinen took over the Worship Ministries portfolio and Kim Marcy was named as our Director of Finance and Administration. Administrative Assistant Cindy Stubbs joined our staff team in March 2020. And then, in June 2020 Pastor Adam Snook and Pastor Christie Morrow-Wolfe began their terms of service as Assistants to the Bishop, Adam in a full-time capacity and for Christie, part-time.

I want to thank our Assistants to the Bishop for all that they have done to serve and support me and the wider synodical constituency. Pastor Doug Reble has been a rock of stability, carefully tending to our rostered leaders and congregations, a task made particularly difficult during this past year of steady change and transition. Pastors Adam and Christie have come with welcome new perspectives, skills and energy that have brought much needed renewal and rejuvenation to our staff team. Likewise, for Kim Marcy and Cindy Stubbs who had the misfortune of beginning new jobs at the start of the pandemic. Thank-you, Cathy Calvin, for serving faithfully to support Women's Ministries within our synod. And, finally, I thank-God for Liz Zehr who did so much to keep the ship steadily on course and helped guide the transitions of our new crew members as they came on board!

Thanks also, to my fellow officers, Laurie Knott, Wendell Grahlman and Keith Myra who met with me, often weekly and at least bi-weekly throughout the course of the pandemic. Each of them devoted themselves to specific aspects of the pandemic related supports we provided to congregations with dedication, forbearance, and good humour.

I also wish to thank our Eastern Synod Council, Ministry Area Deans and those countless persons who provide leadership in the life of our synod through their membership on Area Leadership Teams, boards, committees and working committees that guide and administer the ministries of candidacy and worship, advocacy, mission and service, women, youth and young adults, professional leadership, camping and campus ministry.

Lastly, and in closing, let me thank all of you, the rostered ministers and congregation leaders, for the honour and privilege of serving as your bishop. I will conclude this report with words I shared in my Easter 2021 greeting just a few months ago. I do so with a heart that continues to burst with gratitude.

I am so very thankful for our rostered ministers, musicians and videographers for all that they have done to proclaim God's word and strengthen the bonds that unite us over these long months of isolation.

I am so thankful for congregational leaders who have faced the challenges of this pandemic with great courage, creativity, and generosity.

And I am so grateful to you, dear disciples, for your faithfulness in ensuring that the vital work of Christ's church has continued, and in many ways grown, over the course of what has felt like a year-long season of lent.

Dear church, God has blessed and equipped us to be God's faithful people in ways none of us would have thought imaginable and I have never been prouder to be counted among your number!

"Behold, I am doing a new thing," says the Lord. "Do you not perceive it?" Absolutely! And I hope that you do too!

Report of the Vice Chair

Laurie Knott

The opportunity to serve as vice-chair of the Eastern Synod for the past triennium has been a privilege. The role is quite loosely defined in the constitution and bylaws, which enables me to participate in a wide range of activities from developing personnel policies to attending a mission consultation with our companion partner church in Guyana.

This past year, I chaired the Task Force for the Resumption of In-Person Worship. Our initial mandate was to provide resources to support congregations to assess their ability and develop the protocols to support in-person worship. As the pandemic has extended longer than originally anticipated, the task force's role expanded to provide resources for mediated worship. We have been blessed by the gifts of prayers, liturgy and music pieces from rostered and lay leaders across the synod. We have come together as a wider synod community to bless each other's worship experience. I offer my thanks to the members of the task force, Rev. Jason Ashby, Rev. Susan Climo, Rev. Hilla Lahtinen, Bishop Michael Pryse and Rev. Adam Snook, who as Assistant to the Bishop, made sure all the resources came together and were accessible.

My work has been enriched by all those who work in the synod office – Liz, Cindy, Sue, Kim, Pastor Doug, Pastor Christie and Pastor Adam and I am particularly appreciative of my fellow officers — Bishop Michael Pryse, Keith Myra and Rev. Wendell Caron Grahlman. I have been able to broaden my understanding and appreciation of the work and life of the synod. For this, I am grateful.

The pandemic has forced us to adapt to a new environment and through the process we have been changed. What does this mean for our church in a post pandemic world? I look forward to the exploration!

Reports from the Ministry Areas

Atlantic Ministry Area

Rev Kimberlynn McNabb
Dean of the Atlantic Ministry Area

A Prayer of Thanksgiving

God, we offer gratitude for the past biennium. We give thanks that in all our works begun, continued, and ended in you, we may glorify your holy name...

Across the Area we give thanks for:

... an ordination in a snowstorm; growing 'community parish' relationships; summer programming at Camp Mush; the installation of a pastor by council at their Annual Meeting; a church building closure with Synod Council member representing Synod; the excitement of pursuing the possibility of an onsite Hospice; applications filed for refugee resettlement; community relationship chaplaincies with police, fire service, and hospital; teaching for Atlantic School of Theology, guest speaking at conferences on difficult topics related to death and consciousness, trauma specialist resources for PTSD and creative management solutions ...

In individual congregations we give thanks for:

... human resources job performance appraisals; enhanced and streamlined accounting practices; technology advancements and additions; better communication practices; renewal of public space for beauty and function; sharing of resources; creativity in ministry; embracing different forms of worship, Bible Study, and community engagement; presenting authentic selves in time of crisis ...

In the midst of pandemic we give thanks for:

The most exciting one was the first Sunday we gathered in worship following the total closure. I have never been in a worshipping group where you could cut the JOY with a knife. An amazing experience. How they hungered to be back together and worshipping. In the midst there is always a sense of joy because of the One who is in our midst always. ---from a retired cleric

We give thanks for pastoral leadership:

... clergy who have taken the time to wrestle with race and history, to model first steps in bringing an end to systemic racism, to share what is being learned in work and liturgy ...

Field trip: Black Heritage and Cultural Museum, Cherry Brook, NS; Black Loyalist Museum, Birchtown, NS; (postponed) Africville Museum, Halifax, NS

Book study: Lenny Duncan's, *Dear Church*

Study Conference: *Leading in Truth and Reconciliation: Colonialism, Conflict, Diversity*- presenter Allen Jorgensen

Into your hands we commend ourselves (the Atlantic Ministry Area): our churches, our bodies, our souls, and all that is ours. For the next biennium, let your holy angels be with us, so that the wicked foe may have no power over us. Amen.

Central Toronto

Rev David Tin
Dean of the Central Toronto Ministry Area

Let's begin with thanks for the leadership and service of Rev. Dr. Christian Ceconi, a passionate and diligent partner pursuing the revitalizing of congregations. Under his leadership, a good number of ground works were laid in CTMA. With a new call, Christian has resigned and returned to Germany.

As I continue Christian's term of service at the on set of COVID-19, buildings locked down and suspension of in-person gathering commenced. Planned works were suspended: lunch & learn event for lay leaders and pastors, monthly ministerial, confirmation camp, congregations' council retreat.

I cried, "Jesus, have mercy on us."

God is among us. God's people remain strong. There comes amazing creative and resilient leadership: Bishop Pryse's regular shepherding Zoom meets with clergy; worship and learn in May (Worshipping Online' Webinar); ministerial live on Zoom (recorded for sharing for those who cannot make it); food pantry (supported by Synod Mission Committee); a 90-minute virtual Christmas hymn sharing put together by CTMA congregations (congregations coming together has been impossible in the last decade).

The true nature of the Church, God at work.

On Christmas Eve 2020, after the baptism service, I had a stroke and was taken to the hospital by ambulance. Thank God for the blessing and deliverance, it is a miracle, I have recovered 100%. Only to follow with the news on January 26, in strong likelihood, I may have bone marrow cancer. With more tests, I would receive results on March 3. I have scheduled to meet with Bishop Pryse immediately afterwards to plan forward. As I am writing this report for March 1 deadline, "revitalization" and "palliative" 😊 may not be proper words. How may one know or discern the path ahead!

I don't know what to pray. I cried out, 'Jesus, have mercy on me'.

Death of Jesus is not 'unexpected and tragic'. But, in fact, it was planned, prophesied, and predicted.

Throughout the 4 Gospels, Jesus expected His own death and His resurrection. Death would end not in tragedy, but in triumph.

With the certainty of God's triumph, I resolve in finishing this report without waiting for my medical report. Maybe it is not so important to focus on "death", surely it will come. Instead, focused on living with the certainty of triumph through our Lord Savior Jesus.

Open our eyes to see more clearly

Love more dearly and follow God more and more.

At times, we do not know how to pray or what to pray. Let's simply cry out to Jesus for mercy. Jesus always responds when we cry for mercy.

Thanks to the CTMA leadership team. Look forward to new young blood coming on board in 2021.

Georgian

Rev. John Polačok
Dean of the Georgian Ministry Area

Galatians 6:9

⁹So let us not grow weary in doing what is right, for we will reap at harvest time, if we do not give up.
NRSV

The past two years have found those of us involved in Georgian Bay Area Ministry (GBAM), very busy. The Area stretches from Listowel in the South to Wiarton in the north, and all points in between. Just prior to the pandemic, I was tasked as Dean with saying goodbye to a colleague, Rev. Neil Thomsen, who after serving in an interim capacity for three of our congregations, stepped down. Between 2018-2020 the GBA welcomed three new pastors. The first was the Archdeacon Rev. Perry Chuipka of the Anglican Church of Canada who began serving the LAMB or Lutheran Anglican Ministries of the Bruce in June 2018. Pastor Perry as he's known at St. Peter's Lutheran Church, Wiarton, is also serving six Anglican churches on the Bruce Peninsula. The second was Rev. Fred Ludolph who was called to St. Peter's Lutheran Church in Neustadt in December of 2019, returning to our Area and to his early pastoral roots, having previously served at St. James Lauterbach. Then, on March 15, 2020, with the winds of COVID swirling around us, it was my pleasure to preside at the installation service for Pastor Pam McNeil who had been called to South Grey Bruce Lutheran Parish. For many of us serving in the Ministry Area that Sunday marked our last "normal" in-person worship services. For others, some in-person worship as per the Provincial and local public health guidelines has been undertaken. Despite the many challenges of the last year it is still an exciting time to be in ministry, and we once again have a full slate of ministers and that lends itself to good feelings throughout the Ministry Area.

Our churches are represented in Georgian Bay by an Area Leadership Team (ALT) consisting of three regions, north, central and south. Each tier sends one lay representative, joining three clergy representatives from each tier along with a representative from the Georgian Bay Women, and the Dean. On the heels of the immense success of the 2017 All Area Reformation Service and Supper, the ALT worked hard to put together an Area-wide outdoor worship service in the fall of 2019. The worship event and lunch came together as more than 150 people from our Area churches braved abnormally cold weather for September to gather together. Prior to the pandemic we were exploring different ways for our church families to communicate more effectively with one another including the use of websites and social media, and not surprisingly that has accelerated greatly in the Ministry Area as a result of the effects of Covid -19.

As a clergy cluster, we met regularly throughout the last two years whether in – person throughout 2019, and the first two months of 2020, and now meet each month via Zoom. Many of us are providing our services and devotions as well as, in some cases, Sunday School, and Vacation Bible School through a number of different media platforms including cable television, YouTube, Facebook, Instagram and church websites. Some of these offerings are live and others are pre-recorded. There seems to be a feeling among us that even when the pandemic comes to an end many of the services we have started, as a result, will continue as we've found our members and non-members have come to expect these additional offerings. Many of us have also found ways to do Annual Meetings, Bible studies, confirmation classes, and online coffee hours online, while still making good use of methods such as phone calling and sending out newsletters to remain connected to one another and keep our faith communities strong.

We give thanks for our musicians and technical people without whom many of our churches would have struggled, but whose help has been a blessing. In addition, we have continued to find ways to safely baptize, confirm, marry and celebrate anniversaries in the midst of the restrictions. We are so grateful for those who have also contributed to the wonderful worship resources synod and the national church have made available, in order to help our congregations plan worship services.

Together we also continue to reach out to the various faith communities we serve, and to our wider communities as a whole by providing food for food banks, snacks and gifts for front line workers and continuing outreach through social housing ministry. We have and are supporting programs that provide therapy pet dolls to people suffering from dementia and hosting breakfasts and coffee breaks to benefit Alzheimer's research as well as supporting the construction of a new hospice for our region.

It has been my honour to serve as the Dean for Georgian Bay Area Ministry. We look forward together now, doing the work of Christ, empowered by God's Spirit in the communities we serve.

Grand River

Rev Stephen Weber
Dean of the Grand River Ministry Area

The Grand River Ministry Area now consists of 8 congregations serving Kitchener, Cambridge and Guelph. In the past 2 years, we saw a significant change in our constituency: St. Mark's and Reformation, both in Kitchener, have joined together with St. John's in Waterloo to form Trillium Lutheran Church. Trillium meets in the former St. John's building, so becomes part of the Two Rivers Ministry Area. St. Pauls in Bridgeport is in the midst of redeveloping their property for mixed housing, with a space for worship.

During the past biennium, the following activities have taken place:

- Active, Rostered Leaders continue to meet monthly. Collegiality and openness have provided opportunities to celebrate the high points of life and ministry, and to support one another in dealing with ministry challenges.
 - Sometimes there's a topic of study (for example, at one meeting, we learned about Advanced Care Planning at The Hospice of Waterloo Region); other times we meet primarily for support.
 - During COVID we met each month by Google Meet.
 - A suggestion was made by this group to gather representatives from every congregational Council to facilitate the working together of our congregations. This will be considered once we are again able to meet in groups.
- Retired clergy have two gatherings from which to choose. They enjoy one another's camaraderie and persist in finding ways to share their experiences and their knowledge.
- Confirmation Youth Activity Days were held several times over the past two years with nearby Ministry Areas and the Rev. Anne Anderson of thirdsplace_.
 - There was a multi-Area online Vacation Bible School in the summer of 2020.
- With the leadership of Andrew Weber from St. Matthews Kitchener, we attempted to begin an Area young adult group, but had little response. We continue to look for ways of engaging young adults.
- We held our 2nd Annual GRMA Picnic in 2019, with an offering received for the Anishnabeg Family Centre working out of the former St. Philips building. Bishop Susan was our guest preacher. At every picnic, there is an emphasis on sharing what special ministries each congregation does, with an invitation to those from other congregations to take part.

- Due to COVID-19, the 2020 Picnic was not held. We had planned for Pastor Bryce Balmer, retired Mennonite minister who served most recently at Martin Luther University College, to be our guest preacher.
- Due to COVID restrictions, the planned Reconciliation event, likely to have been held over two Saturdays, was cancelled.
- Just as the Pandemic Lockdown of the first wave hit, we were beginning a GRMA Newsletter: *Gather at the River*. Jan Hanson is the editor. The newsletter's main purpose is to share congregational ministries so that people from other congregations can become involved in those ministries.
- We are planning to hold an annual learning event. Before the Pandemic hit, we were considering the topic of either MAID (Medical Assistance in Dying) or Poverty.
- We have begun a process to discern our focus for the future.

I want to give a special word of thanks to the members of the newly-reconstituted Leadership Team: Kim Coulter (Secretary, from St. Peter's Kitchener), Jan Hanson (Picnic Liaison, from St. Stephen Kitchener), Shirley Mitchell-Grumme (current Treasurer, and Reconciliation Information Person, from St. Pauls, Cambridge), Ron Roeder (past Treasurer, from St. Matthews Kitchener), Pastor Heike Toeller (from St. Luke's Kitchener) – for their ongoing support and guidance.

GTA East

Rev Suzanne Nevile
Dean of the GTA East Ministry Area

We are all tired of the word UNPRECEDENTED, but what a couple of years it's been! Our area has seen some changes to rostered clergy as Pastor Hilla Lahtinen has returned to full time schooling at U of T and into the position of Worship and Music Ministry Director and Pastor Ronnie Smith moved into full time ministry at Peace Lutheran. Our Area was meeting regularly both as clergy and as a ministry team. We were in the throws of planning for a spring learning event with David Maginley when COVID-19 changed all of our plans. As clergy we have supported one another through these many months via zoom and phone calls both individually and with Bishop Pryse. We were very excited to work together at Christmas 2020 and provided a pre recorded service for our congregations on Christmas Eve. Together with our liturgist - Pastor Rasma Caune - as well as the Pastor and people of Peace Pickering the clergy lent their voices to Christmas Carols and each congregation was able to provide their community with a message from their pastor.

We are now looking forward to the pivot that 2020 provided and ready to welcome Rev. Maginley for a Mid Week Lenten Series (2021) via Zoom.

GTA West

Rev Rick Kwiatkowski
Dean of the GTA West Ministry Area

The GTA West Ministry Area consists of four congregations located in three different municipalities. Grace Evangelical Lutheran Church is in the Town of Oakville, Holy Spirit of Peace Anglican Lutheran Church is in Mississauga, Augsburg Evangelical Lutheran Church is in Brampton, and St. Philip's Evangelical Lutheran Church is in the Etobicoke section of Toronto. The congregations are approximately a 25-to-30-minute drive from each other.

Each congregation discerns and plans its ministries based on identified needs within its community. Even though the distance and unique community needs do not often afford our congregations the opportunity to join for four-way partnership initiatives, from time to time, a couple of our congregations have joined together for youth, study, or worship opportunities. Our last Ministry Area event happened in January 2020 where the pastors and members from each congregation gathered for the bishop's visit to the ministry area. During the event, the lay participants had an opportunity to meet, apart from the clergy, for fun and fellowship. Following lunch, both the lay participants and pastors spent time listening to remarks from Bishop Pryse and engaged in conversation with the bishop on various topics about the ministries and other happenings taking place within our synod and the wider church.

The pastors are collegial and support each other in various ways. We provide emergency pastoral care coverage for one another during times of vacation. Prior to the pandemic, the pastors would meet regularly for lunch in a restaurant to discuss our various congregational ministries and to offer each other practical, spiritual, and emotional support as needs arose. Since the pandemic, the clergy have been participating in the virtual Ministry Area meetings that have been convened by Bishop Pryse.

Huronia

Rev Martin Giebel
Dean of the Huronia Ministry Area

The Huronia ministry area is

- small in numbers (at present 3 congregations),
- personal and supportive in our relationship style (we know one another and relate),
- involved in our communities (social ministries of all three congregations), and
- ecumenical (2 of our congregations are "Anglican-Lutheran").

Here is some of what we have done and are doing together:

- We share our gifts, i.e. active participation in special services and events.
- We invite each other to special events, courses, learning opportunities, etc.
- We meet regularly, in person or online.
- We have prepared and published Worship Services together (before the pandemic for special occasions, since the pandemic: Joint Service after Christmas, German language Christmas Service, sharing messages during Lent this year).
- We plan for continued cooperation and events when possible again.

We give thanks to God for the leadership of the Eastern Synod for all their excellent support and dedication to our ministries!

As Dean, I want to thank my sisters in faith, Lori Pilatzke (St. David, Orillia) and Ann Krueger (Westside, Barrie) for their support, understanding and cooperation. You are a blessing!

The Covid-19 pandemic, in spite of the suffering and anguish it has brought to us all, has also strengthened our connection and relationship! For that part, we give thanks to God.

Montreal

Rev James Slack
Dean of the Montreal Ministry Area

Our region consists of nine congregations in greater Montreal. Under normal circumstances we worship in English, German, Finnish, Estonian, Chinese and Latvian, with French occasionally added to the mix. Many of our members are first or second-generation Canadians.

For several decades the congregations have coordinated their work and fostered fellowship through the Montreal Lutheran Council, which is composed of the clergy and one lay representative per congregation. Since the establishment of the Montreal Ministry Area the dean has served as the chair.

Early in 2020 we had hoped to have the Rev. Dr. Ray Aldred with us from BC, to learn what it is like for him to be both Indigenous and Christian, but COVID caused the event to be postponed. Perhaps there will be an opportunity to gather in 2021.

In February we welcomed Mira Salmelainen as pastor of St. John's Estonian. Later in the year Ronald Shumba (who is now seeking call) and his family arrived from Zimbabwe.

In April and May several of our congregations adopted electronic means to hold worship, meetings and even Sunday School. A few opened to live worship as regulations allowed. Together we even managed to hold a summer outdoor service for about 40-45, instead of our annual picnic.

In addition to Montreal Lutheran Council meetings on Zoom, we also decided at year's end to plan a ministry area Bible study. A first for us! And in January and February four of our pastors were scheduled

to speak on Social Justice, Hospitality, Jesus' Jewishness (particularly as evidenced in worship), and Hope and Healing in the Age of COVID.

In my role as dean, I continue to attend meetings of the Montreal Anglican Diocesan Council as well as the local clericus. As a member of a neighbourhood ecumenical group I also help to plan worship during the annual Week of Prayer for Christian Unity, and a Walk of Faith on Good Friday (an on-line event in 2020).

Niagara

Rev Julio Romero
Dean of the Niagara Ministry Area

Greetings in the name of our Lord Jesus Christ.

Given the current circumstances, I can say that the last three years was a period in which we have to mention what was done and what could have been done. It is pointless to stress the impact of the pandemic on our ministries, which is something we all know very well. So, I want to begin telling you about what transpired in the Niagara Area in the last three years.

Under the guidance and leadership of the Synod Office and with the Bishop's assistance, five congregations out of the seven churches that comprise the Niagara Region, moved into the Shared Ministry Model. The Church of the Good Shepherd in Niagara Falls joined the already existing partnership between Faith Church in St. Catharines and Trinity Church in Fort Erie. This new agreement between these three Congregations began on Oct. 1st 2019.

The second Shared Ministry agreement involves two congregations, First Lutheran Church in Port Colborne and St. Matthew's Church in Welland. This partnership began on February 1st, 2020.

I want to thank all the members of the Ministry Area Leadership Team for their great dedication, commitment and enthusiasm for the common ministry within the Area. Together we planned a "Symposium" with Dr. Allen Jorgenson, Professor and Assistant Dean of Martin Luther University College as presenter. This was held at St. Luke's Church Ridgeway at 10:00 a.m. on Saturday, April 27, 2019 and was followed by lunch. A freewill offering was collected to help cover food costs, with extra money going to Martin Luther University College. All churches contributed towards other costs. Dr. Jorgenson spoke on the topic "God, Creation and Creativity". We learned how the God who creates makes us in His image, thus making us creative too, and how we can discover and develop our own creativity to transform individuals, communities and the world.

Now, moving on to the what we could have accomplished part of this report. In May 2019 several Niagara women attended the workshop "Let There Be Joy in Me" presented by Heather Runstedler,

during the Eastern Synod Women's Ministry Conference. Inspired by her experience, Susan Rutledge, a member of Faith Lutheran Church, St. Catharines, wanted to hold the workshop in Niagara.

In March 2020, a dedicated and enthusiastic team of 6 women, gathered to discuss plans for presenting the workshop. The idea quickly changed from a stand-alone workshop to a day of enrichment, sponsored and supported by the Ministry Area Leadership Team, an event to be held on Saturday, May 2, 2020, 10:00 a.m. – 2:00 p.m. Our goal was to provide an intergenerational, joy-filled and enriching day for women of all ages including teens and friends, the opportunity to grow in faith, build friendships and rejuvenate.

The women at Faith Lutheran Church, St. Catharines, offered to host the event with the help of women from our area congregations and the Ministry Area Leadership Team. The event would include worship, music, an interactive workshop presented by Heather, crafts, lunch and an abundance of joy.

Without knowing the impact that the COVID 19 Pandemic would have, we sent invitations and registration forms to each of the congregations and then cancelled our plans at the beginning of May.

While the cancellation was necessary and disappointing, it was enriching to work together. We look forward to future opportunities.

What is currently happening or what are we working on: The Ministry Area Leadership Team is working on organizing a "Holy Humour Service" via Zoom. The idea is to bring some joy to members in our seven congregations during these stressful and difficult times. The Special Service will follow a liturgical order with uplifting music and humorous story tellers. We look forward to this event, which will take place on Wednesday, April 14th at 7:00 p.m.

Nith Valley

Rev Tanya Varner
Dean of the Nith Valley Ministry Area

The Nith Valley Ministry Area consists of thirteen congregations in parts of Perth and Oxford Counties and the Waterloo Region. These congregations were brought together from the former Kitchener-Waterloo and London conferences. 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 are **"Thirteen Congregations – God's love in action."**

Significant Events in the NVMA

Monthly Cluster meetings – the rostered leaders of the NVMA, active, retired, and interim, meet once a

month for fellowship, study, worship, and support. Rotating our gatherings throughout the congregations, we also rotate sharing responsibility in providing worship and study topics.

Leadership Team meetings – The leadership team of the NVMA has been through many transitions in the last year few years, changing membership and mandate, and until the end of 2020, had not met regularly due to individual congregation responsibilities due to the pandemic. However, since the beginning of 2021, the leadership team has begun to meet monthly to figure out priorities for the congregations in the ministry area. Offering resources for the Lenten season and considering ways to gather the area for educational opportunities via online platforms and in-person (when permitted safely).

Creation of Shared Ministry in the NVMA – in the last three years, after an all-area discernment process on how we can find ways to work together more intentionally, a new ministry opportunity was formed by three congregations coming together in shared ministry. More than just sharing a pastor, this new ministry has worked hard to find ways to work together in all areas of ministry, and the shared ministry continues to educate and offer resources to the other congregations in the area as well, in particular in creating a collaborative opportunity for doing confirmation classes together in the area.

Shared Mediated Worship in Pandemic Times – because our ministry area had already done some intentional work on finding ways to work together before the pandemic hit, we were able to create a shared mediated worship opportunity for our congregations during the pandemic, inviting all the congregations to take their turn in pre-recording pieces of worship that would be formatted into a full worship service (thanks to Bethany Lutheran for hosting the recording opportunities and the means for creating the mediated service).

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:

- Pastor Leanne Darlington was ordained to Word and Sacrament and began her call to Zion, Philipsburg, in January 2020.
- Pastor Bonnie Schelter-Brown ended her call to St. James, and was called to Shared Ministry (a shared ministry of St. James, Baden, St. Peter's Milverton, and St. Paul's, Moserville)
- Pastor Barry Boeckner ended his call to interim ministry (St. James, Perth East and St. Peter's Milverton) and was called to Shared Ministry (a shared ministry of St. James, Baden, St. Peter's Milverton, and St. Paul's, Moserville)
- Pastor James Koellner, began interim ministry at St. James, New Dundee
- Pastor David Hammer called to serve St. James, Lutheran, Perth East, in partnership with St. Mark's Wellesley and Zion, St. Agatha
- Pastor Jeff Laustsen ended his term as Dean of the ministry area. Pastors Rick Brown and Tanya Varner were appointed co-deans of the ministry area

- Pastor Dale Finch, retired from interim ministry at St. Matthews, East Zorra
- Pastor Tim Dawkins provided short term interim ministry at St. Matthew's, East Zorra
- St. Peter's, Gadshill closed its doors permanently in the Fall of 2020
- Pastor Barry Boeckner ended his call to Shared Ministry in the Fall of 2020
- Pastor Rick Brown resigned from his position as Co-Dean in October 2020
- Pastor Helen Toman entered retirement and completed her role as Visitation Pastor at Trinity, New Hamburg
- Pastor Leanne Darlington began interim visitation ministry at Trinity, New Hamburg
- Pastor Patricia Jackson, appointed interim pastor at St. Matthew's, East Zorra

Northern

Rev Brad Mittleholtz
Dean of the Northern Ministry Area

From east to west we span over 400 kms, and from north to south we span just a little further. In that geographic area of northern Ontario are 8 diverse Lutheran congregations trying to continue to live out as partners in ministry.

Our only regular gathering is of the clergy for a semi annual retreat in Sudbury. During the past biennium there were no other ministry area gatherings.

There have been a few changes in the past biennium. We welcomed the Rev. Thomas Arth, called to serve with the people of Trinity in Sudbury. The Rev. Charlie Nolting was officially installed at New Hope Lutheran as well in Sudbury. New Hope said farewell to their beloved pastor, the Rev. Mira Salmelainen who accepted a call to St. Michael's in Montreal.

We gave thanks for the Rev. Gerry Slote who retired after an amazing and long ministry with the people of Redeemer, North Bay. Gerry continues in interim ministry as Redeemer continues the call process.

COVID brought many changes for us in the north. It has been a joy to witness (from a distance) some of them. Many phone calls, Facebook live, YouTube, outdoor bon fire worship, art displays, Pastor Charlie's tool box and opening up using the guidance of the many public health boards that represent our ministry area.

One additional change is the arrival of a new pastor for New Hope Lutheran in Sudbury. New Hope welcomed, the Rev. Johanna Porkola who arrived with her daughter Hannele in January.

Sadly, by the time of the Synod Assembly we will have also said farewell to the Rev. Christian Schweter who has accepted a call to the USA. I know that a little part of Magnetawan will go with him.

Ottawa

Rev Martin Malina
Dean of the Ottawa Ministry Area

Growing online collaboration and innovation in response to COVID-19

The pandemic accelerated underlying movements in Ottawa towards greater visible unity among congregations, realized more by faces gathering together in a Zoom room than by bricks and mortar.

Social restrictions imposed by pandemic safety protocols early in 2020 precipitated use of the internet in maintaining relationships and innovating for ministry. As such, previous boundaries defined by physical location (i.e. buildings) could be crossed and new configurations of community explored among Ottawa congregations.

For most of 2020, Resurrection Lutheran Church in Orleans, St Peter's Lutheran Church on Sparks Street, and St John Lutheran Church in New Edinburgh worshiped together every Sunday on Zoom. Then, in September the three congregations entered a shared services agreement and have been working together effectively. Online worship together gave the three congregations time and space to discern their deepening relationship, and move forward in ministry.

In response to the challenges and limitations brought on by the pandemic, the 'God-Pod' gained international attention as an effective and safe tool for in-person meetings. St. John raised \$15K for the Ottawa Food Bank during Lent. In this case, the first response in the crisis was not their own needs but others'.

Since 2018 Martin Luther German Church and the former Mount Calvary Lutheran Church have amalgamated to form one community in the east end of Ottawa. Today, Martin Luther Church offers services in English and German. In 2020 Martin Luther Church continues in-person/in-building worship services for the most part. Their collaboration with Faith Lutheran Church in the west end to provide a combined online confirmation program continues a tradition of many years but in 2020 exclusively in weekly Zoom classes.

Moreover, Faith Lutheran Church hosted weekly Zoom bible study and Christian Meditation groups not only for its own members but members of St Peter's, St John and Resurrection Lutheran Churches – as well as participants from Anglican and Roman Catholic churches near and far.

In the last three years, rostered clergy have shared the significant cost of an annual subscription to online worship resource (*Sundays and Seasons*, published by Augsburg Fortress). This relatively minor collaboration has nevertheless satisfied budget-concerns as well as given access to clergy and lay leaders looking for quality worship-planning content.

Early in 2021, Good Shepherd Anglican-Lutheran Church in Barrhaven decided not to extend its lease to rent space in a strip mall, as of September 2021. They enter a time of significant discernment on fundamentals in their identity not least of which is finding a new 'home' in the coming year.

Transitions in leadership

A growing collaboration among congregations in the Ottawa Ministry Area has concurrently realized a shrinking of fulltime rostered clergy in active calls. Rev. Joel Crouse is currently the sole pastor serving Resurrection Orleans, St John and St Peter's. Rev. Martin Malina continues to serve Faith alongside the retired Rev. Diane Raddatz as the Honorary Assistant Pastor. Rev. Lam Chung Yan (JoAnne) has transitioned to serve a multi-point Anglican Parish in the Diocese of Ottawa and continues to work on several Eastern Synod committees and in ecumenical initiatives such as the Christian Council of the Capital Area.

2020 marked a number of leave-takings in the Area, and a couple of welcomes: We said goodbye to Rev. Friedrich Demke of Martin Luther Church (June 2020) and welcomed his successor, Rev. Judith Kierschke from the Evangelische Kirche Deutschland (EKD). In July 2020, we bid farewell to Rev. Elina Salonen (former Dean) and Rev. Ed Bastian who served St. Peter's and Resurrection in various capacities. Rev. Ilmars Zvirgzds, pastor of Peace Latvian Lutheran Church since September 2017, finished his call and left Canada in early August 2020; retired Rev. Silvia Zalts Sipolins currently serves in a limited capacity the people of Peace. In November 2020, we bid farewell to Rev. Stephen Silverthorne of Good Shepherd Anglican Lutheran Church and welcomed his successor, Rev. Margo Whittaker of the Anglican Diocese of Ottawa. We continued to recognize our retired pastors residing in the Ottawa Ministry Area (in addition to those mentioned above): Rev. Bart Beglo, Rev. Ted Heinze, Rev. Stan Johnstone, Rev. Joanna Malina, Bill Stauffer.

Ottawa Valley

Rev Bruce Thompson
Dean of the Ottawa Valley Ministry Area

The Ottawa Valley Ministry Area consists of 15 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. The OVMA is not exempt from the realities of the world, as our congregations are experiencing aging and declining membership.

In late fall of 2018, a new Area Ministry Team was formed. Early 2019, meetings were held and it was recognized there was a need for the congregations of the Ministry Area to work collaboratively with each other. The Team began to organize events to help facilitate the progression. The first event was a workshop directed to those who are interested in the areas of evangelism and witness. The event was entitled, “Who is my neighbor? Today’s church in missional change” with Rev. Lori Pilatzke as the facilitator. The second event was “Celebrate The Harvest”. The event centred around a Reformation Service followed by a dinner for those seventy or so in attendance.

Plans were developed for 2020. Rev. Carla Blakely was invited to join us in March; to present to us CLWR current programs and where they are serving in the world. It was hoped that the congregations would be able to find one project that we could support as a Ministry Area. Plans were also underway for an “old-time” church picnic to be held at Lutherlyn Camp and Conference Centre in the fall of the year. Of course, COVID-19 came into our lives and these events had to be cancelled or at least postponed until after the pandemic.

I wish to thank the Ministry Area Leadership Team for their dedication, enthusiasm and guidance in planning and implementing these events. The Team members include: Susan Autio, Irene Churchill, Susan Dupuis, Dennis Jensen, Delores Lemkay, Evelyn Swanson (until Fall 2020), 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.

Since the last Assembly held in 2018, we have said farewell to:

- Rev. Greg Smith 2019 (Grace, Eganville; St. John’s Bonnechere and St. John’s Augsburg)

We have welcomed:

- Rev. Leena Jensen 2018 (Alice, Rankin, Woito),
- Rev. Ralph Weigold 2019 (Grace, Eganville; St. John's Bonnechere and St. John's Augsburg)
- Rev. Stephen Scheidt 2019 (Zion, Pembroke)

We have extended best wishes for retirement to:

- Rev. Jim Goos 2018 (St. Peter's, Alice; Bethlehem, Woito, and Grace, Rankin)
- Rev. Paul Roellchen-Pfohl 2019 (Zion, Pembroke)
- Rev. Stephen Scheidt 2019 (Zion, Pembroke)

In the years to come, we plan to continue to build bridges between our congregations; work collaboratively within and beyond our Ministry Area and develop opportunities for learning, prayer and growth.

Seaway

Rev Rob Wiesner
Dean of the Seaway Ministry Area

As with so many of us the Seaway Ministry Area also dealt with the covid pandemic and the restrictions put in place by our various health units in various and different ways.

All of our congregations have made the transition into new ways of doing ministry and beginning online / virtual worship services. I would like to congratulate all the clergy and members of our Area congregations for their resilience, their ability to adapt and their willingness to try new things. We should all be very proud of our ability to pivot and adapt to these ever-changing times and restrictions.

The majority of our congregations closed due to restriction in place during the first provincial lockdown and ministry began to move online, via phone, socially distanced visitations and email devotions and messages.

Once certain health units moved into green zones our congregations hosted 30% capacity in our worship spaces for in-person worship.

Some of our congregations maintained partnerships with churches and organizations abroad as well as local organizations via Zoom visitations and meetings.

Currently all of our congregations have returned to 30% in-person worship while maintaining online/virtual or live-streamed worship.

It is hoped that we can all return to full in-person worship and activity safely and soon!

Thames

Rev Sylvia Swiatoschik
Dean of the Thames Ministry Area

We are a small group of 9 churches spread apart by distance in the very Southwestern part of Ontario. Since our contexts are diverse and a distance from each other, it is very hard to gather the congregations together for group events as often as we would like.

In June 2019, St. Ansgar, London graciously hosted the ministry area for lunch, worship and '*Table Talk with Bishop Pryse*'. Much to our delight, National Bishop Susan Johnson joined us for the day. The event had a very good turnout with clergy and members from almost every congregation.

In November 2019, clergy met at *Holy Family Retreat House* in Harrow for an annual 3-day retreat. Clergy meet monthly and try to have a May and November retreat for worship, study, relaxation and renewal.

In January 2020, a group of 11 clergy met at St. Ansgar, London for a presentation by Rev. Dr. Peter Kuhnert on the role of pastoral care providers in light of Medical Assistance in Dying (MAID). The presentation and following discussion were excellent and thought-provoking.

The Thames Area is elated to welcome the newest member of the Eastern Synod, Peace Christian Church, a Lutheran Fellowship in Chatham Ontario. They are served by interim Pastor Paul Sodtke. Once Covid 19 restrictions lift, we hope to welcome them in person!

The Bay

Rev Thomas Mertz
Dean of The Bay Ministry Area

Just as it was for the rest of the Eastern Synod congregations 2020 was a year like no other and profoundly changed the way we do ministry in our local churches and our way of collaboration with each other.

The annual Bay Ministry Area church picnic and Lutherfest Dinner and Reformation Service at Faith, Brantford had to be cancelled as well as our quarterly gatherings to discuss church matters and plan for Bay Area events. The Ecumenical Reconciling Circle (Treaties Recognition Week) ended their activities.

On the other hand, our Bay Ministry Area congregations, their pastors, lay leaders and volunteers quickly adapted to the social distancing requirements and found ways to maintain a worship life and stay connected with their members. Congregations started to use social media and conferencing platforms to gather for everything from board meetings to choir practices and regularly shared written worship and informational materials with their offline members.

Folks at Faith, Brantford who have not been able to participate in our livestream worship services are very thankful for the television ministry of St. Peter's Lutheran Church in Kitchener which has been so helpful in their worship and devotional lives during the pandemic.

Holy Cross moved their food hamper into an outdoor Blessing Box when we closed the building in 2020. People from the community freely take the food they need from the Blessing Box at anytime of day or night. Holy Cross has increased the value of their food offerings to the community by a few thousand dollars in 2020.

Many members of Christ Latvian lack the necessary technology at home to receive our recorded meditations and services, however other members do their best to play the audio part over the phone. As elsewhere, we have been able to engage folks that up to the beginning of the pandemic were passive. As we see it, we have been blessed with opportunities that come as the "other side of the coin" of the Covid imposed difficulties. Christ Latvian's annual giving to Mission Services of Hamilton has increased almost threefold in 2020.

Faith, Transfiguration and St. John's Lutheran churches amalgamated to Trinity Lutheran Church Hamilton in April 2020 and has officially been acknowledged and welcomed as a new congregation of the Eastern Synod. Grace Lutheran prepares to amalgamate with Trinity as of July 1, 2021.

We are grateful to the Eastern Synod for their continued support throughout the entire three- year process. Trinity and representatives of Grace are currently working with Karen Bjerland, the synod's Congregational Redevelopment Advisor to identify and prioritize Trinity's strategic directions.

This year Trinity will partner with the Evangelical Lutheran Church in Hanover, Germany to host a one-year extended internship for Jan Edelstein aimed at allowing him to study and learn from Canadian churches as German congregations and church organizations face similar challenges of structural change and discerning what it means to adapt and be a missional church in a post-Christian society.

This past year has in many ways been the greatest challenge many of us faced in our personal and professional lives, however it has also brought to light in our congregations the deep faith of their members, their resilience and desire to serve others even under the most difficult of circumstances.

Two Rivers

Rev David Malina
Dean of the Two Rivers Ministry Area

CONTEXT

This Ministry Area (named after the Grand and Conestogo Rivers flowing nearby) is unique today in at least two ways. First, it is closely positioned and very much interrelated with the neighbouring Grand River Ministry Area, both areas covering the Kitchener/Waterloo/Cambridge cities. Secondly, the 11 congregations of the Ministry Area are located in both urban Waterloo (Trillium, Christ, Mt. Zion, 3rd Space) and rural settings (Faith Fergus, St. Matthew's Conestogo, St. James St Jacobs, St. James Elmira, St. Peter's Linwood, St. Peter's Heidelberg, St. Paul's Erbsville), all on the uncaded 1784 Haldimand Tract of the Haudenosaunee, Anishnawbe and Neutral peoples. Please visit the Two Rivers Ministry Area website www.trmalutherans.ca. Thank you Rev. Karen Kuhnert for building and maintaining this website.

TRANSITIONS

Since June 2018 new pastoral leadership has settled in at Faith Fergus (Rev. Gloria Ryder), St. Matthews Conestogo (Rev. Joanna Miller), and Trillium Waterloo (Rev. Elina Salonen & Rev. Ed Bastien). Deacon Scott Knarr served on the Leadership Team while also serving as Music Minister at Mt. Zion. With his departure from Mt. Zion and acceptance of a new call as Music Minister at St. Matthews Kitchener in the Grand River Ministry Area, we said goodbye to Scott and wished him well in his new place of service. Rev. Leanne Darlington is serving as Interim Pastor at St. Peter's Linwood following the sudden death in December 2019 of Rev. Mark Urqhart, whose loss we grieve, and to whose family and friends we extend

our heartfelt sympathies. In May, Rev. Hans Borch at St. James Elmira will have retired. We offer Hans our deep gratitude and well wishes. We also extend our appreciation to Rev. Dr. Stephen Larson who served as interim at Trillium, who entered retirement in June 2020.

AREA-WIDE IN-PERSON & ONLINE GATHERINGS & COMMON MINISTRY

In November 2018, congregational treasurers and leaders in finance ministry from many of TRMA congregations gathered at St. James Elmira for an evening of sharing rental policies, finance practices and best practices. Earlier in the year, council chairpersons gathered over lunch hosted by St. Matthews Conestogo to share information and best practices. In May 2019, some 60 rostered and lay leaders across the area gathered at St. Peter's Heidelberg for a sausage-on-bun dinner and a conversation with Bishop Pryse on the mission of the church in today's world.

Lent 2019 & 2020 saw once again a good Lenten tradition carry forward: the coming together of several area Lutheran and north Waterloo Anglican churches for weekly soup suppers and a speaker series – well-attended and much-appreciated events. Organized by area Lutheran and Anglican clergy, the 2019 speaker series revolved around the Grand River, water, and Indigenous peoples. The 2020 series focussed on spiritual practices. It was however cancelled midway due to the pandemic lockdown in mid-March 2020.

Congregations have been supporting the “Music for the Spirit” program of Six Nations of the Grand River at events (in person and online) and through fundraisers.

A recent new practice since January 2020, has been the monthly gathering of the active rostered leaders, for prayer, conversation, support, information-sharing, and ministry collaboration. Two in-person meetings happened in January and February, when the COVID-19 pandemic lockdown moved these monthly meetings to online Zoom. These meetings have been well-attended (almost everyone at each meeting) and greatly appreciated during the pandemic. There has been good contact with Dean Stephen Weber (Grand River MA) and between TRMA rostered leaders from the early days of the pandemic lockdown to the present, especially with regards to addressing questions about the shutdown and re-opening of in-person worship. The ease of collaboration between rostered leaders has been remarkable.

One significant area of ministry collaboration has been in the production of Advent, Christmas, Holy Week and Easter worship videos (found on the BOX and the TRMA website) featuring rostered and lay leaders in the TRMA. This has served as an aid to individual congregations and pastors crafting their own online worship projects, as well as providing an area-wide resource everyone could enjoy. Those who've watched these videos have been helped to feel a part of a wider community of faith worshipping together during these physically-distanced times.

While each congregation has its unique energy and strengths, all have experienced to varying degrees the trend toward gradual decline in people and financial resources over the last several years, likely being accelerated by the pandemic.

LEADERSHIP TEAM

Robyn Gromeder, Pr. Karen Kuhnert, Mary Thompson and I form the leadership team which has been meeting as needed, both in-person and on Zoom. Robyn has done a fantastic job maintaining an email contact list and has been managing and distributing the TRMA e-newsletter “Wading in the Water.” Pr. Karen has been taking the lead in developing and maintaining the TRMA website www.trmalutherans.ca as well as coordinating worship videos during the pandemic lockdown. Mary has worked at initiating and sharing information in the area of relations with Indigenous peoples. We owe each of these fine individuals a great deal of thanks.



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 2018

Rostered Ministers Received into Synod

By Transfer

- Rev. Cynthia Halmarson – September 2018 (transfer from Evangelical Lutheran Church in America)
- Rev. Seth Perry – October 2019 (transfer from Synod of Alberta and the Territories)
- Rev. Heike Toeller – November 2019 (transfer from Saskatchewan Synod)
- Rev. Johanna Porkola – January 2021 (transfer from Church of Finland/ Suomen evankelis-luterilainen kirkko)
- Rev. A. Ronald Sedo – January 2021 (transfer from British Columbia Synod)
- Rev. Judith Kierschke – August 2020 (from Evangelical Lutheran Church in Germany/Evangelische Kirche in Deutschland)
- Rev. Brooklynn Lane – August 2020 (transfer from Saskatchewan Synod)

By Reinstatement

- Rev. Ralph Carl Wushke – October 2019

By Ordination

- Rev. William Macintyre – July 2018
- Rev. Jason Ashby – September 2018
- Rev. Leena Jensen – September 2018
- Rev. Jonah Bruce – November 2019
- Rev. Leanne Darlington – January 2020
- Rev. Pamela McNeil – January 2020
- Rev. Sherry Coman – December 2020
- Rev. Jordan Smith – December 2020

Candidates Approved for Ordination upon Receiving a Call

None at present

Anglican Clerics serving Synodical Parishes

- Rev. Perry Chuipka at Lutheran and Anglican Ministries of the Bruce Peninsula, Ontario
- Rev. Patricia Dorland at St. John's Lutheran Church, South Porcupine, Ontario

- Rev. Margo Whittaker at Good Shepherd Barrhaven Anglican Lutheran Ministry, Ottawa, Ontario
- Rev. Edward Wagner at St. Mark's Evangelical Lutheran Church, Chesley, Ontario
- Rev. Henk Willems at Zion Lutheran Church, Massey, Ontario, and Faith Lutheran Church, Elliot Lake, Ontario

Pastors on Leave from Call Status, July 1, 2019 to June 30, 2020:

First Year

Rev. Stephen Gross
Rev. Mei Sum Lai
Rev. Greg Smith
Rev. Helen Toman

Second Year

Rev. Linda Douglas
Rev. Pamela Harrington
Rev. Mark Kalvaitis
Rev. JoAnne Lam
Rev. Christie Morrow-Wolfe

Third Year

Rev. Rebecca Klages

Pastors on Leave from Call Status, July 1, 2020 - June 30, 2021

First Year

Rev. Michael Hackbusch
Rev. Olavi Hepomaki
Rev. Riitta Hepomaki
Rev. Neil Thomsen

Second Year

Rev. Stephen Gross
Rev. Mei Sum Lai
Rev. Gregory Smith
Rev. Helen Toman

Third Year

Rev. Linda Douglas
Rev. JoAnne Lam

Rostered Ministers Removed from the Roster of Synod

By Transfer

- Rev. Benjamin Coltvet – September 2018 (transfer to Evangelical Lutheran Church in America)
- Rev. Mark Kalvaitis – July 2019 (transfer to Alberta and the Territories Synod)
- Rev. Rachel Dart – October 2019 (transfer to Alberta and the Territories Synod)
- Rev. Gregory Smith – May 2020 (transfer to Alberta and the Territories Synod)

By Constitutional Directive

none

By Resignation/Request

- Rev. Christian Ceconi – April 2019 (Evangelical Lutheran Church in Germany/Evangelische Kirche in Deutschland)
- Rev. Anders Fehn – March 2020 (Church of Sweden/Svenska kyrkan)
- Rev. Ilmars Zvirgzds – September 2020 (Evangelical Lutheran Church of Latvia/ Latvijas Eņģēliski luteriskā baznīca)

By Death

See Necrology Report

Changes in the Roster of Congregations and Synodical Missions

- Peace Christian Church: A Lutheran Fellowship, Chatham, Ontario, received April 2020
- St. John's Evangelical Lutheran Church, Hamilton, Ontario, Faith Evangelical Lutheran Church, Hamilton, Ontario, Transfiguration Lutheran Church, Hamilton, Ontario, merged to become Trinity Lutheran Church, Hamilton, Ontario, effective April 2020
- St. Peter's, Gads Hill, Ontario, closed June 2020
- St. John's by the Sea Lutheran Church in Feltzen South, Nova Scotia, closed September 2020
- St. Matthew's, Rose Bay, Nova Scotia, closed December 2020
- Chinese Montreal Lutheran Church, Montreal, Quebec, defunct effective April 2021
- Grace Lutheran Church, Hamilton, Ontario, merged with Trinity Lutheran Church, Hamilton, Ontario, effective July 2021

Rostered Ministers Requesting to be Excused from Assembly 2021 Sessions

Rev. Joachim Barkley-Probst

Rev. John Goldsworthy

Rev. Ann Krueger

Rostered Ministers Celebrating Anniversaries of Ordination/Consecration during Assembly 2021

Twenty-five Years

Rev. Kevin McLeod (1994)

Rev. Daniela Mertz (1994)

Rev. Diane Raddatz (1994)

Rev. Neil Thomsen (1994)

Rev. Nancy Kelly (1995)

Rev. Joan Lee (1995)

Rev. Sharron Reykdal (1995)

Rev. Michael Hackbusch (1996)

Rev. Paul Jensen (1996)

Rev. David Malina (1996)

Rev. Charles Nolting (1996)

Forty Years

Rev. Bruce Bartleman (1979)
Rev. Larry Ehrhardt (1979)
Rev. Peter Mikelic (1979)
Rev. Ed Bastian Jr (1980)
Rev. Mark Harris (1980)
Rev. André Lavergne (1980)
Rev. Kristine Lund (1980)
Rev. Bruce Schenk (1980)
Rev. Jim Halmarson (1981)
Rev. Pamela Harrington (1981)
Rev. Doug Kramer (1981)
Rev. Rebecca Larson (1981)
Rev. Jukka Saarinen (1981)
Rev. Bob Shantz (1981)

Fifty Years

Rev. Bill Brown (1969)
Rev. Dick Holm (1969)
Rev. Melvin Janke (1969)
Rev. Peter Mogk (1969)
Rev. Matti Terho (1969)
Rev. Barry Boeckner (1970)
Rev. Willis Ott (1970)
Rev. Bart Beglo (1971)
Rev. Dick Crossman (1971)
Rev. Paul Yap (1971)

Sixty Years

Rev. Lloyd Wiseman (1959)
Rev. Glen Nelson (1960)
Rev. Robert Hutchison (1961)
Rev. Bob Zimmerman (1961)

Concluding Remarks

I want to offer my thanks and appreciation for being able to serve in this past triennium. While normal duties have played their usual role, they have been augmented, of course, with challenging times!

My ministry partners include so many people, and of those partners I want to acknowledge all congregational and rostered persons who have corresponded with me for constitutional and governance matters and questions; these simple contacts and relationships bear witness to the willingness and trust of working together.

I also want to acknowledge the ministry partners who have made up Synod Council and for those who have served with me on the Legal and Constitutions Committee. Their voices have helped me understand and see present and new realities.

My partners of staff members of the synod office, and especially in this past year and a half of pandemic times of Officers Bishop Michael Pryse, Vice-Chair Laurie Knott, and Treasurer Keith Myra have been key to being human in a Christ-accompanied community. My thanks and appreciation for them abound.

With these partners and all those to yet come, I look forward to three more years of the challenges and graces in, with and through which our ever-present God blesses and guides us!

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).

Bernice Emma Ludwig nee Bender – June 24, 2018

Bernice Ludwig, the wife of our beloved brother and colleague, the late Rev. Walter Ludwig, died on Sunday, June 24, 2018 at the age of 94.

Dear mother of the late Brian Ludwig and his wife Norma, Bev and her husband Gary Michael, Barry and his wife Jan Ludwig and Karen Peifer and her husband Greg Mills. Special grandmother to 9 grandchildren and 13 great-grandchildren. Cherished sister of the late George Bender and his wife Helen, Kathleen and Lloyd Widmeyer and Bernard Bender. Will be fondly remembered by her many nieces, nephews and cousins.

Predeceased by her parents Carl and Alma Bender.

Bernice was a charter member of Mount Zion Lutheran Church.

Funeral service was held at Mount Zion Lutheran Church, Waterloo with Rev Dr Philip Mathai officiating. Interment at Memory Gardens, Breslau.

Ilse Alvina Paulina Conrad nee Mosig – August 1, 2018

Ilse Conrad, wife for 61 years of our beloved brother and colleague, the late Rev. Arnold Conrad, passed peacefully at Grand River Hospital on Wednesday, August 1, 2018 after a brief illness.

Dear mother of Sharon Schoenhals (John), David (deceased), Peter (Doreen) and John (Barb), also loving grandmother of Pastor Mark Schoenhals (Emily) of Peoria, Illinois, Kristen Schoenhals (Blaine Coombs) of Ottawa, and Timothy Schoenhals (Mary Murray) of Vancouver, a cherished great-grandmother of

Nathanael of Ottawa, Abigail, Julia and Natalie of Peoria. She will be greatly missed by her sisters, Frieda Pennie (George) of Burlington, Rosemarie McDonald (John) of Oscoda, Michigan, and Margaret Fischer (Paul) of Waterloo and brother-in-law, Rev. Arthur F. Conrad of Ottawa (Genowefy-deceased) and by many nieces and nephews.

She was pre-deceased by her parents, Pastor and Mrs. H. R Mosig, parents-in-law, Frank and Minnie Conrad, sister Gertrude Cochrane (Joe) and sisters-in-law and brothers-in-law, Margaret Fritze (Carroll), Phyllis Proudfoot (Fred) Alice Stalker (Robert) and Jean Smith (Gerald).

She graduated from New Hamburg Continuation School in 1939 and Waterloo College in 1942 where she met her future husband Arnold Conrad. She taught at Wellesley Public School for 1 year and married on June 29, 1943. They served parishes together in New Dundee, Ontario, Rose Bay, Nova Scotia, and then at St. John's Evangelical Lutheran Church in Waterloo for 34 years.

During their ministry in Waterloo, she was an active member; singing in choirs, teaching Vacation Church School, helping on the altar guild, and participating in the L.C.W. and W.M.S. She worked on the Retreat Committee and the Faith and Life Committee, was Circle Leader for E.L.W, and with excellent help she coordinated the monthly meetings of the Senior Members Fellowship. She also played the organ for the monthly Estonian and German Services. At the synodical level, she served as Treasurer of L.C.W. and as a delegate to two conventions in Minneapolis and Philadelphia. For many years in the community, Ilse volunteered with Waterloo Meals on Wheels, the Development Centre of Waterloo for the mentally challenged and at the Community Information Centre.

The funeral service was held at St. John's Lutheran Church, 22 Willow St., Waterloo on Tuesday, August 7, 2018 at 11 a.m. with Pastor Fred Ludolph officiating. Interment at Mount Hope Cemetery, Waterloo.

Rev Arthur Frank Conrad – August 8, 2018

Our beloved brother and colleague, The Rev. Arthur Frank Conrad was called to his eternal home on August 8, 2018, in his 97th year. He was born May 22, 1921 in Bridgewater, Nova Scotia, son of the late Frank and Minnie Conrad. Beloved father of: Janice (Angus) Maciver; Paul (Sandy) Conrad; and Mark (Susan) Conrad. Lovingly remembered by grandchildren: Brittany (David) Cantor; Bradley (Brittany Warren) Conrad; Allison (Martin Applewhaite) Maciver; Calum (Ruby) Maciver; Ian Maciver; Andrew (Pam) Conrad; Lauren (Ian) Wittenberg; and by great grandchildren: Jacob, Owen, Ryan, Nathan, Allison, Kristen, Alistair, Ariya, Asher, Evie, and Lewis. Predeceased by: his wife Genowefy; brother, Rev. Arnold (Ilse) Conrad; sisters Alexis in infancy; Margaret (Rev. Carroll) Fritze; Jean (Gerald) Smith; Phyllis (Fred) Proudfoot; and Alice (Robert) Stalker.

After graduating from Waterloo Seminary College, Arthur accepted a call to St. Peter's Evangelical Lutheran Church, Ottawa in 1947 where he served his entire 41 year ministry. Arthur was actively involved in the building of a new church, serving in the community and in the Lutheran church at large. Rev. Conrad will be remembered as a man of vision, strength of character, dedication and hard work.

Rev. Conrad will be sadly missed by his family who will always cherish fond memories of him, as well as those he touched through his ministry.

The funeral was held St. Peter's Lutheran Church, 400 Sparks St. on Thursday August 16, 2018 with Rev. Elina Salonen and Rev. Ed Bastian officiating. Interment at Highland Park Cemetery in Carp, ON.

Rev Albert (Ab) Lorch – November 12, 2018

Our beloved brother and colleague, Rev. Albert (Ab) Lorch passed away peacefully, surrounded by his family, at St. Mary's General Hospital on Monday, November 12, 2018 at the age of 93 years. Loving husband of the late Ruth Lorch (nee Klinck). Loved Dad to Brian (Rhonda), Sue McDermott (Bud) and Nancy Robson (Craig). Dear Grandpa to Andrew, Ryan, Matt, Kate, Kelsey, Meaghan, and Kevin. Great Grandpa to Ben, Adam and Jake. Predeceased by his daughter in law, Lois. Born and raised in Elmira, the oldest of 5, he outlived all his siblings. Ordained in 1951, Ab served as a parish pastor in Petawawa, Chesley, Toronto, Sault Ste Marie and Kitchener. Called in 1980 to serve as Assistant to the Bishop of the Eastern Synod, ELCIC until his retirement. Always giving of his time, his ministry continued until his death.

His interests were vast and varied. He loved life. He loved people. Curling, carpentry, gardening, parenting, roller coaster riding, sand castle building and travel. All made him who he was, a true jack of all trades. A caring loving husband, dad, colleague, friend. He touched many in a special way.

The memorial service was held Friday November 16, 2018 at 11 a.m. at St. Luke's Lutheran Church 317 Franklin St N, Kitchener. Bishop Michael Pryse and Rev. Olavi Hepomaki officiating. Interment at Woodland Cemetery Kitchener.

Burkhard Moeller – January 14, 2019

Burkhard Moeller, dear husband of our beloved sister and colleague, Rev. Katharina Moeller, passed away in his home surrounded by family on Monday, January 14, 2019.

Loving Father of Anna-Christina Rubino (Adam), Rebekka Fry (Christopher), and Constantin Moeller. Caring grandfather of Zoey, Lukas, Erika, and Noah.

Survived by his sister Mechthild Thielemann, his brother Martin Moeller, and his aunt Johanna Kuesel.

Burkhard was passionate about his family, music; enjoyed travelling and was a great support to all who knew him. He was able to design and create whatever was needed.

A devoted organ builder, he was a master of his trade. Burkhard loved to build, tune and maintain pipe organs.

The funeral was held at the Peel Chapel of the Turner & Porter Funeral Home (2180 Hurontario St, Mississauga, Ontario) at 11:00 a.m. on Tuesday, January 22, 2019.

Rev Jan Eryk Malina – January 16, 2019

Our beloved brother and colleague, Rev. Jan Malina died peacefully, surrounded by his loving family at the Ottawa Hospital, General Campus. Son of the late Gustaw Malina and Augustina Macura, and brother of Stanislaw (Sandra). Beloved husband of Joanna (née Kern) of 53 years and father of twin sons, Martin (Jessica) and David (Patricia). Cherished grandfather of Sarah, Seth, Susannah and Mika.

Jan was baptized on April 8, 1939 in Wisla, Poland. After completing seminary studies and being ordained into the ministry of Word and Sacrament in Warsaw, Jan was posted to serve the Lutheran Church in London, England, where he and Joanna were married on March 24, 1966. Following a short honeymoon in Italy, they sailed on the Holland America ship, the Mazdam, to Canada in the Centennial year of 1967 landing at the Quebec port. After achieving his M.Div. at Martin Luther University College (formerly, Waterloo Lutheran Seminary), Jan served the following parishes in the Eastern Synod over the years: St. Paul's, Moserville; Maynooth-Raglan-Denbigh Parish; St. Matthew's Evangelical Lutheran Church, Conestogo; St. James Evangelical Lutheran Church, St. Jacobs; St. Peter's Lutheran Church, Ottawa, and finally Faith Lutheran Church in Ottawa from which he retired in 2004.

With his spirit of exploration and curiosity, with his passion for playing the piano and his friendly, playful and happy self, Jan brought a little more light, love and life to the world and people around him. Embraced in love forever, we will hold him close in our hearts and minds.

The funeral was held January 22nd, 2019 at Faith Lutheran Church, 43 Meadowlands Dr W, Nepean, Ontario with Bishop Michael Pryse and Rev. Stanley Johnstone officiating. Interment at St. Matthew's Evangelical Lutheran Cemetery, Conestogo, Ontario.

Edna Paulena Monk – January 23, 2019

Our beloved sister and colleague Deaconess Edna Monk passed away peacefully at St. Mary's General Hospital, Kitchener on Wednesday, January 23rd, 2019 in her 107th year.

Edna was born July 4th, 1912 and was the beloved daughter of the late Joseph and Hannah (Stadtlander) Monk. Edna was the youngest of 9 children and was predeceased by 6 brothers and 2 sisters, Bert, Otto, Amelia, Reuben "RJ", Laura, Alvin, Victor and Dan. Fondly remembered by many nieces, nephews, her church family at St. Matthews Lutheran Church in Kitchener, and by her extended family and friends.

Edna devoted her life in service to the Lutheran Church. In September 1937, she crossed the border to study for two years at the Lutheran Deaconess Training School in Baltimore, Maryland. She was invested with the garb in 1938 and consecrated in June 1942. In November 1944 she became a Naturalized citizen of the United States. Her first assignment was for the Lutheran Home for the Aged in Clinton, N.Y. This was followed by sixteen years of service for churches throughout the northeastern USA and Kitchener, Ontario. In 1956 Edna personally chose to withdraw from the diaconate, but continued her service in the church with the Department of Evangelism of the Lutheran Church in America until 1973 and then with St. Peter's Lutheran Church, Manhattan until 1975. She retired and moved back to

Hanover, Ontario where she was active in the program at St. Matthew's Evangelical Lutheran Church and participated in the celebration of their 125th Anniversary.

In 2001 Edna moved to Kitchener and transferred to St. Matthews Lutheran Church, Kitchener in 2002 and participated in many programs including Loaves and Fishes, E.L.W., Reader for World Day of Prayer and Praise Offering Services, Prayer Group and the Leprosy Mission. Edna was very grateful for the love and help from her friends at St. Matthews and the opportunity to serve in those capacities.

Edna joyfully celebrated her birthday every year on the Fourth of July and received birthday wishes from family and friends in Canada, USA and worldwide, most recently on her 106th birthday in July 2018. Everyone who knew and loved Edna was truly blessed.

A Memorial Service was held at St. Matthews Lutheran Church, 54 Benton St., Kitchener, Ontario on Saturday, February 2, 2019 with Bishop Michael Pryse and Pastor Sebastian Meadows Helmer officiating. Interment in the Hanover Cemetery.

Rev Kevin John Baglole

Our beloved brother and colleague, The Rev. Kevin J. Baglole, passed away peacefully (in his 54th year) on Tuesday January 29, 2019 at Dr. Bob Kemp Hospice after a 17 month journey with cancer. Kevin leaves behind his beloved wife Gail, son Joshua, daughter Hannah, mother Helen, sisters Karen, and Kelly (Sandro), and niece Kendra. Kevin was predeceased by his father Edward Kenneth Baglole.

Kevin worked for the Hamilton Niagara Haldimand Brant LHIN as a Psychosocial Spiritual Bereavement Clinician. Helping people connect with a greater purpose in their last moments was Kevin's true calling. Prior to his work with the HNHB LHIN, Kevin worked in Long Term Care first as a chaplain and later as an administrator at a number of facilities.

Throughout his rostered ministry in the Evangelical Lutheran Church in Canada, Kevin served many local Lutheran and Anglican churches as their pastor, interim pastor, or supply pastor. Kevin was a proud member of St. Andrew's Lodge #593, and eagerly participated in their benevolence work.

One of the great passions of Kevin's life was the time he spent with Special Olympics Grimsby- Lincoln.

The funeral was held Tuesday, February 5, 2019 at Christ's Church Cathedral (252 James Street North, Hamilton, Ontario), Bishop Michael J. Pryse, The Very Rev. Dr. Peter Wall and The Rev. Dr. Kimberlynn Mueller-McNabb officiating. Interment at Emmanuel Lutheran Cemetery, Sherkston, Ontario.

Rev Eric Ross Weber – May 20, 2019

Our beloved brother and colleague, The Rev. Eric Weber, passed away on May 20, 2019.

Eric died after a brief illness at St. Mary's General Hospital in Kitchener on Monday, in his 89th year.

Predeceased by his loving wife Kathryn (nee Lotz) in 2015. Beloved father of Rev. Stephen Weber and his wife Janet, Tim Weber and his wife Diane, Tammy Junker and her husband Al, and Krista Schott and her husband Jeff. Cherished Papa of Mike (Nicole), Kyle (Stephanie), Adriana, Daniel, Emilie and Matthew. Dear brother of Paul (Vera) Weber, Ilene Torode, Jene (Keith) Good and brother-in-law of Ruth Weber, Janet Weber and Barbara (William) Huras.

Predeceased by his parents Carl N. Weber and Irene (nee Wittig), brothers Carl Weber, Jack Weber and Bruce Weber, sisters-in-law Jean Weber and Shirley Weber and brother-in-law Frank Torode.

Eric answered his call to ministry and was ordained in 1957. He began his service at St. Mark's (Washington, Illinois) and Holy Trinity (Chicago, Illinois). Upon his return to Canada in 1966, Eric served at St. Paul's (Cambridge), was assistant to the President of the Eastern Canada Synod, and then returned to parish ministry at St. John's (Waterloo). He also served as chaplain to the Waterloo Fire Department.

A celebration of Eric's life was held at Trillium Lutheran Church (formerly St. John's Lutheran Church), 22 Willow Street, Waterloo on Friday, May 24, 2019 at 11 am with Pastor Fred Ludolph presiding and Bishop Michael Pryse preaching. Interment at Christ Lutheran Church Cemetery, Maynooth, Ontario.

Ethel Florence Gastmeier – August 21, 2019

Ethel Gastmeier, dear wife of our beloved brother and colleague, the late Rev. Herbert Gastmeier, passed away peacefully at Chartwell Westmount LTC, Kitchener, on Wednesday, August 21, 2019 at the age of 96 years.

Loving mother of Bill Gastmeier (Karen), Jane Gastmeier, Andrew Gastmeier and Katherine Smith (Peter). Grandmother to 6 and great-grandmother of 3.

Ethel was born in St. Jacob's Ontario and is predeceased by her sister, Gertrude Ritter and brother, Egbert Schmidt. She earned an ARCT in piano from the Royal Conservatory of Music and graduated with Honorable Mention at the University of Toronto before she turned 20. She married Herbert, a Lutheran Pastor, and they served parishes in Maynooth (1950-54), Peterborough (1954-1962) and Stratford (1962-1979). She continued her work as an Organist and Choir Director in Waterloo until her retirement. She continued studying throughout her life earning Bachelor of Arts and Bachelor of Music Degrees from Wilfrid Laurier University.

The funeral service was held at Trillium Lutheran Church (22 Willow St., Waterloo, Ontario) on Tuesday, August 27, 2019. Interment at Parkview Cemetery.

Kendra Elizabeth Cookman – November 7, 2019

Kendra Elizabeth Cookman, age 44, dear daughter of our beloved sister and colleague, Rev. Virginia (Gini) Cookman, died suddenly and unexpectedly in her sleep on November 7, 2019 from heart disease. She is the daughter of the Rev. Virginia (Gini) Cookman and the late Bruce Edward Cookman.

Kendra was also predeceased by grandparents Russell and Lillian Cookman, grandfather Kenneth C. Hohner, aunt Lynn Hohner and cousin David Hohner. Left to mourn her passing are grandmother Carol Hohner, uncles Allan and Neil (Karen) Hohner, cousins Michael (Nicole), Kenneth, Matthew, and Stephen Hohner and aunt Gladys Musselman. She is sadly missed, too, by her four cats.

Kendra was a Registered Respiratory Therapist and worked at Hospitals in Regina, SK and Yarmouth, NS. She was employed at the time of her death by Medigas and was based in Yarmouth.

A memorial service was held Sunday Nov.17 at St. Peter's Lutheran Church, 5 Commons Rd, Chester, NS. Rev. Adam Snook presiding.

Sharon Ann Ehrhardt nee Watson – December 18, 2019

Sharon Ehrhardt, wife of our beloved brother and colleague, Rev. Lawrence Ehrhardt, died December 18, 2019.

Dear mother of children George, Esther, Sarah, Alexandra and grandmother to five grandchildren.

A memorial service will be held in Ottawa at a later date.

Rev Vernon Norman Cronmiller – March 28, 2020

Our beloved brother and colleague, The Rev. Vernon Norman Cronmiller, passed away peacefully (in his 93rd year) on Saturday, March 28, 2020 at Grand River Hospital after a brief illness. He is survived by his wife of 72 years Elizabeth (Bette) and his three children Ted (Joyce) of Osoyoos, B.C. Cathy Dowsling (Tom) of Kitchener and Tim (Judy) of Fenelon Falls, ON.

Loving Grandfather of Christopher Cronmiller (Amy), Tracy Spear (Allan) of Delta B.C., Taryn Dowsling-Dejaegher (Matthew), Daniel Dowsling (Ashley), Victoria Davey (John) of Kitchener and Joshua Cronmiller (Magily) of Edmonton AB. Cherished Great-Grandpa to Amorey, Esmie, James, Carson and Kyle of Delta B.C. Ellis, Brooklyn, Tucker, Scarlet and Violet of Kitchener.

Brother to Raymond Cronmiller (Leona) of Orillia, Sister to Shirley Taylor-Gilck, Faith Witt and Brother-in-Law Ronald Ziegel of Burlington. Predeceased by his brother John (1987), Sister-in Law Margaret (1985) and Sister Beverley Ziegel (March 27, 2020) He will be missed by his many nieces and nephews.

Rev. Cronmiller was born in Brantford ON the son of Rev. Dr. Carl Cronmiller (1966) and Martha Ziegel (Cronmiller) (1998). He had many memories of growing up in Williamsburg ON. As a young man, he served in the Canadian Army at St. John, N.B. when World War II ended. He returned to school and graduated as an ordained Lutheran Minister from Waterloo Lutheran Seminary. He was called to serve the Lutheran congregations of St. John's Arnprior, Bethany Woodstock, and St. Matthew's East Zorra before assuming the position of Executive Director of Christian Education and Youth for the Eastern Canada Synod until 1969. Rev. Cronmiller had a long history with St. Mark's Lutheran Church in Kitchener, first as its pastor until 1980 and as Pastor Emeritus from 1992-1999. In 1980 until 1990 he

was appointed Director of the World Hunger Appeal for Evangelical Lutheran Church in America (New York, N.Y.) taking him to all of the continents of the world recommending help in areas suffering from famine, drought or turmoil.

Vern's greatest love was his summer cottage on Calabogie Lake. He taught many family members to water ski, fish, and build additions to the cottage and rock walls. This was a special place for him.

A memorial service was held on Friday, October 16, 2020 at Trillium Lutheran Church, 22 Willow Street, Waterloo, ON, Bishop Michael Pryse and Pastor Elina Salonen presiding.

Emily Marion Dolbeer – August 21, 2020

Emily Dolbeer, dear wife of our beloved brother and colleague, the late Rev. Dr. Martin Dolbeer, passed away peacefully at Forest Heights LTC, Kitchener, on Monday, June 22, 2020 at the age of 96 years.

She is survived by her children Melissa Dolbeer (Bryan), Craig Dolbeer (Deborah), and Pam Gahwiler (Don), grandchildren Nathan LeBlanc (Laura), Jessica Dolbeer (Jack), and Maggie Dolbeer (Alex), and great grandchildren Jay and Aleah LeBlanc, Logan and Addison Bangay.

She was predeceased by her husband, Rev. Dr. Martin Luther Dolbeer, and daughter-in-law Janice Thorman Dolbeer.

Emily was a brilliant, generous and loving person with a strong commitment to her family. She was born in Covington, Kentucky the daughter of Flora and George Scheffer, and attended Holmes High School. She graduated summa cum laude with a degree in Chemistry from Gettysburg College, where she met the love of her life, Martin, whom she married in 1945. They moved to Canada in 1959 with their three children. In her 40's, Emily returned to school, obtaining a Masters of Social Work from Wilfrid Laurier University. She worked at the Children's Aid Society following her graduation, until her retirement in 1986. She was an active member of Mount Zion Evangelical Lutheran Church. In retirement she enjoyed swimming, reading, crossword puzzles, and was a whiz at Jeopardy.

She will be interred in Parkview Cemetery, and a memorial service will be held at Mount Zion Evangelical Lutheran Church at a later date.

Rev Harold Brill – August 5, 2020

Our beloved brother and colleague, The Rev. Harold Brill, passed away peacefully on Wednesday, August 5, 2020 at Hospice Wellington, Guelph, at the age of 86 years. Harold was the beloved husband of Joan Brill (nee Muegge) of St. Jacobs.

Loved father of Heather Kristensen and her husband Adam of Edmonton, AB, and Stephanie Brill and her husband Mark Bassam of Callander, ON. Loving grandfather of David Eisener, Katherine Eisener, Thierry Kristensen, Ruby Bassam, and Delilah Bassam.

Dear brother of Donald Brill and his wife Alice, and brother-in-law of Gloria Gilbert, Marion Weir and her husband Jim and Carol Betts.

Harold was a dedicated Lutheran Pastor in the Eastern Synod of the ELCIC for 59 years.

He graduated from Waterloo Lutheran Seminary in June 1961 and was called to serve the Lutheran congregations of St. Peter's in Brodhagen from 1961 -1965; St. James, St. Jacobs, St. Matthew's Conestogo Parish, 1965-1973; St. Matthew's, Kitchener, from 1973 until his retirement in June of 1999. He then served as Interim Pastor at St. James, St. Jacobs; St. James, Elmira and Faith in Hamilton from 2002-2009.

His life and faith was celebrated at a private family service.

Elfriede Meindl nee Vögele – August 17, 2020

Elfriede Meindl, dear wife of our beloved brother and colleague, the late Rev. Rolf Meindl, passed away peacefully and surrounded by her family at Christie Gardens, Toronto, on Monday, August 17th, 2020 at the age of 94 years. She was pre-deceased by her husband, Rev. Rolf Meindl, in 2012.

She is survived by her daughters, Susan Meindl (Andrew Waxman), Patricia Meindl, Carol Meindl (John Gyakum); her son, Rolf Meindl (Maria); and her grandchildren, Izzy and Laurie Waxman, Tim and James Gyakum and Douby Meindl.

Elfriede and her husband Rolf came to Toronto from Germany in 1951 to start a new life and family. They moved to Nova Scotia in 1966 when Rolf became pastor of Trinity Lutheran church in New Germany, Lunenburg Co. It was in Nova Scotia that she discovered her natural talent for creating white china figurines of fishermen, farmers and nursery rhymes, using simple household tools such as a darning needle, tea strainer and rolling pin. Her figurines quickly became sought-after gifts and collectables which are still treasured in thousands of homes in Nova Scotia and all over the world. Lines would form to purchase her "Meindl Originals" when she exhibited at local craft markets such as Christmas at the Forum, The Dalplex and the Lunenburg Craft Market. Her work was recognised by the provincial government and in the 1970's and 80's "Meindl Figurines" were kept constantly on hand by the Nova Scotia Protocol office, as truly unique hand-crafted Nova Scotian gifts that could be offered when provincial leaders travelled or entertained. She also received several prestigious commissions from the province to create china sculptures based on local legends to be presented by the Nova Scotian government on ceremonial occasions such as the visit of the Governor General, Jules Leger in 1975, the Royal visits of the Queen Mother in 1979, and Prince Charles and Princess Diana in 1983. Mrs. Meindl continued to make figurines until she was well into her 70's, when she decided to write and illustrate a series of three children's novels; "Christopher", "The Adventures of Christopher and Angeline," and "The Magic Stone," published by Gaspereau Press. This trilogy of books can still be found in elementary school libraries around the province. After her husband died, life in her beloved home on the Fundy shore became too isolating and in 2015 she closed a personal circle, returning to Toronto where she

lived close to children and grandchildren, continuing to be creative, drawing and painting, right into the last months of her life.

Elfriede Meindl was truly "an original" who will be missed by all who knew her. A memorial ceremony is planned for next summer.

Rev Dr. Harold Remus – October 18, 2020

Our beloved brother and colleague, The Rev. Harold Remus, passed away peacefully on Sunday, October 18, 2020 at the age of 92 years. Harold was the beloved husband of Alice Croft.

Harold served as professor in the Department of Religion and Culture, Wilfrid Laurier University; adjunct professor at Waterloo Lutheran Seminary; director of Wilfrid Laurier University Press; and executive officer of the Council on the Study of Religion. He was a member of several professional societies and served as president of the Canadian Society of Biblical Studies. Prior to moving to Waterloo with his family in 1974, he had worked as a translator/editor at the Lutheran World Federation, Geneva, Switzerland (1957-59); as book editor, at Fortress Press, Philadelphia, PA (1962-68); and as assistant pastor (full- and part-time) at Messiah Lutheran Church, Princeton, N.J. (1959-1972).

After graduating from Great Falls High School (Montana), he studied at the University of Minnesota, Concordia Seminary (St. Louis, MO), and Göttingen University (Germany) on a Fulbright Scholarship, and received his PhD from the University of Pennsylvania.

He was the author of various articles in scholarly journals, encyclopedias, and Bible dictionaries and of chapters in both scholarly and general interest books. He was the author or co-author of books in the academic study of religion and biblical studies, one of which—Jesus as Healer—was translated into Korean. The editor or co-editor of scholarly and general interest books, he also served as managing editor of The Council on the Study of Religion Bulletin and of Studies in Religion/Sciences Religieuses, and as founding managing editor of Religious Studies Review. In retirement he edited the newsletter of the WLU Retirees Association. A member of St. Marks Lutheran Church, Kitchener, he was very active in its adult education program. He worked for full inclusion of LGBTQ2SIA+'s in the Evangelical Lutheran Church in Canada. Taking part in the March on Washington for Jobs and Freedom was a signal event in his life.

He is survived by his wife Alice Croft, daughter Elise Burns (Allan Sweeney) and her children Laurie (Carlo Condarcu) and Joseph Burns, and his son Justin. He was predeceased by his first wife Carolyn (Zalman) Remus and his parents Gustav and Wilhelmina Remus, brother Leonhardt, sisters Adoline Seidler/Preputin, Edna von der Vor, and Lydia Marten, and nieces Lenora Lou Remus and Lynne Remus. He is survived by nieces and nephews Leon Remus and Sharon (Frampton); Clark Marten, Nadeen Kovanda (née Marten), Faye Johnson (née Marten); Robert Seidler, Betty MerryLees (née Seidler), Gail Morhardt (née Seidler), and their children and grandchildren.

The funeral service was held at Trillium Lutheran Church, 22 Willow St, Waterloo on Tuesday, November 3, 2020, with Bishop Michael Pryse, Rev. Elina Salonen and Rev Andre Laverne officiating.

Verna Sarah Glebe – December 14, 2020

Verna Sarah Glebe (nee Binkle), dear wife of our beloved brother and colleague, the late Rev Dr. Delton Glebe, passed away peacefully on Monday, December 14th, 2020, at the age of 97. She was surrounded by the loving thoughts and prayers of her family while under the skilled and compassionate care of the staff at Freeport hospital. Verna is survived by her four children Donna (Dennis), Diane (John), David, Deborah (Peter) and her grandchildren, Kevin (Sheila), Colin (Jean), Bradley (Lauren), Isabeau, Ale (Beth), Jordan, Claire, Eliana, Nick (Rachel) and Mallory (Mark). Verna will also be dearly missed by her great grandchildren Audrey, Liliana, Chelsea, Jaxson, Olivia, Easton and Brooke. She was predeceased by her loving husband the Reverend Dr. Delton Glebe, her granddaughter Pamela Donna, her brother Roy and sister-in-law Helen.

Verna was born on September 17, 1923 in Neustadt, Ontario, the daughter of William and Lovina Binkle. As a young girl she was active in the Neustadt Lutheran church where she met and married her life-long partner Delton. They were blessed with 63 years of marriage.

Her career involved secretarial services which began at Knechtel Furniture Company in Hanover (1941-1947), followed by Waterloo College (now Wilfrid Laurier University) (1947-1950). After raising her four children she returned to secretarial work at Waterloo Lutheran Seminary (now Martin Luther University College) where she remained until her retirement. Verna was a charter member of Mount Zion Lutheran Church in Waterloo where she remained an active member.

Verna was a devoted wife, mother and grandmother who provided a solid foundation and loving support for her family. She was a genuine and loving person; her kind, gracious, and caring presence was felt by all who knew her. She had a warm and giving nature, and never hesitated putting the needs of others before her own. She showed tremendous integrity, strength and perseverance along with a positive and grateful outlook on all aspects of life. Verna was a true blessing to her children, grandchildren and great grandchildren. She too was blessed by the caring support of her neighbours, friends, colleagues, and most recently, the staff at Sunshine Centre, Luther Village where she resided.

Due to COVID-19 restrictions a private family interment was held.

Rev Mark Norman Urquhart – January 23, 2021

Our beloved brother and colleague, The Rev. Mark Urquhart, passed away peacefully at Grand River Hospital on Saturday, January 23, 2021 at the age of 62 years.

Retired from St. Peter's Lutheran Church, Linwood after 18 and a half years of service; Past Youth Pastor for St. Peter's Lutheran Church of Kitchener, and a Youth Social Worker for Pioneer Group Services.

Loving and devoted father of Valerie Urquhart, Jocelyn Urquhart, and Kirsten Urquhart. Sadly missed and remembered by grandchildren, Sam Emery, Oliver Emery, and Clara Graham. Cherished and missed by son-in laws, Spenser Emery and Garth Graham and a sister, Lori Urquhart. Predeceased by his loving parents, Gwendolyn Urquhart (nee Moore) and Norman Urquhart.

A private family memorial service was held.

Virgie Kurschinski nee Merkley – February 4, 2021

Virgie Kurschinski, dear wife of our beloved brother and colleague, the late Rev. Dr. William Kurschinski, passed away peacefully at the Woodland Villa Nursing Home in Long Sault on Thursday, February 4, 2021 at the age of 89.

Dear mother of David Kurschinski (Colleen) of California and Kathryn Yorke (Tim) of Nova Scotia. Dear aunt of Burrill Harriman, Brenda Meek (Gordon), Craig Harriman (Lauren), Raymond Patterson (Apryle) and Patricia Martin. Virgie will be fondly remembered by her grandchildren Dylan, Austin, Lance, Jillian and one great-grandchild. She was predeceased by her parents Frank and Evah Merkley (nee Saddlemire), her sisters Norma Harriman and Joyce Patterson and her nephew Bruce Patterson.

Due to Covid restrictions a celebration of Virgie's life funeral will be held at South Dundas Lutheran Community Church in Williamsburg at a later date.

Rev Raymond Dale Finch – May 1, 2021

Our beloved brother and colleague, The Rev. Dale Finch, passed away peacefully on Saturday, May 1, 2021 at the age of 81 years.

Dale is survived by his wife and best friend, Donna (Honsberger); his daughters Lesley Finch (Phil Woodhouse) and Rebecca Gracey (Jason); his grandchildren Emily Vervaeke (Mike), Dan and Joe McLaughlin, and Austin and Kathleen Woodhouse; his sister Dorothy Donnelly; and nieces and nephews.

Dale attended Rolph St. P.S., Tillsonburg District H.S., and Pauline Johnson C.I., Brantford. He graduated with a BA and MA from WLU, a MEd from U. of T., and a MDiv from Waterloo Lutheran Seminary. He taught French, German and Latin in Oromocto N.B., Brantford and Waterloo before accepting a position as language department head at Guelph Collegiate. His family and he spent a year in West Germany where Dale taught as an exchange teacher in a German secondary school. Dale also spent two years as a lecturer in the French Department of the University of Saskatchewan in Saskatoon. Dale and Donna participated in a number of volunteer journeys to the Dominican Republic.

After ordination, Dale served at Holy Trinity Lutheran Church, Belleville, and Reformation Lutheran Church, Kitchener. He enjoyed all aspects of parish ministry but especially visiting and writing challenging sermons. After retirement he served as interim pastor at St. Peter's, Cambridge (Preston); St. James, Baden; St. Paul's, Bridgeport; St. Peter's, Brodhagen; Mt. Zion, Waterloo; Zion, Stratford; Trinity, Ayton, and St. Matthew's, East Zorra. He and Donna spent nine months as volunteers with Canadian Lutheran World Relief, he in administration of Augusta Victoria Hospital, a Palestinian Hospital in East Jerusalem.

Dale was predeceased by his mother Elsie Beecroft (Weatherwax), his father Raymond Finch, his

stepfather Wm. Beecroft, and his brothers Douglas Finch and Gregory Beecroft.

A private memorial service was held at St. Luke's Evangelical Lutheran Church on Thursday, May 6, 2021 followed by interment at Mount Hope Cemetery, Kitchener.

Report of the Archivist

Rev Karen Kuhnert

Do you remember that ten years ago we celebrated the 150th Anniversary of our synod? A decade has already passed since the 2009-2011 work to celebrate our 150th alongside the 100th Anniversary of our seminary and the universities that came from our church's commitment to higher education – Wilfrid Laurier University and the University of Waterloo. A decade has passed since “LutherHostel East” strengthened the ties between the people of the churches of the former Nova Scotia Synod and the former Canada Synod in Lunenburg County. A decade has passed since the congregational visits and the “5 Photo Challenge,” the gathering of photos and memories from every geography and diversity of our synod territory. Back then, we had to seek out and post online the faces of the people of the church and Seminary because only buildings were featured on websites. Now, in 2020 and 2021, the diverse and multi- generational faces of our church are regularly seen on screens! What an unimaginable decade of change and transition this has been!

Yet, now, as then, the vision for Archives continues to be “Remembering for the Future” in the way described by Jocelyn Letourneau. Remembering is not for the purpose of clinging to what was, but for allowing *what has already been* to inform, support and encourage *what is currently becoming*. By God's grace, in Jesus by the Spirit, we are remembered into being who we truly are by Christ's own calling of the membered - to remember and be re-membered along with the great cloud of witnesses of all times and all places.

What Has Been and is Becoming: Functional Shifts and Narrative Shifts

In the last triennium the following *functional shifts* have been made in Archives management. Synod Officers and Staff have clarified the mutual agreements with Laurier Library and Archives and this clarity has led to increased document preservation, mutual resource utilization, and research. The National Church, congregations and rostered leaders have invested more deeply in the preservation of documents and photographs at Laurier. The former “Seminary”, now Martin Luther University College (MLUC), has strengthened it's own direct relationship to Laurier Library and Archives repositioning the work of the Synod Archivist at greater distance. Our content remains safeguarded by Cindy Preece under the administrative leadership of Gohar Ashougian. We continue to grieve with our partners the 2020 cancer-related death of Julia Hendry, Head of Collections. Laurier is temporarily closed to deposits due to the pandemic. Policy accommodations are pending.

Like my predecessor Erich Schultz, I still help create governance policies and procedures, haul and sort documents, conduct and facilitate institutional and private research and strengthen relationships for the wellbeing of the church and God's mission for the life of the world. Yet our historical moments are different, and so our personal output is different. His time *necessitated* formal attention to institutional and corporate narratives. His era actually required reflection on the male church articulating English-German Lutheranism and East-West and LCC-ELCIC cleavages in the context of a still young Christian Canada coming out of World War I and II into an era of co-educational academic advancement. The church in that era was in a time of baby-boom and in-migration with building expansion.

Reviewing my projects and Reports since becoming Archivist/Story-keeper in 2009, it's clear my beginning was in a time of contraction. I have helped "to close" buildings, preserve memories and transition the people of many churches to the new ministry expressions where God awaits them in hope and possibility of new life. And this time in history *necessitates* that we remember again people stories. A way to review our stories is through what sociologists used to call "gender, race and class," what we now nuance as "intersectionalities," particularly of racialized people, women, and youth and young adults.

At our 150th Anniversary we remembered fondly the vitality of LutherLeague and the justice work of Campus Ministries, and we noticed and mourned that we weren't seeing the kind of Youth and Young Adult participation across the church that we had seen historically. For the 2018 Synod Assembly, Kristina Kuhnert began an Archival Project to create biographies hoping for 35 Young Adults under the age of 35 to engage. In three weeks she found 40 young people open to being more visible to the church. This initiative has now led to the collection of 100 bios of young leaders across Canada raising their voices more confidently in our church. It has also led to the creation of "Young Canadian Lutherans," a YouTube channel and relationship-centered movement spreading in our national and synodical church that has resulted in Young Adult driven worship and social media content, online gathering events and safer places for complicated conversations. Within this movement, attention is regularly paid (and resources made available for) Queer, Gender and Racial Justice conversations, as well as activities related to Global Service and living into Reconciliation with Indigenous Peoples. Young Canadian Lutherans is not staff-driven programming. It is a new, peer-oriented opportunity for people to grow in and explore faith at their own age and stage of development. Web Search: @ELCICYoungAdults.

The recent work of the church and the personal bravery of Bishop Pryse in the area of Racial Justice and Reconciliation with Indigenous Peoples needs remembering. Earlier in our history we were more racially thoughtful. In the era of Lloyd Schaus, our synod had extensive global connections through hosting ecumenical and multi-faith international students in theology and political-economics. It was common then to have Lutheran and non-Lutheran Persons of Colour at the Seminary, the College and around KW congregations shaping clergy families and spreading understanding to congregations across the provinces of our Synod. Seminary "Principal Dean" J. Ray Houser was invited by students to the Caribbean to conduct their ordinations and grow relationships across Island congregations! He was tenderly called "Papa Houser" by the many "BG Boys," who were seminarians from British Guyana studying at our Waterloo Seminary. Consequently, having the Evangelical Lutheran Church of Guyana (ELCG), with its multi-faith contextualities and robust diaconate as our Companion Synod made clear and valuable sense. We became socially poorer -- more enclaved, however, when countries began to educate their own back home. Now, at the start of our 160th Anniversary, we are increasing in

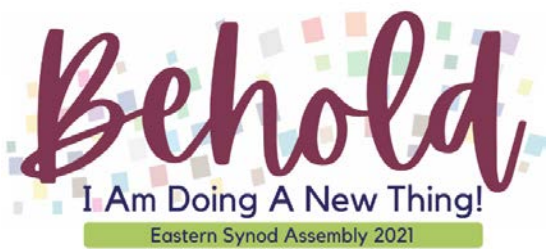
consciousness again, this time more mindful of our predispositions to colonial habits of the mind and heart.

In the last decade women have now advanced into Executive levels and broader leadership. Laurie Knott, Vice-President of Synod, is actively working on our relationship with the ELCG. Heather Main, grand-daughter to “Papa Houser” is the first woman serving as Board Chair of the seminary and representative to Laurier University. Rev. Dr. Kristine Lund now leads as Principal Dean of Martin Luther University College. Dr. Lund (a Western-Canadian) is among the first clergy to earn a Ph.D. and she is among the first women ordained in Canada (41 years ago). Dr. Lund is a world-wide leader in Clinical Pastoral Education (CPE) and also the field of Spiritual Care and Psychotherapy. She is the founder of the Glebe Counselling Centre. Each of these leaders has the kind of connections to the churches of the Caribbean and to global service that recalls the earlier Schaus and Houser period in a way that is exciting and hopeful. Among these we can also see a renewed spirit for lay-leadership.

There was a time when we became falsely storied as only a homogeneously southwestern-Ontarian, white, male, German-English congregationally-focused church ruled by the clergy. Academics and researchers quickly find evidence supporting this storyline in our own history books. To the extent that we took this unhelpful storyline upon ourselves, we contributed to systemically marginalizing, othering, “ethnic” and “specialized” ministers and ministries. This narrative was interrupted at the 150th Anniversary when communities were asked to show their own photos and tell their own stories of themselves as part of the synod. In so doing it became clearer that we have always been more than the false story attributed to us. We could now see our own contours, and the ways in which we are, and are not yet a visibly diverse, inclusive, multi-ethnic, multi-lingual, outreaching people spread across vast often distinct Ministry Areas. With COVID’s lockdowns, the complexions and complexities of the Synod are now on innumerable screens, memorialized on Facebook, YouTube, Vimeo and Instagram where we and the public can see and judge the extent to which we are, and are not yet living our discipleship call to love as Jesus loved.





In 1998 the Synod in Assembly elected as Bishop a two-degree graduate of the university and seminary that our church brought into being (BA History, MA Divinity). He was an Assistant to then Bishop Huras, familiar with and committed to our Synod across its entire geography and numerous contextualities. He was alert to our need for unity and diversity. As we look back on the last three decades of having Michael Pryse as Bishop, it is easy to connect the leadership dots between the increasingly more inclusive and outreaching church that we have become and his personal orientation to ministry “that all may be one” as described in his Senior-Seminarian paper on John 17. As Synod story-keeper, I sense that it does fall to me to say that I believe 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.

As the triennium ahead turns towards the election of a new Bishop at the next Assembly, to what will the Spirit call us? Who is the Spirit readying for service? Now is a key time for us to remember, for the future, to appreciate what God has done for us in the unimaginable times we have been living through, to attend to prayerful reflection on what has been, and to discern what we are becoming by God’s grace.



Section 6

Synod Council Reports

-  **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 2018-2021

Officers:

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

Synod Council:

Term Ending Convention 2021

Rev. Anne Anderson
Rev. Janaki Bandara
Rev. Dwight Biggs *Resigned December 2018*
Rev. Davis Kaneps *Began April 2019*
Rev. David Malina
Rev. Joanna Miller
Rev. Adam Snook *Resigned May 2020*

Ben Bestvater *Resigned October 2019*
Margaret Christenson
Anne Drouillard
Emily Savage *Began January 2020*
Judy Von Wahl
Bonnie Wepler
David Wilk

Assistants to the Bishop:

Rev. Riitta Hepomaki *Resigned February 2020*
Rev. Douglas Reble
Rev. Christie Morrow-Wolfe *Began June 2020*
Rev. Adam Snook *Began June 2020*

Ministry Directors:

Rev. Katherine Gohm (Public Policy and Service) *Resigned March 2020*
Karen Bjerland (Congregational Redevelopment Services) *Began August 2019*
Cathy Calvin (Women)
Rev. Joel Crouse (Property Transformation) *Resigned June 2020*
Debbie Lou Ludolph (Worship) *Resigned December 2018*
Rev. Christie Morrow-Wolfe (Youth and Young Adults) *Concluded June 2020*
Jeff Pym (Stewardship and Resource Development) *Resigned June 2019*
Rev. Hilla Lahtinen (Worship) *Began January 2019*

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Part B	Amendments to Eastern Synod Constitution and Bylaws	6-4
Part C	Chronological listing of Synod Council and Officer Motions	6-6

Notes:

The items that require assembly action are placed at the front of this section. The listing of motions from Synod Council and Officer meetings are placed in Appendix A (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 2018, 2019, 2020 and 2021 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 existing Synod Bylaw Part VI Section 1 be suspended for Assembly 2021.
(Dealing with term length and eligibility; so that Synod Council elections reset a rotation of terms for Synod Council positions.)
2. That the second readings for the amendments to the Constitution of the Eastern Synod be adopted.
(see Part B.1)
 - a. Article VI Section 9
 - b. Article XVII Section 2 and Section 3
3. That the amendments for the Bylaws for the Eastern Synod be adopted. (see Part B.2)
 - a. Part V Section 1
 - b. Part VI Section 1
 - c. Part VI Section 3
 - d. Part VII Section 5
4. That the 2021 Revised Budget and 2022-2024 Proposed Budgets be adopted. (see Section 8)

Part B

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

- a) That the Eastern Synod Constitution, Article VI Section 9 be amended:

Should a A congregation ~~which has ceased to exist or whose membership has so diminished in numbers as to render it impossible or impractical for the congregation to function according to its constitution and bylaws shall,~~ **the bishop of the synod shall arrange a** ~~after consultation with any remaining members,~~ **after which the synod council may deem the congregation** ~~be deemed by this synod to be defunct. This synod through~~ **If the congregation is deemed to be defunct,** ~~the~~ **the** synod council shall appoint trustees, including where feasible ~~former~~ 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** ~~this synod.~~

- b) That the Eastern Synod Constitution, Article XVII Section 2 and Section 3 be amended:

References of “Waterloo Lutheran Seminary” be changed to “Martin Luther University College.”

B.2 Amendment to the Eastern Synod Bylaws

- a) That the following amendment for Synod Bylaw Part V Section 1b (this creates Section 1b, with the existing Section 1 becoming Section 1a) be adopted:

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.

- b) That the following amendment for Synod Bylaw Part VI Section 1 be adopted:

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 ~~until the next regular convention a~~ **maximum term of six years, with no eligibility of renewal, with half of the council retiring each regular convention.** ~~No elected member, other than the officers, shall be eligible to serve more than three (3) consecutive terms. However, a term of less than 18~~ **24** months shall not be deemed to be a term of office for this purpose.

cont'd

- c) That the following amendment for Synod Bylaw Part VI Section 3 be adopted:

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.**

- d) That the following amendment which adds a new Section 5 in Synod Bylaw Part VII be adopted:

The Officers may hold meetings between Synod Council meetings, operating according to a policy as approved by Synod Council.

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.

Un-numbered MSC's (2018-2019) or O xx-xx (2020 to present) are Officer Motions.

Housekeeping items are not included in this report.

Sensitive issues relating to any Investigative Committees, Disciplinary Committees, Executive Sessions (closed), congregational conflict, etc., which may have required Synod Council action are not detailed in this composite summary.

Officers Meeting – October 2, 2018

MSC that up to \$6500.00 is authorized to replace the boiler at the Glebe Centre, and that the cost be covered through the Capital Fund.

Officers Meeting – October 25, 2018

(E-mail vote of October 9, 2018) MSC that all references to "Anishnabeg Outreach" in the motion that previously authorized a \$250,000 demand loan to this organization be replaced with "AONATION".

MSC that the Officers recommend to Synod Council that \$42,500 representing 10% of the most recent distribution from the Emily Brown Estate and \$850 representing 10% of the proceeds from the Mary Whyte insurance policy proceeds be given to the ELCIC and designated to help offset the shortfall to the remaining Eastern Synod beneficiaries of the ELCIC Gift Annuity program.

MSC that we request the ELCIC to send the Eastern Synod the \$1,000 principal (plus any accumulated interest income) from the Ruth and Norman Berner Edgewood Camp Fund and that when received this amount be shared equally between Camp Lutherlyn and Camp Mush-a-Mush for their Campership funds.

MSC that it is recommended that synod council extend thanks to Lutheran Homes – Kitchener Waterloo for the work of the Strategic Initiatives Committee for laying the foundation that the synod will continue to build on. We also express our hope for LHKW's continued support as we transition and carry this work forward.

MSC that the quote of \$7,560 (plus HST) from Network Telecom to upgrade the synod phone system be approved.

MSC that the following be recommended as delegates to the 2019 ELCIC National Convention:

Rostered: Rev. Katharine Altenburg, Rev. Anne Anderson, Rev. Richard Kwiatkowski, Rev. Brad Mittleholtz, Rev. Bruce Thompson; Lay: Johanna Coombs, Suzanne MacLennan, Gigi Todd, Mark Wettlaufer, Randy Zimmerling.

Synod Council Meeting – November 1-3, 2018

ESC 18-48 MSC that \$42,500 representing 10% of the most recent distribution from the Emily Brown Estate and \$850 representing 10% of the proceeds from the Mary Whyte insurance policy proceeds be given to the ELCIC and designated to supplement the expected residual payments to the remaining Eastern Synod beneficiaries of the ELCIC Gift Annuity Program in order to bring them as close as possible to levels anticipated at the time the annuity contracts were issued.

ESC 18-49 MSC that the synod council extend thanks to Lutheran Homes – Kitchener Waterloo for the work of the Strategic Initiatives Committee for laying the foundation that the synod will continue to build on. We also express our hope for LHKW's continued support as we transition and carry this work forward.

ESC 18-50 MSC that the following be recommended as delegates to the 2019 ELCIC National Convention:

Rostered: Rev. Katharine Altenburg, Rev. Anne Anderson, Rev. Richard Kwiatkowski, Rev. Brad Mittleholtz, Rev. Bruce Thompson; Lay: Johanna Coombs, Suzanne McClennan, Gigi Todd, Mark Wettlaufer, Randy Zimmerling.

ESC 18-51 MSC that the cash proceeds from the Edgewood funds be allocated as follows:

1. the balance of the redevelopment fund be returned to the Eastern Synod for its general use; (\$89,820.65)
2. the Eastern Synod Treasurer complete his investigation into the original designation of the Designated Funds and that Synod Council disburse the balance of these funds in a manner that most closely matches the donors' original intentions and that satisfies regulatory requirements; (\$23,191.62)
3. the balance of the Operating Fund be transferred to the YAYA Endowment Fund; (\$1,987.03)

and that the proceeds from the sale of Edgewood's property (\$776,987.15) be allocated as follows:

4. YAYA Endowment Fund to pay off previous loan; (\$18,612.97)
5. Edgewood Emergency Fund; (\$915.49)
6. Lutherlyn Emergency Fund (\$10,000) and Mush-a-Mush Emergency Fund; (\$10,000)
7. Restoration of Identity (ROI) Indian Residential School Survivors (IRSS) Legacy Project; (\$25,000)
8. \$25,000 to be placed in a separate fund for future Indigenous projects with which YAYA can support and partner;
9. Recognizing that "ally-ship" is both visible and actionable, we value this project and would also like to challenge the synod to contribute further to walk down a path of reconciliation by matching our additional contribution of \$25,000 from our proposed Edgewood funds for other future Indigenous projects;

10. Lutherlyn Capital Fund (\$178,112.42) and Mush-a-Mush Capital Fund (\$178,112.42); funds to be available to the two camps upon request and approval from YAYA; and that the synod treasurer track the interest earned on the camp Capital Funds and report the annual income earned to YAYA;

11. YAYA Endowment Fund. (\$331,224.85)

ESC 18-52 MSC that Synod Council request ELFEC to move the Allan Fund into the Capital Improvement Fund to be distributed evenly between Camp Lutherlyn and Camp Mush-a-Mush.

ESC 18-53 MSC that the synod donate \$750 to the Canadian Council of Christian Charities' Legal Defence Trust Fund.

ESC 18-54 MSC that \$25,000 from the \$89,820 that was originally designated for Edgewood's Redevelopment Appeal and recently returned to the synod be allocated to a fund that will support Indigenous projects in the future.

ESC 18-55 MSC that the Forms of Compensation policy be approved as presented and the Salary Administration System and Salary Administration Process policies be amended as presented.

ESC 18-56 MSC that the following people be appointed to the Candidacy Committee for terms ending December 31, 2021: Christine Hulan, Rev. Philip Matthai, Rev. Daniela Mertz and Rev. Shirley Ruller for second three year terms and Rev. Nadine Nicholds for a first three year term.

ESC 18-57 MSC that the following people be appointed to the Examining Committee for terms ending December 31, 2021: Uli Kuebler and Norma Yau for second three year terms and Rev. Dr. Mark Harris as the Luther representative for a first three year term.

ESC 18-58 MSC that the following people be appointed to the Mission Committee for terms ending December 31, 2021: Rev. Stanley Johnstone, Jimmy Krats, Julie Ramey and Rev. Sylvia Swiatoschik for second three year terms.

ESC 18-59 MSC that the following people be appointed to the Youth and Young Adult Committee for 2019: Ben Cameron, Nancy Hilborn, Sydney Marshall, Jonathan Hopkins, Katerina Kuhnert and Ken Grahman (ES Rep for PCYM).

ESC 18-60 MSC that Bonnie Wepler be appointed as the Synod Council representative on the Youth and Young Adult Committee for a one year term ending December 31, 2019.

ESC 18-61 MSC that the following be appointed to the Board of Governors of Martin Luther University College for 2nd three year terms ending 2021: Rev. Steve Hoffard, Heather Main, Kevin Tuer and Thomas Bishop.

ESC 18-62 MSC that the following be appointed to the Board of Directors of Lutheran Homes Kitchener-Waterloo beginning January 1, 2019: Bill Hett for a 2nd three year term and Randy Gondosch for a 1 year term.

ESC 18-63 MSC that the amendment to change the congregational meeting quorum (from 17 to 12) for St. Luke's, Rhodes Corner, Nova Scotia be approved.

Officers Meeting – December 6, 2018

MSC that Pamela Harrington be elected to serve as a delegate to the 2019 National Convention.

MSC that the balance of the \$43,350 not required to top up the ELCIC gift annuity program be made available to the ELCIC as they deem appropriate.

Officers Meeting – February 1, 2019

MSC that Rev. Hilla Lahtinen be appointed to serve as the Eastern Synod's Director of Worship Ministries for a three year term effective January 1, 2019.

MSC that the Eastern Synod requests that Lutheran Homes KW's Strategic Initiative Committee:

1. Continue its work with the four congregations that are currently engaged until the end of the current phase and not enter into further work with these or any other congregations;
2. Provide the synod with an accounting of all income and expenditures since its work began and transfer any unused funds to the synod, and
3. Share copies of all documentation related to its work with the Eastern Synod.

MSC that the following persons serve on the Eastern Synod Property Redevelopment Advisory Committee: Geoff Bellew, Karen Bjerland, Randy Gondosch, Laurie Knott, Keith Myra, John Neufeld, Bishop Michael Pryse (ex officio); and Chuck Burt, Rev. Joel Crouse and Glenn Smith as advisory members.

MSC that Judy von Wahl be elected to serve as an Eastern Synod lay delegate to national convention.

MSC that 100% (\$185,000) of the ELFEC General Operations Grant be allocated to fund the 2018 operating budget.

MSC that a grant of \$84,693 be requested from ELFEC from the Remembering for the Future fund representing income earned in 2018 and unspent income from 2017.

MSC that 13th month payments be made to Martin Luther University College (\$24,308) and Youth and Young Adult Ministries (\$6,538).

MSC recommended to Synod Council that Synod discontinue the policy regarding 13th month payments to Martin Luther University College and Youth and Young Adult Ministries.

MSC that the Synod engage BDSmith Partners to develop a business plan to direct the work of the Property Redevelopment Advisory Committee, at a cost of approximately \$10,000.

Officers Meeting – March 5, 2019

MSC that the \$23,191.82 in designated funds received from Edgewood Camp and Conference Centre be split equally between the Lutherlyn Capital Fund and Mush-a-Mush Capital Fund.

MSC that Rev. David Tin be appointed as a rostered delegate to the 2019 ELCIC National Convention.

MSC that Cathy Dowsling be appointed to the Professional Leadership Committee for a first three year term ending December 31, 2021.

Officers Meeting – May 14, 2019

MSC that Lorre Calder be appointed as a lay delegate to the 2019 ELCIC National Convention.

MSC that each of Rev. Neil Thomsen, Rev. Kevin McLeod and Rev. Olavi Hepomaki be issued a Call to Specialized Ministry to serve as synodical interim ministers for a 3 year period ending June 30, 2022.

MSC that the draft audited 2018 financial statements be adopted.

MSC that the Synod's portion from the Bumeister estate be deposited into the Remembering for the Future Fund.

MSC that the Officers agree in principle to transfer ownership of an insurance policy from the Synod to ELFEC under terms of an agreement to be finalized between the synod treasurer and the executive director of ELFEC.

Officers Meeting – June 6, 2019

MSC that up to \$10,000 for scholarships from the Lay Ministry Education Fund be used for lay participation (to accompany their congregational rostered minister) in the Fresh Expressions Missional Leadership Program.

MSC that the following rostered persons be granted On Leave from Call status, July 1, 2019 to June 30, 2020:

First Year

Rev. Stephen Gross
Rev. Mei Sum Lai
Rev. Greg Smith
Rev. Helen Toman

Second Year

Rev. Linda Douglas
Deacon Pamela Harrington
Rev. Mark Kalvaitis
Rev. JoAnne Lam
Rev. Christie Morrow-Wolfe

Third Year

Rev. Rebecca Klages

MSC that the updated cemetery rates for St. John's Riverside Heights Cemetery be approved as presented.

MSC that upon the recommendation of the Property Redevelopment Advisory Committee, the Officers negotiate a part-time contract with Karen Bjerland to fill the position of Advisor, Property Redevelopment for Missional Purposes.

Officers Meeting – September 26, 2019

MSC that the Officers recommend to Synod Council that a 10% share (\$16,070) from the final distribution of the Emily Brown Estate and a 10% (\$970) share from the distribution of the Wilmer Minke Estate be donated to the ELCIC.

MSC that the Officers notify Canada Lutheran of a \$10,000 reduction to our Canada Lutheran budget line, effective January 1, 2020 (unless congregational benevolence receipts improve significantly between now and end of the year).

MSC that Mary Thompson, Elizabeth (Liz) Hood, Lindzy Abraham, and Ken Seiling be appointed to the MLUC Board of Governors for a three year term to conclude at the end of October 2022.

MSC that the changes to the Compensation Schedule (minimum salary and housing equity allowance) as recommended by the Professional Leadership Committee be approved.

Officers Meeting – October 23, 2019

MSC that we accept a quote of \$4,444.48 from Total Home Energy Systems Inc. to replace the two heat exchangers on the roof, costs to be charged to the Synod Capital Fund.

MSC that an offer of employment be made for the position of Director of Finance and Administration.

MSC that pursuant upon receipt and acceptance of a call, that Candidates Jonah Bruce, Leanne Darlington and Pamela McNeil be received onto the roster of ordained ministers in the Evangelical Lutheran Church in Canada and that this approval remains in effect until December 31, 2020.

MSC that pursuant upon receipt and acceptance of a call, that the Rev. Ralph Carl Wushke 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, 2020.

Synod Council Meeting – November 14-16, 2019

ESC 19-18 MSC that a 10% share (\$16,070) from the final distribution of the Emily Brown Estate and a 10% (\$970) share from the distribution of the Wilmer Minke Estate be donated to the ELCIC.

(E-Vote of November 12, 2019) ESC 19-19 MSC that Robert Half Management Resources be engaged to manage the recruiting process for the Manager, Finance and Administration role at a fee of 24% of salary to a maximum of \$20,000 to be paid upon the completion of the hiring decision.

ESC 19-20 MSC that the synod donate \$750 to the Canadian Council of Christian Charities' Legal Defence Trust Fund.

ESC 19-21 MSC that Ernst & Young LLP be appointed as Synod auditors for 2019, the fee to be negotiated by the Synod Treasurer.

ESC 19-22 MSC that the following policies be amended, as indicated:

- a) Congregational Assistance Fund – increase the \$2,000 maximum under the discretion of the Bishop to \$5,000.
- b) Undesignated Gift and Bequest Policy – delete the phrase “retroactive to January 1, 2013.”
- c) Pastors’ Retirement Relocation Grant Policy – replace all references to “pastor” or “ordained minister” to “rostered minister.”
- d) General Principles for Designated Giving – replace the reference to “Global Hunger and Development Appeal” in #2 with “Canadian Lutheran World Relief.”

ESC 19-23 MSC that Rev. Gloria Ryder be appointed to the Examining Committee for a two year term ending December 31, 2021.

ESC 19-24 MSC that Jonah Bruce be appointed to the Mission Committee for a two year term ending December 31, 2021.

ESC 19-25 MSC that Bonnie Wepler be appointed as the Synod Council representative on the Youth and Young Adult Committee for a one year term ending December 31, 2020.

ESC 19-26 MSC that the following constitutions and bylaws, and amendments, be approved as outlined:

- St. Mark's, Chesley: removal of redundant Part I Section 2.b.iv; amendment of Part VI Section 5 (“Written notice of all congregational meetings...”); removal of Part VIII Section 5 and 6;
- St. Paul's, Normanby: amendment of Article VIII Section 4 (reducing the quorum from 30 to 20); Article IX Section 1 (reducing the number of council members from 6 to 5);
- St. James, New Dundee: amendment of Article IX Section 1 (reducing the number of council members from 9 to “a minimum of seven members”);
- St. Matthew's, Hanover: new constitution and bylaws based on 2017 Model (except for Part V Section 7/8 and 8/9);
- St. Matthew's, Welland: new constitution and bylaws based on 2017 Model;
- St. Matthew's, Conestogo: new constitution and bylaws based on 2017 Model;
- St. Peter's, Brodhagen: new constitution and bylaws based on 2017 Model;
- St. Paul's, Bridgeport Kitchener: new constitution and bylaws based on 2017 Model (pending receipt of legal name in Article I);
- St. Paul's, Magnetawan: new constitution and bylaws based on 2017 Model;
- All Saints, Newcombsville: new constitution and bylaws based on 2017 Model (upon receipt of clarification of Part VII Section 1 re number of council members).

ESC 19-28 MSC that a leadership youth award be created for outstanding contributions to the life of the wider church, along with a separate award for outstanding contributions to the wider community.

ESC 19-27 MSC that that Sophie Slessor be appointed to the Youth and Young Adult Ministry Committee for a 1 year term ending December 31, 2020.

Officers Meeting – December 5, 2019

MSC that Alison Burkett, Treasurer of Lutherlyn Camp and Conference Centre, be authorized to sign the building permit and any other required documents relating to Lutherlyn's new Comfort Station until December 31, 2020.

MSC that a \$5,000 grant from Canadian Mission funds be granted to Mt. Zion, Waterloo in support of their Open Sesame programme.

Officers Meeting – December 23, 2019

MSC that:

1. the Hoffman Beach property remain for sale;
2. prior to any offer for the Hoffman Beach property being accepted, consultation shall occur with the Youth and Young Adult Ministry Committee and the Lutherlyn Board;
3. the Youth and Young Adult Ministry Committee provide annual or more frequent reporting to Synod Council on the implementation of Lutherlyn's Business Plan 2.0.

Officers Meeting – January 31, 2020

(E-Vote of December 13, 2019) O 20-01 MSC that the Synod 2020 salary budget be increased on a one-time basis to allow for the additional pay period that occurs in 2020.

(E-Vote of December 19, 2019) O 20-02 MSC that an offer of employment be made for the position of Director, Finance and Administration.

(E-Vote of January 15, 2020) O 20-03 MSC that the proposal from PeaceWorks Technology Solutions for redeveloping and redesigning the synod website at an approximate cost of \$9,700 (excluding HST) and ongoing support costs of \$80/month be accepted.

O 20-04 MSC that 100% (\$190,000) of the ELFEC General Operations Grant be allocated to fund the 2019 operating budget.

O 20-05 MSC that the following grants be requested from ELFEC to fund the 2019 operating budget:

- a) \$120,000 from the Undesignated Gift/Bequest Fund;
- b) \$50,000 from the Remembering for the Future Fund;
- c) \$27,550 from the National Convention Endowment Fund.

O 20-06 MSC that the following allocations be made from the 2019 Operating Fund surplus:

- a) \$30,000 to the Synod Capital Fund;
- b) \$10,000 to the Synod Office Equipment Fund.

Officers Meeting – March 24, 2020

O 20-07 MSC that we support the ELCJHL Covid-19 Appeal with a contribution of \$10,000 to be forwarded through the ELCIC, with funding from the Global Mission Companion 2020 budget line, Synod Emergency Fund, and Undesignated Gift and Bequest Fund.

Officers Meeting – April 7, 2020

O 20-08 MSC that the policy "Eastern Synod Policy on Electronic Meetings" is approved.

Synod Council Meeting – April 23, 2020

(E-Vote of January 10, 2020) ESC 20-01 MSC that Emily Savage be elected to Synod Council to fill the vacant seat with the term ending August 31, 2021.

ESC 20-02 MSC that the terms of reference for the Congregational Redevelopment Services - Advisory Committee be approved and added to the Committee Policy Manual.

ESC 20-03 MSC that the Synod Council Policy on E-Votes be approved as revised.

ESC 20-04 MSC that the St. Peter's, Kitchener - CTV Television Ministry Appeal be authorized for 2021.

ESC 20-05 MSC that \$10,000 of endowed principal and \$1,626 of unspent interest from the Student Assistance Fund that was transferred to the Synod from St. Paul's, Bridgewater, Nova Scotia for ongoing administration be merged with the Synod's Ernst Fund, and that the merged fund be named The Atlantic Ministry Area Candidacy Fund.

ESC 20-06 MSC that revisions to the 2020 budget, as proposed by Officers and staff, be authorized as presented.

ESC 20-07 MSC that pursuant upon receipt of a call, Sherry Coman be approved for reception onto the roster of diaconal ministers in the Evangelical Lutheran Church in Canada, and that this endorsement remains in effect until December 31, 2021.

ESC 20-08 MSC that the following people be appointed to the Congregational Redevelopment Services Advisory Committee for a two year term ending December 31, 2021: Geoff Bellew, Karen Gastmeier, Randy Gondosch, Keith Myra, John Neufeld and Rev. Annette Smith.

ESC 20-09 MSC that Ben Cameron be appointed as the Eastern Synod representative on the Program Committee for Youth Ministry for a one year term ending December 31, 2020.

ESC 20-10 MSC that the following congregational constitutions and bylaws be approved as part of the process to enter onto the roster of ELCIC congregations:

- Peace, Chatham: constitution and bylaws based on 2017 Model
- Trinity, Hamilton: constitution and bylaws based on 2017 Model

ESC 20-11 MSC that the following congregational constitutions and bylaws be approved as outlined:

- St. Peter's, Brant: new constitution and bylaws based on 2017 Model, upon receipt of notice that the equation of councillors and terms in Part VII Section 1 is corrected.
- Grace, Eganville: new constitution and bylaws based on 2017 Model, upon receipt of notice that the equation of councillors and terms in Part VII Section 1 is corrected.
- St. Timothy's, Pembroke: new constitution and bylaws based on 2017 Model
- Redeemer, Toronto: new constitution and bylaws based on 2017 Model
- St. Paul's, Bridgewater: new constitution and bylaws based on 2017 Model
- Faith, Ottawa: new constitution and bylaws based on 2017 Model

ESC 20-12 MSC that the Policy for Congregational Council E-Meetings be recommended as a template for Congregational Councils to use with respect to the Model Constitution and Bylaws, Part VII Section 12.

ESC 20-13 MSC that a call to specialized ministry be extended to the Rev. Adam Snook to serve as Assistant to the Bishop of the Eastern Synod effective June 1, 2020 or as negotiated.

ESC 20-14 MSC that a call to specialized ministry be extended to the Rev. Christie Morrow to serve as Assistant to the Bishop of the Eastern Synod on a 50% basis effective June 1, 2020 or as negotiated.

ESC 20-15 MSC that a call to specialized ministry be extended to the Rev. Deaconess Pamela Harrington to serve as a Non-Stipendiary Deacon for Pastoral Care and Psychotherapy; subject to approval by the ELCIC Conference of Bishops.

ESC 20-16 MSC that a call to specialized ministry be extended to the Rev. Anne Anderson to serve as Director of Recruitment and Community Pastor at Martin Luther University College for a term ending April 30, 2022.

ESC 20-17 MSC that a call to specialized ministry be extended to Diaconal Candidate Sherry Coman to serve as a Non-Stipendiary Deacon for Spirituality and Internet Outreach; subject to approval by the ELCIC Conference of Bishops.

ESC 20-18 MSC that the remuneration as presented for the Bishop, Assistants to the Bishop, Ministry Directors, and synod office staff, and compensation for the Synod Treasurer and Secretary be adopted for 2020, retroactive to January 1, 2020.

ESC 20-21 MSC that Synod Council receive Trinity Lutheran Church in Hamilton, Ontario onto the roster of ELCIC congregations, subject to receipt of a request for reception, such notice of the receipt then to be recorded in the Minutes of the next meeting of the Synod Council or Officers.

ESC 20-22 MSC that Synod Council receive Peace Christian Church – A Lutheran Fellowship in Chatham, Ontario onto the roster of ELCIC congregations, subject to receipt of a request for reception, such notice of the receipt then to be recorded in the Minutes of the next meeting of the Synod Council or Officers.

Officers Meeting – May 5, 2020

O 20-09 MSC that the Eastern Synod Assembly 2021 be recommended to take place from Thursday June 24 to Saturday June 26, 2021 at the Delta Hotels Toronto Airport & Conference Centre in Toronto, Ontario.

O 20-10 MSC that a monetary recognition be given to Jeff Pym as per the synod policy “Guidelines for Termination of Service of Paid Staff.”

O 20-11 MSC that a Call to Specialized Ministry be extended to Rev. Rebecca Klages to serve as a synodical interim minister for a one year period ending June 30, 2021.

Officers Meeting – May 19, 2020

O 20-12 MSC that the draft audited 2019 financial statements be adopted.

Officers Meeting – May 26, 2020

O 20-13 MSC that the following rostered persons be granted On Leave from Call status, July 1, 2020 to June 30, 2021:

First Year

Rev. Michael Hackbusch
Rev. Olavi Hepomaki
Rev. Riitta Hepomaki
Rev. Neil Thomsen

Second Year

Rev. Stephen Gross
Rev. Mei Sum Lai
Rev. Gregory Smith
Rev. Helen Toman

Third Year

Rev. Linda Douglas
Rev. JoAnne Lam

Officers Meeting – June 2, 2020

O 20-14 MSC that the recent Weber bequest of \$15,000 to Edgewood be split by \$10,000 to Lutherlyn and \$5,000 to Mush.

Officers Meeting – June 9, 2020

O 20-15 MSC that a task force be established to draft guidelines on the resumption of in-person worship in the Eastern Synod, consisting of Laurie Knott, Rev. Adam Snook, Rev. Hilla Lahtinen, Rev. Susan Climo, and Rev. Jason Ashby.

O 20-16 MSC that Ron Roeder be appointed to the Congregational Redevelopment Services Advisory Committee for a two year term ending December 31, 2021.

Officers Meeting – June 16, 2020

O 20-17 MSC that the signing authorities be updated as follows:

Signing Officer Policy

Any two of the four officers are authorized to bind the Eastern Synod with respect to legal documents (e.g. contracts, agreements, deeds, releases on bequests, etc.). One officer, or the Director, Finance and Administration, is authorized to bind the synod on contracts and agreements to a maximum of \$2,500, if budgeted or \$500, if not budgeted.

Any two of the following are authorized to access the synod's bank safety deposit boxes: Bishop; Vice Chair; Secretary; Treasurer; Director, Finance and Administration.

Any one of the following is authorized to sign Eastern Synod charitable donation receipts: Director, Finance and Administration; Treasurer; or Bishop.

Any one of the following is authorized to submit payroll transactions: Director, Finance and Administration; or Treasurer.

Authorized Cheque Signers

Authorized as signing officers for cheques and other RBC banking transactions (except access to safety deposit boxes): one of Kim Marcy or Keith Myra, plus one of Bishop Michael Pryse or Rev. Adam Snook or Rev. Doug Reble.

Officers Meeting – June 23, 2020

O 20-18 MSC that the Eastern Synod administer its operations in accordance with its recognition of the not-at-arm's length relationships that exist between the ELCIC National Church and the Eastern Synod and between the Eastern Synod and its congregations.

Officers Meeting – July 14, 2020

O 20-19 MSC that the Hoffman Beach property will not be listed for sale and that it be included in the renegotiated lease agreement between the Synod and Lutherlyn going forward for a renewable five year term, beginning at the end of 2020.

Officers Meeting – August 11, 2020

O 20-20 MSC that Ida Roth, Cindy Egli, Sandy Dotzert and Kim Marcy be appointed as trustees for St. Peter's Lutheran Church, Gadshill, effective August 31, 2020.

Officers Meeting – August 25, 2020

O 20-21 MSC that the Officers recommend to Synod Council that the Eastern Synod apply to the CRA to be designated as a public foundation.

Officers Meeting – September 29, 2020

O 20-22 MSC that the \$2,200 quote from Pinnacle Tree and Shrub Care for pruning and cutting down several trees on the synod property be accepted.

O 20-23 MSC that the Officers recommend to Synod Council that Synod Assembly 2021 be convened online.

Officers Meeting – October 13, 2020

O 20-24 MSC that the Officers appoint two or three people to work with Lutherlyn Camp and Conference Centre to explore some options regarding possible relationship models and recommend an approach for the future.

Synod Council Meeting – October 13, 2020

ESC 20-23 MSC that Synod Assembly 2021 be convened online.

ESC 20-24 MSC that the employer portion of the GSI benefits for synod office employees be paid at the Green level effective January 1, 2021.

Officers Meeting – October 20, 2020

O 20-25 MSC that the Officers accept a quote of \$4,800 from Triangle Caulking to do some outside work to the office building.

Officers Meeting – November 3, 2020

O 20-26 MSC that a donation of \$750 be made to the Legal Defense Fund of the Canadian Centre for Christian Charities.

Officers Meeting – November 10, 2020

O 20-27 MSC that the Eastern Synod extend the interest free period of the AONation mortgage repayment until December 31, 2020.

Synod Council Meeting – November 13-14, 2020

ESC 20-25 MSC that the Eastern Synod apply to the Canada Revenue Agency to be designated as a public foundation.

ESC 20-26 MSC that pursuant upon receipt and acceptance of a call, that Jordan Smith be received onto the roster of ordained ministers in the Evangelical Lutheran Church in Canada and that this approval remains in effect until December 31, 2021.

ESC 20-27 MSC that pursuant upon receipt and acceptance of a call, that Ronald Shumba be received onto the roster of ordained ministers in the Evangelical Lutheran Church in Canada and that this approval remains in effect until December 31, 2021.

ESC 20-28 MSC that Ernst & Young LLP be appointed as Synod auditors for 2020, the fee to be negotiated by the Treasurer and the Director, Finance and Administration.

ESC 20-29 MSC that the Congregational Redevelopment Services Credit Policy, as submitted by the CRS Advisory Committee, be approved.

ESC 20-30 MSC that the following policies be amended, as indicated:

a) Budget Policies

- Expenditures Exceeding \$2,500 – amend to require only two quotes for expenditures between \$2,500 and \$5,000.

b) Youth and Young Adult Ministry Policies

- Outdoor Ministry Emergency Fund – amend to recognize Edgewood's closure and the role now played by the Youth and Young Adult Ministry Committee and staff person.

- Financial Reporting Policy for Camp Management Boards and Campus Ministry Local Councils – amend to recognize the incorporated status of the camps and changes in how funding is currently provided for campus ministry.
- c) Miscellaneous Policies
 - Signing Officer Policy – changes related to the new Director of Finance and Administration role were previously approved by the Officers and reported to Synod Council (refer to Minutes of the June 16th Officer meeting).

ESC 20-31 MSC that the policies, Guidelines for Termination of Service of Paid Staff and Guidelines for Termination of Synodical Officers be removed from the Personnel Manual.

ESC 20-32 MSC that Rev. Thomas Mertz be appointed to the Examining Committee for a third term of one-year ending December 31, 2021.

ESC 20-33 MSC that the following people be appointed to the Candidacy Committee: Jim Diehl, Rick Ritz for a second four-year term ending December 31, 2024; Dr. Rudolf Michaeli and Mark Weingartner for a third term of one-year ending December 31, 2021; and Deacon Scott Knarr for a first four-year term ending December 31, 2024.

ESC 20-34 MSC that the following people be appointed to the Mission Committee: Rev. Jason Ashby and Emily Walker for a first four-year term ending December 31, 2024 and Peggy Read and Rev. Sebastian Meadows-Helmer for a third term of one-year ending December 31, 2021.

ESC 20-35 MSC that the following people be appointed to the Professional Leadership Committee: Rev. Susan Climo and Diane Karges for a second four-year term ending December 31, 2024.

ESC 20-36 MSC that Bonnie Wepler be appointed as the Synod Council representative on the Youth and Young Adult Committee for a one-year term ending December 31, 2021.

ESC 20-37 MSC that the following people be appointed to Martin Luther University College Board of Governors with terms ending at the Annual Meeting 2023: Penney Smile for a first term and Rev. Tuula van Gaasbeek, David Schnarr and Susan Heard for a second term.

ESC 20-38 MSC that Ben Cameron, Nancy Hilborn, Jonathan Hopkins, Sydney Marshall and Sophie Slessor be appointed to the Youth and Young Adult Committee for a one-year term ending December 31, 2021.

ESC 20-39 MSC that the following constitutions and bylaws, and amendments, be approved as outlined:

- Peace Latvian, Ottawa (CNCA Operating Bylaws, Articles of Continuance)
- Good Shepherd, Barrhaven (CNCA Operating Bylaws, Articles of Continuance)
- Chinese Lutheran, Montreal (CNCA Articles of Continuance)
- Rhenish, Toronto (CNCA Operating Bylaws, Articles of Continuance)
- Trinity, London (CNCA Operating Bylaws, Articles of Continuance)
- St. John's, Augsburg (Constitution amendment, reduction of congregational council members from "6 to 24" to "4 to 24")

ESC 20-40 MSC that the Constitution and Bylaws of St. Peter's Estonian, Toronto be approved in partial fulfilment of the requirements to be received as a member congregation of the ELCIC.

ESC 20-41 MSC that the following registration fee schedule for Synod Assembly be approved:

Rostered Delegates: \$300

Lay Delegates: \$300

Visitors: free, assuming that both the rostered minister and lay delegate from their congregation have registered as delegates.

ESC 20-42 MSC that the Synod Council affirm the Strategic Plan - Work Plan Priorities as revised for 2020-2021.

MSA amended that the 4th bullet the Goal 1 read:

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

Officers Meeting – November 17, 2020

O 20-28 MSC that the Officers authorize approximately \$5,000 for replacing/upgrading desktops/laptops and software.

O 20-29 MSC that the Officers appoint (along with Bishop Pryse) Rev. Adam Snook, Kim Marcy, Rev. Susan Climo, Rev. Christie Morrow-Wolfe, Rev. Hilla Lahtinen and Elizabeth Zehr to the 2021 Assembly Planning Committee.

Officers Meeting – December 1, 2020

O 20-30 MSC that the Officers adopt the document "Guidelines for Eastern Synod Congregations Holding Annual E-Meetings" as an aid for synodical congregations and their councils.

O 20-31 MSC that the Delta Hotels Toronto Airport & Conference Centre in Toronto, Ontario be booked for Synod Assembly 2024 for the dates of June 20-22, 2024.

O 20-32 MSC that, upon legal and collegial consultation and in consideration of satisfactory circumstances of Lutherlyn Camp and Conference Centre, the Officers' motion O 20-24 from the Minutes of October 13, 2020 which reads "that the Officers appoint two or three people to work with Lutherlyn Camp and Conference Centre to explore some options regarding possible relationship models and recommend an approach for the future" be rescinded.

Officers Meeting – December 22, 2020

O 20-33 MSC that the \$25,000 donation from Pilgrim Evangelical Lutheran Church in Kitchener be designated to the Remembering for the Future Fund.

O 20-34 MSC that 10% of the gift from Leena Jensen be designated for the school appeal of the Evangelical Lutheran Church in Jordan and the Holy Land.

O 20-35 MSC that the lease agreements for Lutherlyn and Mush-a-Mush be extended to the end of June 2021, with the existing lease terms acting as interim measures.

Officers Meeting – January 6, 2021

O 21-01 MSC that Whova be used as the online platform for Assembly 2021.

O 21-02 MSC that the theme for Assembly 2021 be “Behold I am doing a new thing!”

Officers Meeting – January 20, 2021

O 21-03 MSC that the Eastern Synod policy for Nominations and Election of Eastern Synod Delegates to ELCIC National Convention be adopted as revised for 2022.

Officers Meeting – January 27, 2021

O 21-04 MSC that 100% (\$195,000) of the ELFEC General Operations Grant be allocated to fund the 2020 operating budget.

O 21-05 MSC that the following grants be requested from ELFEC to fund the 2020 operating budget:

- a. \$60,000 from the Remembering for the Future Fund
- b. \$12,000 from the Canadian Mission Gift/Bequest Fund

O 21-06 MSC that the following allocations be made from the 2020 Operating Fund surplus:

- a. \$75,000 to the Synod Capital Fund
- b. \$25,000 to the Synod Office Equipment Fund

O 21-07 MSC that the following registration fee schedule for Synod Assembly be approved:

Rostered Delegates: \$50

Lay Delegates: \$50

Visitors: free, assuming that both the rostered minister and lay delegate from their congregation have registered as delegates.

Officers Meeting – February 2, 2021

O 21-08 MSC that subject to the acceptance of Martin Luther University College and the approval of Synod Council, that 177 Albert St. be donated to Martin Luther University College.

Officers Meeting – February 17, 2021

O 21-09 MSC that the Nominating Committee for the 2021 Synod Assembly consist of the Ministry Area Deans, the Ministry Directors, the Bishop and Synod Secretary.

O 21-10 MSC that the document Special Congregational Meetings amid Extraordinary Times be revised.

O 21-11 MSC that we designate Alison Burkett to represent the Eastern Synod in continuing to pursue property tax exemptions for Lutherlyn Camp and Conference Centre, with regular updates to be provided to the Eastern Synod Treasurer.

Officers Meeting – March 31, 2021

O 21-12 MSC that we authorize an expenditure of up to \$12,000 (plus HST), if required, to recruit an accounting assistant.

Officers Meeting – April 14, 2021

O 21-13 MSC that the officers recommend that the request from Zion, Lunenburg to approach synodical congregations for a special anniversary appeal be declined.

Synod Council Meeting – April 16-17, 2021

ESC 21-01 MSC that the request from Zion, Lunenburg to approach synodical congregations for a special anniversary appeal be declined.

ESC 21-02 MSC that the Eastern Synod express its appreciation for the exceptional service that is being provided by Lutheran Homes Kitchener-Waterloo's front line workers during the COVID-19 pandemic by making a donation of approximately \$30,000 to Lutheran Homes Kitchener-Waterloo to provide a \$100 Christmas gift card to each LHKW full-time and part-time employee, this donation to be funded from 2020 income earned by the Lutheran Home Fund.

(E-mail vote of February 8, 2021) ESC 21-03 MSC that subject to Martin Luther University College's acceptance, 177 Albert St. be donated to Martin Luther University College.

ESC 21-04 MSC that pursuant upon receipt and acceptance of a call, that the Reverend Enzo Pellini be received onto the roster of ordained ministers in the Evangelical Lutheran Church in Canada and that this approval remains in effect until December 31, 2022.

ESC 21-05 MSC that the following individuals be appointed to serve as Young Adult Delegates to Synod Assembly:

Ben Cameron – Holy Cross, Burlington
Etienne Eason – St. Peter's, Ottawa
Erin Lyons-Dent – St. John's, Petawawa
Sophos Slessor – Camp Mush-a-Mush
James Suknundun – St. Philip's, Etobicoke
Emily Walker – St. Philip's, Etobicoke

ESC 21-06 MSC that the St. Peter's, Kitchener - CTV Television Ministry Appeal be authorized for 2022.

ESC 21-07 MSC that the 2021 revised budget and the budgets for 2022 – 2024 as presented be recommended to Assembly 2021.

ESC 21-08 MSC that the "Workplace Anti-Violence, Harassment and Sexual Harassment Policy" be revised as presented.

ESC 21-09 MSC that the constitutional amendment of Zion, Lunenburg, Article VIII, Section 4, setting the quorum at 25, be approved.

ESC 21-10 MSC that the bylaw amendment of Faith, Fergus/Elora, setting the quorum at 15, be approved.

ESC 21-11 MSC that the Constitution and Bylaws of Faith, Port Elgin be approved upon receipt of notice that Part VI Section 3 and Part VII Section 1 are reconciled.

ESC 21-12 MSC that the following amendment for Synod Bylaw Part VI Section 1 be forwarded for adoption by Assembly:

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 ~~until the next regular convention~~ **a maximum term of six years, with no eligibility of renewal, with half of the council retiring each regular convention.** ~~No elected member, other than the officers, shall be eligible to serve more than three (3) consecutive terms.~~ However, a term of less than ~~18~~ **24** months shall not be deemed to be a term of office for this purpose.

ESC 21-13 MSC that the following motion be forwarded for adoption by Assembly:

That Synod Bylaws Part VI Section 1 (dealing with term length and eligibility) be suspended for Assembly 2021 Synod Council elections so that a rotation of terms may be reset for Synod Council positions.

ESC 21-14 MSC that the following amendment for Synod bylaw Part V Section 1b (this creates Section 1b, with the existing Section 1 becoming Section 1a) be forwarded for adoption by Assembly:

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.

ESC 21-15 MSC that the following amendment for Synod Bylaw Part VI Section 3 be forwarded for adoption by Assembly:

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.**

ESC 21-16 MSC that the following amendment which adds a new Section 5 in Synod Bylaw Part VII be forwarded for adoption by Assembly:

The Officers may hold meetings between Synod Council meetings, operating according to a policy as approved by Synod Council.

ESC 21-17 MSC that the draft agenda for Synod Assembly 2021 be approved.

ESC 21-18 MSC that the following people be adopted as recipients for the Eastern Synod Leadership Awards to be presented at Assembly 2021:

- Youth: Outstanding Service to the Eastern Synod – Nancy Hillborn
- Youth: Outstanding Service to the Wider Community – Emily Walker
- Lay: Outstanding Service to the Eastern Synod – Heidi Van Schaik
- Lay: Outstanding Service to the Wider Community – Esselyne Bell
- Clergy: Outstanding Service to the Eastern Synod – David Tin
- Clergy: Outstanding Service to the Wider Community – Tuula Van Gaasbeek

ESC 21-19 MSC that Chinese Lutheran Church in Montreal be declared defunct effective immediately, at the request of the remaining congregational members.

ESC 21-20 MSC that the remuneration as presented for the Bishop, Assistants to the Bishop, Ministry Directors, and synod office staff, and compensation for the Synod Treasurer and Secretary be adopted for 2021, retroactive to January 1, 2021.

Officers Meeting – April 28, 2021














O 21-14 MSC that Rev. Philip Mathai, Re. Katherine Gohm, Rev. Steve Hoffard, Brian Koivu, Charlotte Corwin (chair) and Emily Walker be appointed to the Reference and Counsel Committee.

O 21-15 MSC that Rev. Brooklynn Lane, Rev. Colin Cameron, Karen Gastmeier and Don Wilker be appointed to the Minutes Committee.



Section 7

Reports of the Standing Committees and Ministry Directors

-  **Mission Committee**
-  **Candidacy Committee**
-  **Examining Committee**
-  **Professional Leadership Committee**
-  **Public Policy and Service Ministries**
-  **Congregational Redevelopment Services**
-  **Racial Justice Advisory Committee**
-  **Circle for Reconciliation and Justice**
-  **Stewardship and Generous Giving**
-  **Worship Ministries**
-  **Women's Ministries**
-  **Youth and Young Adult Ministries (YAYA)**
-  **Camp Lutherlyn**
-  **Camp Mush A Mush**

Section 7 – Reports of the Standing Committees and Ministry Directors

Report of the Mission Committee

Committee Roster

Rev Jason Ashby, Rev Jonah Bruce, Rev Stan Johnstone, Jim Krats,
Rev Sebastian Meadows- Helmer, Bishop Michael Pryse, Peggy Read (chairperson),
Rev Adam Snook, Rev Sylvia Swiatoschik, Emily Walker

Since our last Synodical Assembly, the Mission Committee members have had the opportunity to visit one of our mission partners, the Music for the Spirit program at Six Nations Oshweken. Deacon Scott Knarr has been walking with the youth of Six Nations in after-school music programs which highlight and enhance their heritage music, and help them to develop a sense of their own community. We were also introduced to the Brightening the Spirit – Breaking the Silence of Suicide initiative, and heard a very moving presentation on the site of the Mohawk Institute Residential School, now the Woodland Cultural Centre, which is being renovated as a historical reminder of the past, and as a point of moving forward with Truth and Reconciliation.

We met many people of all ages who welcomed us, fed us, led us in worship, song and dance, and taught us about their heritage and their past.

This all seems like such a long time ago! Our meetings went on-line. We welcomed Pastor Adam Snook as our liaison to Synod, said hello to some new committee members and thankyou to some departing ones, and we got on with the business of our committee, which is to support financially, in a small way, the ministries of our synodical congregations. It is always a learning experience for me, reading grant applications and being uplifted and encouraged by the ingenuity, courage, faith and energy of our people.

We saw a huge shift, of course, to online worship, and were pleased to be able to help the technology grant requests through the generosity of a donor. We were able to continue to help with some very creative Compassionate Justice projects and some shorter term requests for help with collaborative ministries.

It is my honour to serve the Eastern Synod in this small way.

Peggy Read
Chair
Eastern Synod Mission Committee

2019 Mission Support Summary

Long Term Partnerships	Westside Barrie	
	St. Peter's Kitchener	TV Ministry
	Rhenish Markham	Programs
	Rhenish Markham	Support
	St. David's Orillia	Support
	First, Toronto	Outreach
	thirdspace_ Waterloo	Mission
	St Paul Chinese Unionville	Community Outreach
Short Term Partnerships	St. Peter's Cambridge	Redevelopment Exploration
	Central Toronto	Missional Leadership Training
	Central Toronto	Area Workshops
	Faith Fergus/ Elora	Seniors Summer Camp
	St Matthew's Kitchener	Sign
	St. Paul's Listowel/ Wallace	Website
	St John's Mahone Bay	Media Outreach
	St. Mark's Midland	Health and Healing
	St. Michael's Montreal	Visioning the Future
	Holy Cross Newmarket	Beyond Welcome Outreach
	St. John Ottawa	New Edinburgh Community Choirs
	Our Saviour Owen Sound	Digitalizing Worship
	St. Timothy's Pembroke	Website
	St. Timothy's Pembroke	Serving Marginalized Community
	Zion Pembroke	Three Parts
	St John's Petawawa	Community Friendship Meal

Reports of the Standing Committees and Ministry Directors

CJI
Total \$80,220

Christ Peterborough	One Roof Dinner
Christ Peterborough	Kids Klub/ Messy Church
Peace Pickering	Alternative Worship Service
St. Paul's Richmond Hill	Sign
St. James St Jacobs	Website
Agricola, Toronto	Website
Redeemer Toronto	Missional Leadership Development
Trinity Village	Age With Grace
Christ the King Whitby	BASIC Seniors
Toronto Campus Ministry	Lutherans Connect
St. John's Arnprior	Children's Snack Pack Program
Holy Trinity Belleville	Addressing Food insecurities
St Peter's Cambridge	Home Hospice Association
St. Philip's Etobicoke	Neighbourhood Table
All Saints Guelph	Community Market
St. Mark's, Kitchener	Community Ministry
St. Matthew's Kitchener	Refugee Sponsorship
St. John's Montreal	Food Justice Ministries
St. David's Orillia	Route 66
Our Saviour Owen Sound	Celebration 30
St. James St Jacobs	Community Café
Trinity Village	Support for Impoverished Seniors
Two Rivers	Six Nations Partnership
Mount Zion Waterloo	Mount Zion Café
Mount Zion Waterloo	Open Sesame
Total of all 2019 Grants	\$302,996

Long Term Partnerships	CRJ	Six Nations Partnership	
	St. Peter's Kitchener	TV Ministry	
	Rhenish Markham	Support	
	Martin Luther, Toronto	Ecumenical Vicariate	
	St Paul Chinese Unionville	Community Outreach	
Total \$130,200			
Short Term Partnerships	St. Peter's Cambridge	Home Hospice	
	Faith Fergus/ Elora	Website & Messy Church	
	St Paul's Leamington	Sign	
	St. Paul's Listowel	TV Monitors	
	St. Paul's Listowel	Sign	
Total \$130,485			
CJI	Lutheran Campus Ministry	Lutherans Connect	
	Maple Zion	Sign	
	St. David's Orillia	Harmony Centre	
	Resurrection Orleans	Community Conversations	
	St. Timothy's Pembroke	Serving Marginalized Community	
	Zion Pembroke	Three Parts	
	Peace Pickering	Peace Food Garden	
	Redeemer Toronto	Infrastructure for Community	
	Mount Zion Waterloo	Open Sesame	
	St. John's Arnprior	Children's Snack Pack Program	
	Holy Trinity Belleville	Addressing Food insecurities	
	St. Philip's Etobicoke	Good Food Market	
	All Saints Guelph	Community Market	
	Total \$79,890		

Faith Hamilton	Good Food Box
St. Mark's Kitchener	Community Ministry
St. John's Montreal	Food Justice Ministries
St. David's Orillia	Community Breakfast
Mount Zion Waterloo	Mount Zion Café
Total of all 2020 Grants	\$340,575

2021 Mission Support Summary

Long Term Partnerships Total \$53,900	St. Peter's Kitchener	TV Ministry
	Rhenish Markham	Support
	Trinity New Hamburg	Support for Indigenous Women
	St. Paul Chinese Unionville	Community Outreach
Short Term Partnerships Total \$33,650	St. Paul's Bridgewater	Children & Youth
	Central Toronto Area	Outdoor Pantry
	Faith Fergus/ Elora	Messy Church
	St. Mark's Kingston	Neighbourhood Connect
	Redeemer London	Faith at Home
	Lutheran Campus Ministry	Lutherans Connect
	Nith Valley Area	Collaborative Ministry
	St. Timothy's Pembroke	Serving Marginalized Community
	Martin Luther Toronto	Bowls and Blessings
	Redeemer Toronto	Life in Community
	Third Space Waterloo	Breath

Technology Grants

Total \$34,291

St. Mark's Wellesley	Website
Young Canadian Lutherans	Digital Ministry
St. John's Arnprior	
Westside Barrie	
St. Paul's Bridgewater	
Holy Cross Burlington	
Trinity Hamilton	
St. Luke's Kitchener	
St. Stephen's Kitchener	
Christ Maynooth / St. Stephen's Raglan Twp	
Trinity New Hamburg	
Faith Ottawa	
Martin Luther Ottawa	
Peace Pickering	
Faith Port Elgin	
Grace Rankin	
Advent Toronto	
Martin Luther Toronto	
Bethesda Unionville	
Mount Zion Waterloo	
Trillium Waterloo	
St. John's Arnprior	Children's Healthy Snack
Holy Trinity Belleville	Addressing Food insecurities
Peace Chatham	Peace Cares
St. Philip's Etobicoke	Mobile Good Food

CJI

Total \$29,000

All Saints Guelph	Community Market
St. John's Montreal	Food Justice Ministries
Mount Zion Waterloo	Open Sesame
Mount Zion Waterloo	Seniors Outreach
thirdspace_ Waterloo	Helping Families
Total of all 2021 Grants	\$340,575

Report of the Candidacy Committee

Committee Roster

Jim Diehl, Christine Hulan, Deacon Scott Knarr, Rev Philip Mathai, Rev Daniela Mertz, Dr. Rudolf Michaeli, Rev Nadine Nicholds, Richard Ritz, Rev Shirley Ruller, Mark Weingartner (chairperson), Dr. Mary Joy Philip, Rev Douglas Reble

The Candidacy Committee (CCOM) is responsible for determining the readiness of individuals to enter the candidacy process and begin theological education, for endorsing candidates for a specific roster of the church, and forwarding a final evaluation of each candidate's qualifications and readiness for the ministry to the Synod for the use of the Examining Committee.

We continue to strive to adapt our process to accommodate more individualized programs of study. Our process is generally as follows:

- Each student must complete a registration package and psychological evaluation prior to having a structured interview with members of the committee.
- Based on this information and the results of the first interview a decision is made regarding endorsement for study.
- The candidates receive an annual review and endorsement as they work toward internship. At the end of the process, recommendation is made to the Examining Committee.
- Generally, a student will meet three or four times with CCOM and receive three endorsements while they are in the candidacy process. These endorsements are based upon written materials provided by the candidates themselves, evaluations provided by contextual education supervisors, clinical pastoral education supervisors and internship supervisors, as well as interviews with CCOM and input from the seminary.

- At the beginning of the process each student is assigned a relator to act as a liaison between the committee and the student. The relator's role is to help the student understand the endorsement decision and answer any related questions.

In 2018/2019, CCOM will begin to use the new Candidacy Manual which was developed by the the Program Committee for Leadership for Ministry (PCLM) of the ELCIC. The National Church Council approved this new manual at their September 2017 meeting.

Of course, 2020/2021 brought us all unforeseen challenges. Almost every aspect of our personal and work life has had to change in some form or another. And the church has had to respond and adapt as well. The Candidacy Committee has been able to keep in touch with ministry candidates from near and far via video chat. And while we look forward to meeting together in person at some point in the future, we are blessed to be able to provide our support and endorsement via the small screen.

I am grateful for the participation of all committee members. I am particularly appreciative of the leadership and guidance offered by the Rev. Doug Reble, Assistant to the Bishop and our faculty liaison, Dr. Mary Joy Philip.

We ask for your prayers for all of our candidates for ministry.

Mark Weingartner
Chair, Candidacy Committee

Report of the Examining Committee

Committee Roster

Rev Dr. Mark Harris, Uli Kuebler, Bishop Michael Pryse (chairperson),
Rev Thomas Mertz, Rev Gloria Ryder, 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 eight candidates for ordained ministry. A record of those persons who have been endorsed can be found in the Report of Synod Council.

Report of the Professional Leadership Committee

Committee Roster

Rev Douglas Reble, Rev Susan Climo (chairperson),
Diane Karges, Cathy Dowsling

The overall mandate of our Synod's Professional Leadership Committee is to:

- prepare guidelines for the compensation of professional leaders;
- research, recommend and encourage continuing education opportunities for professional leaders in consultation with the seminary;
- advise on matters related to the financial, vocational and physical needs of professional leaders;
- be responsible for the synodical support of institutional chaplaincies.

Once again, one of our primary activities over the period since our last Assembly was the development/recommendation to Synod Council of the Synod's Compensation Schedule for Rostered Ministers, Interim Pastors and Pastoral Supply for 2020-2021. During this cycle we focused on two components of the compensation schedule: the housing allowance and the calculation of the salary increase year-over-year.

In recognition of the sometimes rapid increase in housing costs in selected markets and the need for congregations to ensure housing allowances are reasonable, we added to the schedule a sentence which reads: "We recommend that congregations conduct the consultations [with a local real estate agent] at a minimum of every two years."

In terms of evaluating our synod's calculation of salary increases, we consulted with our Treasurer, Keith Myra; we learned that the percentage factor used is a cost of living factor (COLA) as determined by the [Bank of Canada Inflation Calculator](#). For 2021, the 2020 salaries were increased by 2.25% (the 2019 annual rate of inflation from Jan 1, 2019 to Dec 31 2019). This time lag was unavoidable, because the 2020 inflation rate was not available until mid-January 2021 (and most congregations began their budgeting process in the fall of 2020). Keith has undertaken a survey of the calculation methods used in the other ELCIC synods; we will be reviewing this information at our next meeting and considering whether we would recommend any changes to our system as a result.

Our committee also spent some time considering the topic of continuing education. At Bishop Michael's meetings across the synod with rostered ministers, those present were surveyed on the barriers to continuing education and priority study topics; we also held a meeting with then-Principal Dean Mark Harris of Martin Luther University College to discuss this issue. Ultimately, it was determined that both the identified barriers and topics of interest were so varied as to be highly challenging to address in any comprehensive fashion. Nevertheless, we urge congregations to equip and encourage their rostered ministers to engage in life-long learning, reminding them of the ELCIC's expectation of 90 hours of continuing education for all rostered ministers over a 3-year period.

I am most grateful to all the committee members for their faithful work; thanks also to Pastor Riitta and Pastor Doug for their diligent support, and to Keith Myra for so generously sharing his subject matter expertise on financial / CRA issues.

Respectfully submitted,

Pastor Susan Climo
Committee Chair

Report of Congregational Redevelopment Services

Karen Bjerland

As you know, the need for change among many of our congregations is pressing. Membership and income are declining, while property values continue to increase, particularly in urban areas. Without knowing what options might be available to them, many congregations fear their only choice is to sell the property and close the church.

There are other options. CRS helps congregations in the Eastern Synod honour their visions and identify clear and achievable pathways forward, with the goal of growing ministry and financial sustainability. The congregational redevelopment process focuses on determining how the congregation's capital resources can meet community opportunities through collaborative partnerships.

Just a couple of examples:

St. Paul's, Bridgeport has partnered with MennoHomes, a Christian non-profit to build affordable housing on the church property. Phase 1 of the project includes 45 affordable housing units and St. Paul's will have brand new, flexible worship and meeting space within the housing complex.

As part of the redevelopment of St. Philip's in Kitchener, Anishnabeg Outreach (or AO) purchased St. Philip's building and property. AO created a facility that houses an indigenous-led daycare, employment agency and programming for at-risk youth. In the words of AO's CEO Stephen Jackson,, "This has been transformative!" With some of the proceeds of the sale, St. Philip's merged with nearby St. Luke's Lutheran, strengthening their combined ministry.

Over the past year, Congregational Redevelopment Services has been working with six different congregational groups, two of which have included multiple congregations (they are exploring options together). CRS uses a structured approach:

Phase 1: Taking inventory of all options, including collaborative community partnerships, redeveloping or repurposing the property; or selling the property and leasing it back. The process ensures that mission is integral to the decision-making process. This phase concludes with the presentation of high-level go-forward concepts for congregational approval.

Phase 2: Building capacity: Exploring and choosing partnerships; assessing real estate options; identifying income opportunities, determining funding options and creating a financial pro forma; analyzing ownership and governance options. A project brief is prepared and presented for congregational approval.

Phase 3: Implementation: The degree of CRS' oversight will vary depending on the complexity of the project and the congregation's in-house expertise.

If your congregation would like to rethink its vision and repurpose or redevelop its property to be Christ's church in fresh ways for your community, send Karen Bjerland, CRS Advisor a note or give her a call. Her contact information is on the Synod website.

Report of the Public Policy and Service Ministries

Rev Christie Morrow- Wolfe
Assistant to the Bishop

It is a special joy and privilege to witness the Eastern Synod answer the call to walk with our neighbours and to continue the work and learning to become vocal activists, sojourners and seekers of justice and right relationships. I am so grateful to the passionate group of individuals who serve as part of the Racial Justice Advisory Committee and the Circle of Restorative Justice (their reports follow). I am thankful for their partnership and for all the ways they continue to teach me and the entire Synod about what it means to walk with our neighbours and about the work of advocacy which is who we are called to be as people of God. These two standing committees continue to work hard to respond timely, providing resources, raising awareness and creating and facilitating educational opportunities for use throughout the Synod.

Looking ahead, a priority over the next several years, will be to form a network of young people who are passionate about the climate as we seek to call the Eastern Synod to deepen its understanding of what it means to be a green church, while simultaneously calling all levels of government to make clear its commitments to protecting the environment. If you are a youth or young adult (children and their families included!) who is passionate about climate justice, please be in touch (cmorrow-wolfe@elcic.ca) and come join the conversation.

The Covid-19 pandemic has laid bare the gaps in all our societal systems and so public policy; walking with and taking action and engaging in advocacy has never been more important than it is right now. We have seen up-close the devastating effects this pandemic has had on our seniors in long-term care, our BIPOC communities, the detriments of a widening socio-economic divide, and mental health effects across all age groups. Now is the time to work towards enacting change and seeking to put in place an ethical and theological framework as the church to address these issues as together we begin to emerge into a post-pandemic world.

Report of the Racial Justice Advisory Committee

Committee Roster

Rev. Joanna Miller (chairperson), Selina Broadshaw, Rev. Jennifer Hoover, Deacon Scott Knarr, Rev. Chung Yan (JoAnne) Lam, Pat Lovell, Rev. Philip Mathai, Rev. Christie Morrow-Wolfe (Assistant to the Bishop), Dr. Mary (Joy) Philip, Rev. Rick Pryce, Emily Savage, Rev. Jonathan Schmidt (CCC), Rev. Chun Zhang

The Synod, in assembly, voted in favour of the creation of a Racial Justice Advisory Committee (RJAC) in 2018. To begin, our group spent some time discerning our vision, mission, and goals. This became a document which helps us to stay focused - a working document that has been adjusted a number of times to reflect our learning and the world.

According to this document, the **Vision** of the RJAC is that **the Eastern Synod will be a faith community that values and respects the rich diversity of racialized peoples who are empowered to enjoy equitable participation, representation and a feeling of inclusion in the mission of Jesus Christ and in the full life of the Eastern Synod of the ELCIC.**

Also within that document, we describe our **Mission** in this way:

- To encourage the Eastern Synod to live into God's kingdom values where all are heard and valued – within congregations, ministry areas, committees and all of our Synod structures
- To provide spaces in the Eastern Synod where racialized and marginalized persons' voices are heard
- To provide more diversity and inclusion into the life and ministries of the Eastern Synod
- To encourage all of our members to a better understanding of racial injustice and white privilege, especially those who come from a place of privilege
- To empower the Eastern Synod and its congregations to work toward racial justice within the church and in the world
- To be a resource for the Synod on issues of racial justice
- To be salt, sandpaper, and yeast

To this end, our team has taken on projects and opportunities over the triennium to help to bring about our vision and mission, such as:

- The creation of a congregational workshop resource for education around racial injustice and White privilege.

- Creation of a website that houses an extensive resource list and space for growth (blog, Project Story, etc.)
- Worship resources for important days on the calendar related to racial justice, such as:
 - International Day for the Elimination of Racial Injustice (March 21)
 - National Indigenous Peoples Day (in partnership with the Circle for Reconciliation)
 - Black History Month (February)
- Black History Month initiatives - articles for the Eastern Synod Lutheran (2020, 2021) and a Synod-Wide Challenge (2021)
- Project Story - An online project encouraging racialized members of our communities to tell their own stories
- Creation of a Social Media Coordinator position to actively respond to current events and to raise awareness about racial justice on a regular basis
- Several of our members have participated in continuing education workshops around racial justice
- An open letter written in response to events in the world and the Black Lives Matter movement that was distributed throughout the Synod and ELCIC
- Planning a bus trip to Buxton, Ontario to learn about the underground railroad in Canada (cancelled due to Covid-19, with hope to reschedule once bus travel is a possibility once again)
- Development of an initiative to spark Caring Conversations about racial justice issues at the area level - to include workshops, awareness building, and story-telling

The RJAC is a passionate, caring, and dedicated team of people who are committed to the long-term pursuit of justice, peace, and the kin-dom of God.

Respectfully submitted,
Rev. Joanna Miller, chair

Report of the Circle for Reconciliation and Justice

Committee Roster

Mary Thompson(interim chair), Rev. Christie Morrow-Wolfe (Assistant to the Bishop),
Rev. Rosalyn Elm, Rev. Phil Heinze, Marion Jenkins,
Rev. Allen Jorgenson, Deacon Scott Knarr, Sherri Wilker

The Biennium Reconciliation Initiative Task Force (BRITF) was established in 2014, and its mandate was extended in 2016. In 2018, a resolution was passed at Synod Assembly that BRITF and its mandate become an Advisory Committee (to be named). The new committee chose the name *Circle for Reconciliation and Justice (CRJ)*. It now resides in the portfolio of the Assistant to the Bishop (Public Policy & Service, Stewardship, Youth and Young Adult). Its mandate is to advise and assist ministry areas and congregations who have taken up the challenge of learning about our First Nations, Inuit and Métis neighbours and our collective history, and walking with them in their ongoing efforts to undo the effects of colonization.

In 2019 the CRJ provided worship resources for congregations to recognize National Indigenous Peoples day, which falls on June 21 -- the Summer Solstice and the longest day of the year -- a time when many Indigenous communities celebrate their culture and heritage. In 2020 this effort was enlarged, in collaboration with the Racial Justice Advisory Committee, to provide other educational resources. We are grateful to Eastern Synod staff for communications support in this and other endeavours.

With the help of Hanne Kuhnert of St. James, St. Jacobs we developed a survey questionnaire that was sent in August 2019 to Eastern Synod congregations to ascertain their needs in terms of learning and other support. Only a small number of congregations responded, but the responses received have provided helpful guidance.

The pandemic has led all of us to become more accustomed to meeting online. In March 2021 the CRJ planned to host a Zoom event with the Centre for Public Ethics of Martin Luther University College entitled *What has COVID-19 taught us about the determinants of health for First Nations, Inuit and Métis communities and how are we called to respond?* One of the objectives is to create a network within the Synod to help each other learn to reach out, build respectful relationships and become allies with First Nations, Inuit and Métis communities seeking equity for the determinants of health and healing for all creation.

The CRJ has lately served as the applicant for a Synod Mission Committee grant funding the work of Deacon Scott Knarr at Six Nations, in particular his work with Music for the Spirit, a program for children and youth which was initiated in 2014 with members of the Six Nations Anglican Parish. In 2020 a series of three articles was written for the Eastern Synod pages in *The Canada Lutheran* on the history of the relationship.

Respectfully submitted,
Mary Thompson, Interim Chair

Report of Stewardship and Generous Giving

Rev. Christie Morrow-Wolfe

Assistant to the Bishop

Gratitude and generous giving go hand-in-hand. We are thankful for the generosity we experience and when we express gratitude for it, it helps to create a deeper understanding of what it means to be a generous giver which then creates a culture of generous giving. This is why it is so important to recognize and express gratitude for the moments of generosity that arise around the Synod. Time and again individuals and congregations live out their understanding and the theology of what it means to be generous givers in tangible and loving ways. Never before has this been so apparent than in the year 2020. What a privilege it has been to be recipients of this generosity and to hear stories of faithful giving in local congregations and communities. On behalf of your colleagues at the Eastern Synod Office, thank you again for all the ways you share of your time, talents and treasure. In a pandemic year, congregations in the Eastern Synod rose to a great challenge with much faith and courage and generosity. Thank you for all you continue to give in order to support ministry at the local level and the ministry of the wider church across the Synod and around the world.

Part of the ministry of stewardship and generous giving is helping congregations to have conversations about what this means in their own contexts. Again, this became important during a pandemic year when in-person worship was postponed for a time and congregations needed to shift or enhance their stewardship and financial giving models to something virtual and contactless. Many rich conversations have taken place over the past year about how to talk about what it means to be generous givers and how to translate this into action under unique and trying circumstances.

The Bishop's Company for Mission continues to be an event for laypeople and those who wish to donate as extra-mile givers. Funds raised help to support mission and ministry throughout the Synod, including extra support for our rostered leaders and their families who need it and other opportunities not covered by regular benevolence offerings. In 2020, the Bishop's Company shifted online and welcomed people from across the Synod who gathered together virtually to hear about some of the creative ways congregations adapted and pivoted during the pandemic. It was a joy to gather together and to be together, while apart. Plans for the 2021 Bishop's Company are already underway and this year's event will be held virtually as well. Please watch for further details and plan to join us.

Moving forward, the Generous Giving Practicum will be held in the future, once we can safely and confidently do so in person. This is always such a spirited, joy-filled gathering of rostered leaders who gather with a keynote speaker, an expert in charitable and generous giving, and as a chance to resource each other and socialize. More information will become available once plans have been finalized.

Many thanks to all of you who through your own examples, live as generous and faithful givers of your time, talents and resources. It is a joy to be in ministry with you and to bear witness to God's ministry throughout the Synod.

Report of Worship Ministries

Rev Hilla Lahtinen
Ministry Director

When I was invited by Bishop Pryse to serve as the director of worship ministries for the Eastern Synod, I imagined this ministry to look and feel much different from the current reality of these pandemic times. Like many of you, I have grieved the missed opportunities of physically gathering together to mark and celebrate special occasions in the life of our synod through worship. Many of the events we so eagerly awaited – retreats, ordinations, commemorations, assemblies – have either been cancelled or transformed into mediated forms over the past year. Our voices have still been raised in song and our prayers lifted up, but they have taken on many new, varied, and unexpected forms.

Within the past year, much of my time has been spent working closely with the members of the Return to In-Person Worship committee of the Eastern Synod. Together, we have provided worship guidelines and explored opportunities for shared resources to enrich the many forms of mediated worship that have taken place amongst the congregations of the synod. I am deeply grateful for the rich variety of gifts and resources that the clergy, deacons, musicians, and lay leaders of our synodical congregations have shared with each other throughout this past year. God has most certainly been doing a new thing amongst our congregations. I think the collaborations that are happening across the synod are bringing many of us closer together than ever before. The distance between our congregations and ministry areas appears to be diminishing by the day. I would like to express my gratitude to all of you who have lent your gifts of liturgical expertise, music leadership, prayer and poetry, to be shared amongst the congregations of the Eastern Synod throughout the pandemic. Moving forward, I hope that even as we begin to worship together in person again, this model of sharing resources and collaborating on projects will continue on into the future.

In my role, I have also been invited to be part of several congregations' discussions as they seek to broaden their worship models or imagine new ways forward for ministry. It has been interesting and refreshing for me to get to know different congregations and worship leaders across the synod. I continue to be in awe of all the creative models through which ministry is being contextualized throughout the Eastern Synod. In terms of worship resources, one of the major recent developments has been the publication of "All Creation Sings" (Augsburg Fortress) which is a supplement to ELW. This compilation of new liturgies and hymns provides material that helps to further enrich and enliven the worship life of ELCIC congregations for years to come.

Again, I would like to thank the whole synod family, as well as the many individuals who tirelessly support the different worship ministries of our synod, for all of your ideas, gifts, and encouragement throughout this past year.

Report of Women's Ministries

Cathy Calvin
Ministry Director

It has been an interesting three years. We began in 2019 with our biennial Women's Retreat, "Joy in the Journey". Nearly 100 women (and a few good men) gathered in Niagara-on-the-Lake, Ontario, May 24-26th for a fun, joy-filled weekend. Our keynote speaker, Joanne Goodwin, was an unexpected delight. Much laughter and tears were realized during her talks where she told of her journey through depression and a bipolar diagnosis; a cancer diagnosis and a child addicted to drugs. Her love of God certainly shone through in all that she said. All of Joanne's experiences paired with her incredible story-telling added up to an experience we won't soon forget.

Since the ELCIC made a commitment to promote right and renewed relationships between non-Indigenous and Indigenous peoples within Canada, we have invited local indigenous women's groups to our retreats to teach and build relationships. For this retreat, we invited Strong Water Women, a drumming group from Fort Erie. On Saturday the group spent the morning with the ladies telling their stories about healing and empowering others and the women's role in Indigenous communities. The group members also led several workshops. *Join in the Circle* was a time to get to know our indigenous sisters through music, drumming and interactive story/telling. *Wampum Beading* gave participants a chance to contemplate when and where they have had or missed out on joy in their journey, awakening to their own stories of self and others. There was also a round table discussion where, along with some of the Strong Water Women, our similar issues as spiritual and faithful women were explored.

The worship leader for the retreat was Pastor Karen Kuhnert, who wove our theme wonderfully through her morning devotions and daily worship. The "Red Shoe Banquet" capped off an enjoyable retreat for all.

Once this retreat was over, we quickly moved on to start planning the next retreat for 2021. The new retreat had the theme "Streams of Living Water" and was to be held June 4-6, 2021 in Sudbury, ON. The venue was selected, the agenda planned, the keynote speakers contacted – and then COVID hit. The virus not only shut down our planning process, but the retreat itself. And not only that, but women's groups across the Synod were not able to do any of their planned activities. We had to also cancel two learning sessions, one in Niagara and one in Waterloo. It has been a long year of waiting to return to "some kind of normal". Once we do, we will re-evaluate and hopefully be able to re-book our retreat for June of 2022 (hopefully still in Sudbury).

In the meantime, we wait for the numbers to go down so we can resume our activities again. There has been one good thing to come out of this pandemic and that is that we can still gather together, albeit online, through the wonders of technology. In that regard, we are looking to see if we can use Zoom or some other platform to plan some learning opportunities in the Fall.

Report of Youth and Young Adult Ministry (YAYA)

Rev Christie Morrow- Wolfe
Assistant to the Bishop

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 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):

- **God in the Streets** (urban scavenger hunt, learning event and retreat)
- **Neighbourhood Table** (supporting young people in addressing food insecurity and building community).
- **ThirdSpace Soup Suppers**
- Several **Messy Church** and **Vacation Bible Camps** / day-camps for children
- **35 Under 35** (Uplifting the lives and faith of young adults)
- **YouTube Church** (video ministry)

With the onset of the Covid-19 pandemic in early 2020, YAYA made it a priority to remain flexible and supportive of those who adapted and pivoted their ministry in order to reflect the pandemic reality into which we were all thrust. Several ministries became “at home” ministries and YAYA was able to help support these necessary shifts through continued funding, as soup suppers became a free food market for students; as the Neighbourhood Table shifted online and through the use of technology, teaching, cooking and community still took place; Messy Church became a ‘Messy Church at Home’; summer day-camp became ‘Fabulous Fridays’ and ‘Sunday Funday’ at home programs. This trend of flexibility and adaptability continues into 2021 with several creative, new ministries being born out of the needs of the ongoing pandemic, such as St. John’s Arnprior and their “Unplug” ministry to encourage young people to connect with nature. While the Covid-19 Pandemic has been challenging, there has also been great learning, growth and creativity that has emerged as a result of this time.

In April of 2020, YAYA hosted a webinar around the theme of, “Parenting An Anxious Child” with Dr. Tina Lackner which was well attended and received. This past April (2021), YAYA also hosted a webinar featuring Stella Bowles, a young climate and environmental activist from Nova Scotia. Stella helped young people and their families across the ELCIC realize that age is not a barrier to advocating and effecting change as it relates to the climate and care of the creation around us. YAYA is helping to build a climate network within the Eastern Synod and across the ELCIC to help the ELCIC reach the goal of becoming carbon neutral by 2050. If this is work and ministry that interests you, please be in touch (<mailto:cmorrow-wolfe@elcic.ca>)

For more information – for all grant application forms or the ability to apply online; for upcoming events and other resources, links to the camps and campus ministries, please visit the YAYA website ([es-youth@elcic.ca](mailto:youth@elcic.ca)).



2020 CAMP LUTHERLYN UPDATE FOR THE EASTERN SYNOD

No doubt that 2020 was not what we expected. We are in an extraordinary time.

The other day I saw a sign in someone's window and it said:

I have hope

- Because the trees are still standing tall
- Because the birds are still singing
- Because the gardens are waking up
- Because the people are still smiling and waving to each other

Despite this extraordinary time, at Camp Lutherlyn, the magnificent pine trees are still standing tall, the birds are still singing, there are still waves on the beaches, and we hosted new and old friends for Family Week, rentals and retreats.

WE HAVE A LOT TO BE THANKFUL FOR

- Eastern Synod for their ongoing support
- The Camp Lutherlyn Board of Directors
- The Camp Lutherlyn volunteers
- The people that love Camp Lutherlyn and give us energy with their gratitude

We are so very, very grateful!

CAMP LUTHERLYN BOARD

As we started the 2020 year, the Camp's Board included the following Board members:

- Janice Verch, Alison Burkett, Sue Nevile, Bonnie Weppler, Diane Hammel, Erica Deloughery, Rob Tremblay, Eric Holzschuh and Dennis Jensen.
- Elections were held in June 2020 and this Board includes Janice Verch, Alison Burkett, Sue Nevile, Bonnie Weppler, Diane Hammel, Erica Deloughery, Rob Tremblay, Mollie Kuchma, Gayle Seegmiller, Candace Rose-Smith, Annette Louis and Debbie Wegner

OPERATIONS THAT WERE AFFECTED BY THE PANDEMIC

COVID-19 restrictions affected almost everything that we do at camp and these decisions had to be made:

- There were no overnight camps in summer 2020
- Two exchange students from Germany could not travel to Canada and hiring of other summer staff was cancelled
- The Retreats and Rentals were required to follow public health guidelines for the number of people permitted to gather, which at best was 10.
- There were a number of cancellations/postponements of rentals, additional sanitizing was done by our professional cleaners.
- The May work date was cancelled
- For the first time ever, the 2020 AGM was held virtually.

Despite the craziness of COVID and the ever-changing restrictions, a lot got done at Camp

- **Family Week**
 - We ran a very successful Family Week in August with COVID protocols and staffed by Heidi Beck and Sue Nevile, with the support of Daryl Schroeder and his kitchen staff. Each family had their own living space (cabin or bedroom at Four Seasons); meals were done as take-away; additional sanitizing procedures were in place; and appropriate physical distancing maintained during all group activities.
- Property work- opportunity arose that since there would not be many people at camp, we were able to get a great deal of property work done including:
 - New decks and steps for some cabins
 - A 12 by 4 ft building was constructed at Bancroft Cabin to hold new compostable toilets and a wash station
 - A compostable toilet was installed at Shepherds Staff cabin
 - All of the cabins have been painted except one
 - New mattresses were bought for some Four Seasons rooms
 - Schmeider Hall got a new kitchen style stove that can be used by renters
 - The Comfort Station started construction in September 2020; it will be completed this winter
 - Carpentry work and changing locks was undertaken
 - The annual inspections were completed
 - Half of Hoffman's Beach was cleaned up and readied for use by our guests
- Other Camp Improvements
 - Blue North Studios was contracted to update and maintain the Camp's website
 - Fundraising included the Ladies' Campership Weekend; a raffle; Giving Tuesday appeal for Bancroft Beach improvements
 - A bookkeeper was hired
 - A candlelight cross was donated from Camp Edgewood
 - A pet policy was created
 - Our Bylaws were reviewed and updated

ONTARIO CAMPS ASSOCIATION

We are thrilled that Camp Lutherlyn has achieved provisional one status in our journey towards Ontario Camps Association accreditation!

WE HAVE BROADENED OUR VIRTUAL REACH!

- Find us on our social media:
 - Website: <https://www.lutherlyncamp.ca/>
 - Facebook: https://www.facebook.com/LutherlynCamp/?ref=page_internal
 - Instagram: <https://www.instagram.com/camp.lutherlyn/>

DON'T FORGET OUR CAMP WHICH HAS

Two “golden” beaches. A new dock. Canoes. Sunsets.

130 acres of pine forests. Wide open spaces. Camp fires.

DON'T FORGET OUR CAMP WHICH IS

A place to relax. A place to play. A place to pray and worship.

Archery. Volleyball. Horseshoes. Snowshoes.

Stay well. Take care of others. Find the silver linings in this time together.

Lutheran Camp Mush-a-Mush 2020 Report

On May 29, 2020, the Lutheran Camp Mush-a-Mush Board received official written confirmation from the Nova Scotia Environment Department that recreational overnight camp programs would not be able to go forward for the 2020 season, due to Covid 19 restrictions. In the Camps 72 year history, this was the first time anyone could recall a summer season without some sort of overnight program.

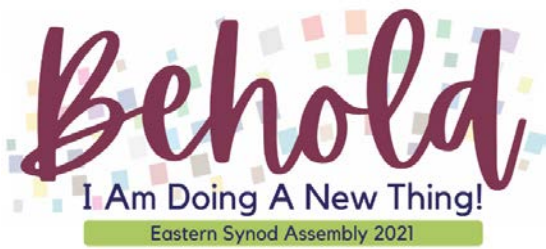
However, all was lost, and the Camp adapted to the ever changing situation and a Director and Assistant Director were hired for the summer to create an online program, which ran three times a week using various themes and crafts. There were 100 – 150 hits per day, with 300 hits being the highest on a single day. Typically there was an introduction to the theme, online craft instruction, and discussion about the theme and camp. YouTube videos were also done. The staff positions were funded through Federal and Provincial government grants, plus Covid 19 wage subsidy program monies were acquired, which helped fully fund the positions for the summer.

Since there would not be any children, or rental groups, at the Camp for the summer, the Board decided it would be a good opportunity to do some capital projects. Metal rooves were put on six cabins, and now all major buildings have metal rooves, which will preserve them well into the future. This is all part of the Boards desire to make the Camp as maintenance free as possible, and maintain the existing infrastructure. Funding for the rooves was through the Synod Capital Project Fund. The Board is very appreciative of these available funds. Also the waterslide on the float at the beach was structurally improved and re-painted. Staff also did numerous smaller jobs around the Camp during the summer, including painting.

So what does the 2021 season look like? The Nova Scotia government is waiting until May to make a final decision on overnight camps, which it has acknowledged is cutting it close to camp season. In the meantime the Board is looking into providing Day Camps for the summer, and is gauging interest. All of which would be done with Covid 19 protocols in place.

So stay tuned, stay safe, and thank you for your continued support.

Tom Crouse
Board Chairperson



Section 8

Financial Reports

-  **Report of the Treasurer**
-  **2018 Remittance Report**
-  **2019 Remittance Report**
-  **2020- YE Remittance Report**
-  **2021- 2024 Budget Assumptions**
-  **Budget 2021 (Original vs. Revised)**
-  **Budget 2021R- 2024**
-  **2018 Audited Financial Statements**
-  **2019 Finalized Financial Statements**

Section 8 – Financial Reports

Report of the Treasurer

TREASURER – Keith Myra

When viewed through a financial lens, each year in the past triennium has been distinctly unique, ranging from the modest operating fund deficit experienced in 2018, an unexpected bounce-back with a surplus in 2019, only to be followed by the unprecedented challenges of navigating through COVID-19 fallout through most of 2020 and into 2021.

As I write this report, I continue to be reminded that our synod has been richly blessed with rich partnerships, generous financial gifts and so many other resources. To your congregational rostered and lay leaders, and to your members: *Thank you for your generous support of our partnership in mission!*

Financial Highlights (2018-2020)

Operating Fund	2018	2019	2020
Total Income	\$2,523,826	\$2,606,174	\$2,337,311
Total Expenditures	\$2,598,223	\$2,508,146	\$2,191,105
Surplus / (Deficit)	-\$74,397	\$98,028	\$146,206

In 2018 and 2019 the Synod gratefully received the final two installments (totaling \$586,000) of an unusually large and most generous, unrestricted \$3 million bequest. Other large gifts and bequests received during the period 2018 – 2020 included: ~\$123,000 from the windup of a private foundation that was split equally between 1) general benevolence, 2) bursaries and internship support for future seminary students, and 3) a new “COVID-19 Assistance Fund” to provide grants to congregations to subsidize their technology requirements (e.g. live streaming worship); a \$15,000 bequest designated for outdoor ministry at Camp Lutherlyn and Camp Mush-a-Mush; a \$10,000 undesignated donation; and a ~\$9,700 unrestricted bequest. In accordance with Synodical policy, ten percent of all undesignated gifts and bequests is allocated to the ELCIC national church or to other church-wide ministries and the remainder applied to the Synod’s *Undesignated Gift & Bequest Fund*.

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 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*: \$250,400 (St. Philip’s, Kitchener); \$80,000 (Faith,

Deep River); ~\$50,000 (St. John's, Riverside Heights); \$25,000 (Lithuanian Church of the Redeemer, Toronto); \$25,000 (Pilgrim Lutheran Church, Kitchener, an independent congregation); ~\$12,000 (Maranatha Mission, Kitchener); \$10,000 (St. John's By The Sea, Feltzen South); and ~\$3,000 (St. James, Cambridge).

The sale of Edgewood Camp and Conference Centre closed in 2018. Net proceeds realized from the sale were allocated as follows: ~\$330,000 to the Youth and Young Adult Endowment Fund (this additional principal will generate increased income to help fund youth and adult ministries in future years); ~\$200,000 to each of Camp Lutherlyn and Camp Mush-a-Mush to fund future capital projects and emergency situations; ~\$111,000 to general Synod operations (return of unused grants and unpaid loans); and \$50,000 for youth and young adult Indigenous projects. Even though it is no longer financially viable for the synod to continue to provide outdoor ministry at Edgewood, it is both reassuring and exciting to know that through its legacy, Edgewood's long history of ministering to children, youth and young adults will continue in future years!

All four installments towards the \$1 million commitment that Assembly 2016 delegates made in support of Martin Luther University College's (Luther's) capital fundraising campaign for major renovations and upgrading of its existing facility have now been made, with the final payment occurring in early 2020. In 2019 Luther also repaid a \$250,000 loan that the Synod provided in 2006.

The Synod financed a two year \$250,000 second mortgage to Anishnabeg Outreach (AO), purchaser of the St. Philip's, Kitchener building/property when this congregation closed. This loan was repaid in late 2020. AO is a not-for-profit organization focused on providing Indigenous people with access to culturally appropriate services and supporting individuals with direction and assistance to overcome barriers.

A series of well attended financial workshops was held in five regions of the Synod in 2019. I thoroughly enjoyed these opportunities to meet with so many treasurers and other congregational leaders.

In conjunction with some staffing changes and organizational restructuring, Kim Marcy was hired as Director, Finance and Administration in early 2020. One of the primary accountabilities of Kim's new role is to assume responsibility for the day-to-day financial activities previously performed by the Synod treasurer, thus enabling the treasurer role to focus on providing higher level direction and oversight. This change will also enable a smoother transition path for the next treasurer, a change that is anticipated to take place in 2024.

The Synod's application to the Canada Revenue Agency to be reclassified from a Registered Charity to a Public Foundation was approved in late 2020 and became effective January 1, 2021. This change provides the Synod with increased flexibility when making grants to congregations and other registered charities.

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 in a consistent, trusted and timely manner, a cause that we continue to support, our agenda has expanded to include a variety of other financial/risk issues related to the national church, synods and congregations (e.g. congregational

insurance concerns, the recent changes to the GSI benefit plan, providing input to GSI on employment agreements for non-rostered leaders, etc.). Not surprisingly, as a result of this significantly increased interaction, we have grown to know each other much better and have become more comfortable reaching out to each other individually with specific questions when we know that one of our colleagues has expertise in a specific area. Seven joint communications that provided financial advice during the pandemic were sent to all ELCIC congregations throughout the past year. These included suggestions about alternate methods that enable members to continue to make donations to their congregation during times when worshipping in person isn't possible and identifying and interpreting various government financial assistance programs. In addition, Kim Marcy and I hosted four virtual town hall sessions via Zoom for treasurers and other congregational leaders across the Synod to further explain these programs and respond to questions.

In light of the expected financial consequences of the COVID-19 pandemic, Synod Council made some major revisions to the 2020 budget at its spring meeting. At that time, with so many uncertainties, it was extremely challenging, if not impossible, to predict what impact the pandemic might have on the Synod's financial operations. Encouraged by Bishop Pryse's strong leadership, the Officers and Synod Council were resolute in ensuring that all prior commitments that had been made to congregations, the National Church, Martin Luther University College, our two Synod camps and other synodical ministries be honoured in the revised budget. I'm very pleased to report that we were, in fact, able to meet all of these original 2020 commitments! Although there was a decrease in congregational offerings that were received by the Synod in 2020, the decrease was less than forecasted and the contingency plan to dip into reserve funds wasn't required. We are most grateful!

One of the special gifts that was made from one of our special purpose funds was especially appreciated - a \$100 gift card that the Synod gave to each of the 300 full-time and part-time Lutheran Homes Kitchener Waterloo employees, representing a total gift of \$30,000. These gifts provided a tangible expression of our appreciation for the exceptional service and dedication that these frontline workers have been providing during the pandemic.

In accordance with CRA requirements, the Registered Charity Information Returns (T3010) for 2018 and 2019 were filed prior to the deadline. Work on the 2020 return is currently in progress and will be filed after the audit is complete.

Operating Fund Overview (2018 – 2020)

NOTE: In the following sections, income and expenditures are reported on a cash flow basis, consistent with how the operating budget was set. As such these amounts may differ somewhat from those reported in the audited financial statements that are adjusted for accruals, depreciation on fixed assets and actuarial liability reserves.

Income Summary

Income Summary	2018	2019	2020
Benevolence Offerings	\$1,393,315	\$1,430,418	\$1,369,044
ELCIC Grants	\$152,503	\$130,514	\$245,131
ELFEC Grants	\$751,777	\$798,161	\$388,181
Other	\$226,231	\$247,081	\$334,955
Total	\$2,523,826	\$2,606,174	\$2,337,311

Notes:

1. Benevolence receipts have been on a slow, steady decline since reaching an all-time high of \$1.8 million in 1992.
2. 2020 "Benevolence Offerings" income includes ~\$41,000 from the windup of the private foundation mentioned in the previous section.
3. 2020 "Other Income" include ~\$246,000 that was received from the federal Canada Emergency Wage Assistance program that was in effect during the pandemic.

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	2018	2019	2020
ELCIC (1)	\$394,800	\$398,700	\$402,700
Martin Luther University College (2)	\$316,000	\$316,000	\$316,000
Mission Committee (3)	\$460,090	\$300,367	\$177,400
Youth & Young Adult Ministries (4)	\$110,100	\$102,467	\$64,978
Candidacy Committee (5)	\$27,869	\$35,852	\$16,007
Professional Leadership Committee	\$188	\$121	
Congregational Redevelopment Services (6)		\$101,471	\$79,440
Stewardship & Resource Development (7)	\$34,000	\$33,814	\$15,483
Communication (8)	\$22,862	\$21,268	\$20,876
Ministry Director Programming (9)	\$14,132	\$36,579	\$6,189
Office of the Bishop (10)	\$45,095	\$25,536	\$11,556
Salaries and Professional (11)	\$748,980	\$726,748	\$727,071
Office (12)	\$139,278	\$184,730	\$246,523
Retreats (13)	\$47,723	\$47,378	\$26,029
Synod Council (14)	\$16,103	\$10,170	\$602
Ministry Area Programming (15)	\$27,205	\$35,455	\$8,681
Retiree Health Insurance Subsidy (16)	\$68,249	\$73,440	\$71,570
National Convention / Synod Assembly (17)	\$125,549	\$58,050	
Total Expenditures	\$2,598,223	\$2,508,146	\$2,191,105

Notes:

For many of the above ministries, lower expenditures in 2020 can be attributed to the pandemic (e.g. less travel, fewer in person meetings, etc.). Explanatory information about each of the synodical ministry areas listed above follows:

1. As has been the case for many years now, the Synod met, in full, its commitment to the ELCIC National Church. Remittances increased 1% year over year.
2. Annual commitments of \$316,000 to Martin Luther University College (previously known as Waterloo Lutheran Seminary) were honoured in full.
3. Mission Committee expenditures consisted almost entirely of grants made to congregations and a few other organizations that applied for assistance. Over the past triennium these grants helped to fund more than 100 creative and impactful outreach initiatives!
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 children's, youth and young adult ministries. Between 2018 and 2020, approximately 50 such grants were provided!
5. Candidacy Committee funding consisted primarily of bursaries that were awarded to seminary students and financial assistance that was made available to congregations to support internships.
6. Congregational Redevelopment Services, a new ministry of the synod, provides advice to congregations interested in exploring opportunities to improve their financial sustainability by redeveloping their property for missional and community outreach.

7. Stewardship & Resource Development expenditures covered fees for the Ministry Director as well as printing and distribution of congregational resource materials.
8. Communication expenditures consisted almost entirely of support for the Canada Lutheran national magazine.
9. Ministry Director Programming expenditures included Women's, Worship and Public Policy and Service ministries.
10. Office of the Bishop expenditures included the Bishop's discretionary fund, our two Global Mission Companion ministries (Guyana, Jordan and the Holy Land), workshops for congregational leaders and support for ecumenical partnerships.
11. Salaries and Professional expenses included salaries, benefits and other expenses (e.g. travel) associated with compensating synod 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 consisted primarily of travel expenses for members to attend two to three meetings annually. All 2020 meetings were held online.
15. Ministry Area expenditures consisted primarily of travel and meeting expenses for deans, ministry directors and synod staff to attend two meetings annually, 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 occurred in 2018 and the ELCIC National Convention occurred in 2019. No event was scheduled for 2020.

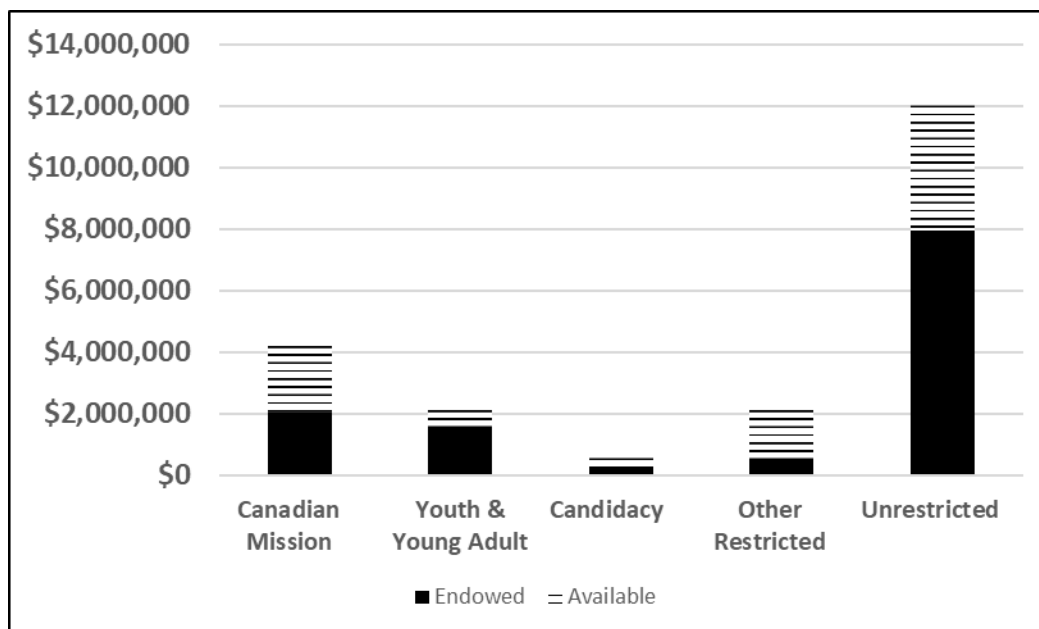
Capital Expenditure Overview (2018 – 2020)

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	2018	2019	2020
Synod Office - Building		\$53,071	
Synod Office - Equipment	\$12,094	\$8,196	
Synod Office - Technology Upgrades			\$15,798
Delton Glebe Centre	\$6,250		
Lutherlyn Camp and Conference Centre		\$31,575	\$64,441
Camp Mush-a-Mush		\$34,182	\$29,407
Total Expenditures	\$18,344	\$127,024	\$109,646

Fund Summary (as of Dec 31, 2020)

As a Synod we are blessed, not only with the offerings and other donations that we receive each year from congregations and individuals, but also with a rich legacy of gifts that previous generations have left for us through their offerings and bequests. With the exception of cash that is required to maintain the day-to-day operations of the Synod, these assets are owned and managed by the Evangelical Lutheran Foundation Eastern Canada (ELFEC). ELFEC make grants from these assets, as requested by the Synod, to support synodical ministries. The following chart summarizes these assets:



Notes:

1. The "Endowed" portion (solid black) is principal that cannot be spent. The "Available" portion (horizontal stripes) is available for spending for the specified purpose.
2. There are 11 different Canadian Mission Funds, each with a specified purpose, as designated by the donor or the Synod.

3. There are 13 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 Lutheran, Camp Mush-a-Mush, campus ministry, Indigenous ministries, etc.).
4. There are 11 different Candidacy funds, each with a specified purpose, as designated by the donor or the Synod. Almost all of these funds have been designated for supporting seminary students through bursaries or for providing funding to congregations to support internships.
5. There are 31 other restricted funds designated for a variety of purposes, including rostered/lay leader education, synod 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 in funding the Synod's operating budget.

Synod Professional Staff Remuneration

The following information is provided in accordance with direction provided at Assembly 2012:

After several staff transitions that occurred in the Synod office during 2020, there were 5.5 incumbents in professional roles. These employees (Bishop, 2.5 Assistants to the Bishop and Director of Finance and Administration) 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.

For 2020, remuneration for the role of Bishop at 100% of job value was \$97,734 (includes both salary and housing components) while the corresponding remuneration for Assistant to the Bishop is \$83,673. This results in ranges of \$78,187 to \$107,507 (Bishop) and \$66,938 to \$92,040 (Assistant to the Bishop). For the Director of Finance and Administration, the 100% job value was established at \$80,000 with a corresponding range of \$64,000 to \$88,000.

Benefits are in accordance with those prescribed by the GSI harmonized guidelines. The Synod funds the "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 Director 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 (2018 – 2020)

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). Details are available in the remittance reports that follow in this section of the Bulletin of Reports:

Remittance Summary	2018	2019	2020
Benevolence	\$1,393,315	\$1,430,418	\$1,369,044
Canadian Lutheran World Relief	\$244,372	\$236,471	\$175,723
Lutheran Campus Ministry	\$1,553	\$4,585	\$300
Martin Luther University College (1)	\$27,654	\$19,790	\$13,240
Synod Camps	\$9,947	\$10,720	\$10,571
ELCIC - Global Missions	\$9,412	\$9,028	\$6,231
ELCIC - Other (2)	\$19,681	\$2,890	\$410
Other	\$5,533	\$7,666	\$11,142
Total Remittances	\$1,711,467	\$1,721,568	\$1,586,661

Notes:

1. The decline in remittances to “Martin Luther University College” is largely attributable to Luther’s “Capital Reform Campaign” that began to wind down in 2018.
2. The decline in remittances to “ELCIC-Other” is largely attributable to the “ELCIC Reformation Challenge” that peaked in 2017.

2021 – 2024 Budget Recommendations

Since the early 1990s the Synod has experienced a slow, but steady, decline in annual congregational benevolence offerings. The past year has introduced an additional, potential concern – what longer term impact might the pandemic have on congregational (and hence synodical) finances?

With these concerns about to confront us head-to-head, Synod Council undertook an even more rigorous review of the budget setting process than would normally be the case, with the goal of ensuring that our current and emerging priorities as a synod are reflected in the budget allocations, and not unduly influenced by historical funding patterns. The outcome of this work is reflected in the revised 2021 budget and the budgets for 2022 -2024 that Synod Council is recommending to Assembly 2021 and which appear later in this section of the Bulletin of Reports. Although the resulting changes aren’t drastic, recommendations include somewhat increased support for seminary students (bursaries/internship funding) as well as for several social justice initiatives, reduced funding in several areas and ending funding for two synodical ministries (Worship Ministry Director and Women’s Ministry Director). It goes without saying that any reductions, especially when they directly affect people, are difficult and not made without considerable thought and discussion.

I, along with my synodical partners, trust that your congregation will continue to seriously consider its financial commitments to the Synod over the next three year period. Thank you in anticipation of your continuing partnership and support!

2018, 2019 & 2020 Audited Financial Statements

Ernst & Young, the synod's auditor, expressed an unqualified opinion that the 2018 and 2019 Financial Statements presented the financial position of the Synod fairly and in accordance with Canadian accounting standards for not-for-profit organizations. Although the 2020 audit had not been completed at the time this report was prepared, a similar opinion is anticipated.

Closing Comments

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. Your partnership, along with your gifts, are vitally important and very much appreciated!

All successful organizations require a competent, committed and cohesive team. In my ministry of financial administration over the past triennium I have been blessed to have worked with such colleagues! Thank you Bishop Pryse, Laurie Knott and Pastor Wendell Caron Grahlman (my fellow officers); Kim Marcy, Sue Heimpel and Karen Cross (staff members who carry out numerous day-to-day financial activities); Laurie Kitchen (who provided accounting consulting services to the synod); members of the Finance Committee and Synod Council for their support and encouragement; office staff; deans; ministry directors; and the many rostered ministers and dedicated congregational lay leaders who serve across our synod. I highly value your dedication, skills, support, encouragement and friendship!

As I indicated in the opening paragraph, from a financial perspective, each year in the past triennium has been distinctly unique. But in each of these three years, our Synod has been richly blessed with financial and other resources. I have also been richly blessed in so many ways to have had the opportunity to serve as your treasurer during this period. Although these have been challenging times, they have also been interesting, stimulating and exciting years of ministry. May we continue this journey together knowing that we are accompanied by God's grace and guidance!

2018 Remittance Report

Congregation Number	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Martin Luther Univ College	Campus Ministries	Outdoor Ministry	Other	Total
Atlantic Ministry Area											
4110	St Matthew, Fredericton, NB	1,000.00	1,000.00	-	-	-	-	-	-	-	1,000.00
4120	Bethany, New Denmark, NB	1,200.00	800.00	-	-	800.00	-	-	-	-	1,600.00
4130	St Peter's, New Denmark, NB	4,250.00	4,250.00	-	-	1,000.00	-	-	-	-	5,250.00
4310	St Luke, Baker Settlement, NS	-	-	-	-	-	-	-	-	-	-
4320	St James, Branch La Have, NS	1,300.00	1,256.26	-	-	-	-	-	-	-	1,256.26
4330	St Paul's, Bridgewater, NS	2,500.00	2,708.42	-	-	315.00	-	-	-	-	3,023.42
4340	Christ, Campdown, NS	-	110.50	-	-	-	-	-	-	-	110.50
4350	St Peter's, Chester, NS	-	500.00	-	-	-	-	-	-	-	500.00
4370	Ascension, Conquerall Mills, NS	200.00	200.00	-	-	-	-	-	-	-	200.00
4375	Grace, Dartmouth, NS	-	364.53	180.18	-	-	-	-	-	-	544.71
4380	Our Saviour, Dartmouth, NS	-	1,636.00	-	-	2,998.00	-	-	-	-	4,634.00
4390	St Stephen's, Farmville, NS	400.00	200.00	-	-	150.00	-	-	-	-	200.00
4400	St John's, Felton South, NS	-	795.00	-	-	-	-	-	-	-	945.00
4410	Grace, First South, NS	2,500.00	2,500.00	500.00	-	4,896.68	481.68	922.00	860.00	-	3,922.00
4420	Resurrection, Halifax, NS	15,000.00	17,151.50	-	-	20.00	-	15.00	70.00	-	23,389.86
4430	Zion, Lunenburg, NS	5,600.00	5,358.11	-	-	465.00	-	-	100.00	-	6,255.00
4440	St John's, Mahone Bay, NS	5,700.00	5,700.00	460.00	-	100.00	-	-	50.00	-	1,160.00
4460	Calvary, Middlewood, NS	-	500.00	-	-	-	-	-	-	-	478.00
4470	St Mark's, New Cornwall, NS	428.00	428.00	-	-	-	-	-	-	-	4,400.00
4480	Trinity, New Germany, NS	4,400.00	4,400.00	-	-	150.00	-	150.00	-	-	3,318.00
4490	St Matthew's, Newburne, NS	-	3,018.00	-	-	1,203.00	220.00	10.00	-	-	4,291.00
4500	All Saints, Newcombville, NS	3,800.00	2,858.00	-	-	110.00	-	50.00	200.00	-	2,660.04
4510	St Luke's, North River, NS	-	2,300.04	-	-	-	-	-	-	-	1,500.00
4520	St Luke's, Rhodes Corner, NS	1,600.00	1,500.00	-	-	-	-	-	-	-	2,000.00
4530	St Matthew's, Rose Bay, NS	2,000.00	2,000.00	-	-	-	-	-	-	-	1,260.00
4550	Mount Olivet, Upper La Have, NS	1,300.00	1,302.00	-	-	25.00	-	-	25.00	-	1,377.00
4560	Mount Calvary, Upper Northfield, NS	-	777.00	-	-	-	-	75.00	-	-	852.00
4580	St Andrew's, West Northfield, NS	-	-	-	-	-	-	-	-	-	-
Central Toronto Ministry Area											
5050	Martin Luther, Toronto, ON	13,920.00	13,920.00	-	645.00	-	-	-	-	-	14,565.00
5420	Zion, Maple, ON	2,000.00	3,545.00	-	-	110.00	292.50	86.50	86.50	-	4,120.50
5425	Toronto Chinese, Scarborough, ON	-	3,600.00	-	1,510.00	-	-	-	-	-	5,110.00
5545	Holy Cross, Newmarket, ON	-	8,500.00	-	100.00	1,000.00	-	-	-	-	9,600.00
5610	Emmanuel, Toronto, ON	-	1,600.00	-	-	-	-	-	-	-	1,600.00
5840	St Paul's, Richmond Hill, ON	-	3,071.50	-	-	1,363.85	-	-	-	-	4,435.35
6010	St Paul's, Richmond Hill, ON	7,000.00	9,500.00	-	-	5,090.00	220.00	-	150.00	-	14,960.00
6080	Thornhill, Thornhill (Markham), ON	-	3,000.00	-	500.00	40.00	-	-	-	-	3,540.00
6080	First, Toronto, ON	-	400.00	-	-	-	-	-	-	-	400.00
6090	Hungarian, Toronto, ON	6,905.00	7,361.97	-	-	-	-	-	-	-	7,361.97
6110	Redeemer, Toronto, ON	-	5,500.00	-	-	-	-	-	-	-	5,500.00
6120	St Andrew's Estonian, Toronto, ON	5,500.00	6,515.00	-	-	-	-	-	-	-	6,515.00
6130	St Andrew's Latvian, Toronto, ON	33,470.00	33,470.00	-	1,590.00	5,235.00	-	-	-	-	40,295.00
6140	St Ansger, Toronto, ON	1,500.00	1,500.00	-	-	-	-	-	-	-	1,710.00
6150	St George's, Toronto, ON	-	-	-	-	-	-	-	-	-	-

Congregation Number	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Martin Luther Univ College	Campus Ministries	Outdoor Ministry	Other	Total
6165	St Paul's, Toronto, ON	2,400.00	2,400.00	-	-	-	-	-	-	-	2,400.00
6170	Bethesda, Unionville, ON	12,600.00	12,000.00	-	-	-	-	-	-	-	12,000.00
6300	Advent, Toronto, ON	10,500.00	15,812.00	-	195.00	3,000.00	-	-	-	-	19,007.00
6310	Arcola, Toronto, ON	3,000.00	6,000.00	-	-	-	-	-	-	-	6,000.00
6330	Swedish, Toronto, ON	-	2,300.00	-	-	-	-	-	-	-	2,300.00
10126	Rhenish, Toronto, ON	-	9,508.93	-	-	-	-	-	-	-	9,508.93
Georgian Ministry Area											
4760	Trinity, Ayrton, ON	10,000.00	10,013.24	-	374.00	1,619.00	-	-	-	-	12,006.24
4820	St Peter's, Brant, ON	2,275.00	2,275.00	-	-	-	-	-	-	-	2,275.00
4900	St Mark's, Chesley, ON	7,000.00	7,114.00	-	-	-	-	-	-	-	7,114.00
5030	St John's, Elmwood, ON	-	2,270.00	-	55.00	2,915.00	-	-	-	200.00	5,440.00
5200	St Matthew's, Hanover, ON	25,000.00	25,000.00	-	-	2,140.00	300.00	-	-	-	27,440.00
5360	St Paul's, Listowel, ON	-	11,108.00	-	-	460.00	-	-	-	300.00	11,868.00
5460	St Matthew, Midway, ON	2,800.00	2,229.00	-	-	-	-	-	-	-	2,229.00
5510	St Paul, Neustadt, ON	-	5,100.00	-	-	500.00	-	-	-	-	5,600.00
5520	St Peter's, Neustadt, ON	6,700.00	7,105.00	-	-	1,470.00	100.00	-	-	175.00	8,850.00
5580	St Paul's, Normanby, ON	4,500.00	4,618.00	-	-	740.00	-	-	-	50.00	5,408.00
5710	Our Saviour, Owen Sound, ON	11,000.00	11,921.25	-	-	12,005.00	3,251.15	-	-	20.00	27,197.40
5800	Faith, Port Elgin, ON	10,000.00	10,134.00	-	-	470.00	250.00	-	-	-	10,854.00
6180	Trinity, Walkerton, ON	8,060.00	8,060.00	1,214.50	165.00	139.00	-	-	-	-	9,578.50
6190	St Paul's, Wallace, ON	4,500.00	4,490.00	-	-	430.00	-	-	-	-	4,920.00
6270	St Peter's, Warton, ON	5,300.00	5,300.00	-	-	335.00	-	-	-	-	5,635.00
6290	St James, Williamsford, ON	3,500.00	4,157.50	-	295.00	500.00	-	-	-	-	4,952.50
GTA East Ministry Area											
5640	Faith, Oshawa, ON	12,545.00	12,095.83	-	-	3,380.00	-	-	-	-	15,485.83
5760	Christ, Peterborough, ON	10,000.00	11,085.00	-	-	1,405.00	-	-	-	-	12,490.00
5780	Peace, Pickering, ON	8,400.00	9,100.00	-	-	400.00	25.00	-	-	-	9,525.00
6260	Epiphany, Toronto, ON	16,420.00	16,400.00	-	-	-	-	-	-	-	16,400.00
6265	Christ The King, Whitby, ON	1,751.00	1,288.00	250.00	368.75	440.00	-	-	-	-	2,346.75
GTA West Ministry Area											
4810	Augsburg, Brampton, ON	10,500.00	15,392.50	-	-	1,000.00	-	-	-	-	16,392.50
5220	St Philip's, Toronto, ON	30,000.00	30,000.00	-	-	-	-	-	-	-	30,000.00
5490	Holy Spirit of Peace, Mississauga, ON	-	7,827.51	-	-	-	-	-	-	-	7,827.51
5630	Grace, Oakville, ON	-	14,905.00	-	-	1,565.00	-	-	-	-	16,470.00
Huron Ministry Area											
4775	Westside, Barrie, ON	16,150.00	17,330.00	-	-	2,574.71	-	-	-	-	19,904.71
5115	Nazareth, Germana, ON	50.00	50.00	-	-	-	-	-	-	-	50.00
5450	St Mark's ALC, Midland, ON	-	4,442.44	-	-	-	-	-	-	-	4,442.44
5632	St David's Anglican Lutheran Church, Orillia, ON	4,025.00	3,774.48	-	-	-	-	-	-	-	3,774.48
Grand River Ministry Area											
4880	St Paul's, Cambridge, ON	19,213.00	21,377.56	-	-	4,992.50	495.00	-	-	-	26,865.06
4890	St Peter's, Cambridge, ON	9,900.00	9,900.00	-	-	1,355.00	-	-	-	-	11,255.00
5130	All Saints, Guelph, ON	-	14,850.00	-	-	1,315.00	-	-	-	-	16,165.00

Congregation Number	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Martin Luther Univ College	Campus Ministries	Outdoor Ministry	Other	Total
5260	Reformation, Kitchener, ON	11,100.00	2,140.00	-	-	200.90	-	-	-	50.45	2,391.35
5270	St Luke's, Kitchener, ON	19,700.00	19,700.00	641.05	-	182.22	-	-	-	-	20,523.27
5280	St Mark's, Kitchener, ON	22,100.00	18,511.81	-	-	8,626.00	500.00	-	-	-	27,637.81
5290	St Matthews, Kitchener, ON	-	24,902.00	-	-	5,051.53	-	-	-	-	29,953.53
5300	St Paul's, Kitchener, ON	2,000.00	1,555.00	-	-	-	-	-	-	-	1,555.00
5310	St Peter's, Kitchener, ON	43,000.00	43,000.00	-	-	4,061.00	240.00	-	-	-	47,301.00
5320	St Philip's, Kitchener, ON	-	687.00	-	-	-	434.05	-	-	-	1,121.05
5330	St Stephen's, Kitchener, ON	-	20,773.87	300.00	-	2,966.80	100.00	-	-	600.00	24,740.67
5410	St James, Mannheim, ON	-	2,424.50	-	-	35.00	-	-	-	-	2,459.50
Montreal Ministry Area											
6510	Christ The Redeemer, Doland-Des-Ormeaux, QC	12,000.00	12,000.00	-	8.00	2,010.00	710.00	-	-	-	14,728.00
6530	St Ansgar's, Montreal, QC	1,500.00	2,121.00	-	-	-	-	-	-	-	2,121.00
6540	St John's, Montreal, QC	8,000.00	8,000.00	50.00	-	100.00	-	-	-	-	8,150.00
6550	St John Estonian, Montreal, QC	900.00	840.00	-	-	-	-	-	-	-	840.00
6560	St Michael's, Montreal, QC	-	3,500.00	-	-	620.75	-	-	-	-	4,120.75
6570	Trinity, Montreal, QC	600.00	1,130.00	-	-	-	-	-	-	-	1,130.00
6580	Good Shepherd/Bon Pasteur, Saint-Lambert, QC	-	6,000.00	-	5,000.00	11,000.00	5,000.00	-	-	5,000.00	32,000.00
6590	Chinese, Saint-Laurent, QC	-	1,400.00	-	-	-	-	-	-	-	1,400.00
6700	St Paul, Saint-Laurent, QC	1,500.00	2,000.00	-	-	20.00	-	-	-	-	2,020.00
Niagara Ministry Area											
5080	Trinity, Fort Erie, ON	5,000.00	5,152.80	939.00	-	405.00	50.00	50.00	-	-	6,596.80
5550	Good Shepherd, Niagara Falls, ON	3,000.00	3,313.37	-	-	-	-	-	-	-	3,313.37
5560	St Paul's, Niagara Falls, ON	1,500.00	1,550.00	-	-	1,155.00	-	-	-	-	2,705.00
5790	First, Port Colborne, ON	-	1,192.50	40.00	-	37.50	-	-	-	-	1,270.00
5850	St Luke's, Ridgeway, ON	2,200.00	2,253.00	-	-	160.00	-	-	-	-	2,413.00
5880	Faith, St Catharines, ON	4,000.00	4,000.00	-	-	1,085.00	-	-	-	-	5,085.00
6230	St Matthew's, Welland, ON	2,000.00	1,000.00	-	-	590.00	-	-	-	-	1,590.00
Mid Valley Ministry Area											
4770	St James, Baden, ON	6,500.00	4,010.00	-	-	1,445.00	-	-	-	-	5,455.00
4980	St Matthew's, East Zorra, ON	-	3,995.00	-	-	1,335.00	-	-	-	-	5,330.00
5000	St Paul's, Ellice, ON	2,900.00	3,185.00	-	-	330.00	-	-	-	-	3,515.00
5100	St Peter's, Gads Hill, ON	3,858.00	2,956.56	-	198.05	-	-	-	-	-	3,154.61
5470	St Peter's, Milverton, ON	4,000.00	6,674.00	-	-	5,378.67	-	-	-	-	12,052.67
5530	St James, New Dundee, ON	-	325.00	-	-	-	-	-	-	-	325.00
5540	Trinity, New Hamburg, ON	23,740.00	23,605.40	-	-	5,588.00	-	-	-	-	29,193.40
5600	St James, North Easthope, ON	-	2,465.00	-	-	490.00	-	-	-	-	2,955.00
5770	Zion, Philipsburg, ON	7,300.00	6,725.00	-	-	295.00	-	-	-	-	7,020.00
5870	Zion, St Agatha, ON	2,000.00	2,047.00	-	-	-	-	-	-	-	2,047.00
5950	Zion, Stratford, ON	60,600.00	63,023.50	70.00	-	11,175.66	-	-	-	-	74,269.16
6000	Trinity, Tavistock, ON	27,000.00	25,150.50	-	-	895.00	240.00	-	-	-	26,285.50
6250	St Mark's, Wellesley, ON	6,500.00	5,015.00	-	-	690.00	-	-	-	-	5,705.00
6380	Bethany, Woodstock, ON	12,500.00	13,554.00	-	160.00	1,300.00	-	-	-	-	15,014.00
Northern Ministry Area											
5010	Faith, Elliot Lake, ON	-	1,500.00	-	-	200.00	-	-	-	-	1,700.00

Congregation Number	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Martin Luther Univ College	Campus Ministries	Outdoor Ministry	Other	Total
5400	St Paul's, Magnetawan, ON	-	2,675.00	-	-	360.00	-	-	-	362.35	3,397.35
5430	Zion, Massey, ON	-	1,000.00	-	-	-	-	-	-	-	1,000.00
5590	Redeemer, North Bay, ON	-	1,342.00	-	2,180.00	50.00	-	-	-	-	3,572.00
5900	Estonian, Sault Ste Marie, ON	-	-	-	-	-	-	-	-	-	-
5920	Zion, Sault Ste Marie, ON	8,000.00	7,602.00	20.00	29.80	3,066.85	871.25	-	-	-	11,589.90
5940	St John's, South Porcupine, ON	-	4,100.00	-	-	-	-	-	-	-	4,100.00
5980	Trinity, Sudbury, ON	16,000.00	16,151.00	225.00	512.00	5,187.00	480.00	-	-	-	22,555.00
12089	New Hope, Sudbury, ON	-	15,520.00	945.45	1,000.00	3,522.00	-	-	-	-	20,987.45
Ottawa Ministry Area											
5535	Resurrection, Orleans, ON	9,000.00	9,890.00	-	811.00	40.00	-	-	-	-	10,741.00
5560	Faith, Ottawa, ON	15,182.00	14,068.99	-	140.00	3,690.00	4,141.00	-	2,230.00	-	24,269.99
5570	Martin Luther, Ottawa, ON	-	8,700.00	-	-	1,155.00	-	-	-	-	9,855.00
5580	Peace Lutheran, Ottawa, ON	1,500.00	1,500.00	-	-	-	-	-	-	-	1,500.00
5590	St John, Ottawa, ON	23,004.00	23,004.00	505.00	-	4,045.00	3,024.00	-	-	10.00	30,588.00
5700	St Peter's, Ottawa, ON	24,015.00	21,845.25	-	50.00	6,631.24	1,770.00	-	1,600.00	525.00	32,421.49
12047	Good Shepherd Barhaven, Ottawa, ON	-	-	-	-	-	-	-	-	-	-
Ottawa Valley Ministry Area											
4720	St Peter's, Alice, ON	3,030.00	3,030.00	-	-	1,000.00	-	-	-	-	4,030.00
4730	St John's, Amprior, ON	3,850.00	3,876.50	-	-	120.00	-	-	-	-	3,996.50
4740	St John's, Augsburg, ON	-	1,256.00	-	-	285.00	-	-	-	-	1,541.00
4800	St John's, Bonnechere, ON	-	4,635.00	-	-	100.00	-	-	-	-	4,735.00
4940	Faith, Deep River, ON	-	2,300.00	-	-	430.00	-	-	-	-	2,730.00
4950	St Paul's, Denbigh, ON	300.00	480.00	-	-	680.00	-	-	-	-	1,160.00
4990	Grace, Eganville, ON	6,000.00	7,045.00	-	-	-	-	-	-	-	7,045.00
5440	Christ, Maynooth, ON	-	2,220.00	-	-	-	-	-	-	-	2,220.00
5730	St Timothy's, Pembroke, ON	13,640.00	13,640.00	-	1,068.00	5,535.40	100.00	-	3,205.00	-	23,548.40
5740	Zion, Pembroke, ON	26,000.00	26,200.00	817.00	2,000.00	2,517.00	-	-	200.00	-	31,734.00
5750	St John's, Petawawa, ON	14,000.00	14,000.00	-	-	160.00	-	-	120.00	-	14,280.00
5810	St Stephen's, Raglan Twp, ON	2,830.00	2,830.00	-	-	-	-	-	100.00	-	2,930.00
5820	Grace, Rankin, ON	2,000.00	2,000.00	-	-	-	-	-	495.00	-	2,495.00
5830	St James, Renfrew, ON	6,500.00	6,865.00	-	-	630.00	-	-	155.00	-	7,650.00
6370	Bethlehem, Woto, ON	-	845.00	-	-	-	-	-	-	-	845.00
6620	St John's, Ladysmith, QC	1,000.00	2,000.00	-	-	20.00	-	-	-	-	2,020.00
6710	Zion, Schwartz, QC	-	3,730.00	-	-	100.00	-	-	-	-	3,830.00
Seaway Ministry Area											
4780	Holy Trinity, Belleville, ON	6,500.00	5,077.23	-	-	230.00	-	-	-	-	5,307.23
4840	Good Shepherd, Brockville, ON	6,000.00	6,803.00	-	-	254.75	-	-	-	-	7,057.75
4970	St Luke's, Dunbar, ON	2,500.00	2,600.00	-	-	2,210.00	-	-	-	-	4,810.00
5240	St Mark's, Kingston, ON	14,190.00	14,190.00	-	-	720.00	300.00	-	-	-	15,210.00
6280	South Dundas Luth Comm Church, Williamsburg, ON	4,000.00	4,456.00	585.00	-	65.00	-	-	-	-	5,106.00
Thomas Ministry Area											
4750	St John's, Aylmer, ON	-	3,616.80	-	-	-	-	-	-	-	3,616.80
4850	St Peter's, Brocksburg, ON	-	11,000.00	-	-	-	-	-	-	-	11,000.00
5340	St Paul's, Leamington, ON	-	9,090.00	5.00	-	839.25	-	-	-	-	9,934.25

Financial Reports

Congregation Number	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Martin Luther Univ College	Campus Ministries	Outdoor Ministry	Other	Total
5370	Redeemer, London, ON	17,200.00	17,208.00	-	-	1,735.63	-	-	-	-	18,943.63
5380	St Ansger, London, ON	-	6,120.00	-	-	1,060.00	-	-	-	110.00	7,290.00
5390	Trinity, London, ON	-	5,125.00	-	-	872.35	-	-	-	1,500.00	7,497.35
6360	Trinity, Windsor, ON	3,600.00	6,230.00	-	-	-	-	-	-	-	6,230.00
6390	St Peter's, Zurich, ON	8,000.00	9,278.50	80.00	-	-	-	-	-	-	9,358.50
The Boy Ministry Area											
4830	Faith, Brantford, ON	12,500.00	10,323.00	10.00	10.00	1,537.00	-	-	-	-	11,880.00
4860	Holy Cross, Burlington, ON	16,500.00	14,894.00	-	-	7,138.00	-	-	-	-	22,032.00
5070	Redeemer, Fisherville, ON	600.00	596.91	-	-	-	-	-	-	-	596.91
5140	Christ, Hamilton, ON	3,500.00	3,500.00	-	-	-	-	-	-	-	3,500.00
5150	Faith, Hamilton, ON	8,470.00	8,470.00	-	-	2,508.65	-	-	-	-	10,978.65
5160	First Ecstemon, Hamilton, ON	-	935.00	-	-	-	-	-	-	-	935.00
5170	Grace, Hamilton, ON	6,000.00	6,400.00	-	-	372.00	-	-	-	25,000.00	31,772.00
5180	St John's, Hamilton, ON	18,750.00	18,825.00	585.00	-	824.00	-	-	-	-	20,234.00
5190	Transfiguration, Hamilton, ON	6,300.00	6,300.00	-	-	994.00	-	-	-	-	7,294.00
Two Rivers Ministry Area											
4910	St Matthew's, Conestogo, ON	6,000.00	8,036.00	-	-	5,330.00	-	-	-	-	13,366.00
5020	St James, Elmira, ON	16,000.00	12,035.00	990.00	-	4,300.00	-	-	-	-	17,325.00
5040	St Paul's, Ebsville, ON	-	900.00	-	-	-	-	-	-	-	900.00
5060	Faith, Fergus, ON	5,000.00	5,000.00	-	-	-	-	-	-	-	5,000.00
5210	St Peter's, Heidelberg, ON	1,200.00	1,262.00	-	-	170.00	-	-	-	-	1,432.00
5350	St Peter, Linwood, ON	-	1,209.35	-	-	-	-	-	-	-	1,209.35
5890	St James, St Jacobs, ON	10,000.00	11,890.00	-	-	6,413.21	1,472.90	-	-	345.00	20,121.11
6200	Christ, Waterloo, ON	18,000.00	15,433.49	-	735.00	2,734.00	-	-	-	-	18,902.49
6210	Mount Zion, Waterloo, ON	22,500.00	32,855.50	-	-	3,529.00	965.00	110.00	-	65.00	37,524.50
6220	St John's, Waterloo, ON	16,000.00	22,020.50	-	-	20,820.00	-	24.00	-	-	42,864.50
Non-Congregational Remittances *											
		-	8,875.00	-	559.90	2,710.25	1,620.00	-	-	28,815.76	42,580.91
Total		1,093,721.00	1,393,314.90	9,412.18	20,259.50	244,352.35	27,653.53	1,552.50	9,946.50	63,153.56	1,769,645.02

* excludes bequests > \$5,000
* excludes proceeds from closed congregations

2019 Remittance Report

Congregation Number	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CUWR	Martha Luther Univ College	Campus Ministries	Outdoor Ministry	Other	Total
Atlantic Ministry Area											
4110	St Matthew, Fredericton, NB	1,000.00	1,100.00	-	-	-	-	-	-	-	1,100.00
4120	Bethany, New Denmark, NB	600.00	600.00	-	-	600.00	-	-	-	-	1,200.00
4130	St Peter's, New Denmark, NB	4,250.00	4,250.00	-	-	1,000.00	125.00	-	-	-	5,375.00
4310	St Luke, Baker Settlement, NS	-	-	-	-	-	-	-	-	-	-
4320	St James, Branch La Have, NS	-	1,166.90	-	-	-	-	-	-	-	1,166.90
4330	St Paul's, Bridgewater, NS	2,500.00	2,291.74	-	-	155.00	-	-	-	-	2,446.74
4340	Christ, Campdown, NS	-	175.00	-	-	95.00	-	-	-	-	270.00
4350	St Peter's, Chester, NS	-	500.00	-	-	-	-	-	-	-	500.00
4370	Ascension, Conquerall Mills, NS	-	438.15	-	-	-	-	-	-	-	438.15
4375	Grace, Dartmouth, NS	100.00	270.00	-	-	-	-	-	-	-	270.00
4380	Our Saviour, Dartmouth, NS	-	1,860.00	-	-	1,699.00	-	-	-	-	3,559.00
4390	St Stephen's, Farmville, NS	-	200.00	-	-	-	-	-	-	-	200.00
4400	St John's, Felton South, NS	-	384.50	-	-	-	-	-	-	-	384.50
4410	Grace, First South, NS	-	2,500.00	500.00	-	280.00	-	-	-	-	3,280.00
4420	Resurrection, Halifax, NS	-	15,879.63	-	-	2,932.96	398.60	-	1,795.00	14.36	21,020.55
4430	Zion, Lunenburg, NS	5,080.00	5,082.38	-	-	348.00	-	-	5.00	-	5,435.38
4440	St John's, Mahone Bay, NS	5,700.00	5,700.00	-	-	640.00	-	-	40.00	-	6,380.00
4460	Calvary, Middlewood, NS	-	759.00	364.00	-	100.00	-	-	100.00	-	1,323.00
4470	St Mark's, New Cornwall, NS	428.00	428.00	-	-	-	-	-	-	-	428.00
4480	Trinity, New Germany, NS	-	4,800.00	-	-	-	-	-	-	-	4,800.00
4490	St Matthew's, Newburne, NS	-	2,327.70	-	-	150.00	-	150.00	150.00	-	2,777.70
4500	All Saints, Newcombville, NS	-	3,250.00	-	-	1,702.50	-	-	365.00	-	5,317.50
4510	St Paul's, North River, NS	-	2,400.00	-	-	130.00	-	50.00	200.00	-	2,780.00
4520	St Luke's, Rhodes Corner, NS	-	1,500.00	-	-	-	-	-	-	-	1,500.00
4530	St Matthew's, Rose Bay, NS	2,000.00	2,000.00	-	-	-	-	-	-	-	2,000.00
4550	Mount Olive, Upper La Have, NS	-	1,200.00	-	-	-	-	-	-	-	1,200.00
4560	Mount Calvary, Upper Northfield, NS	-	1,361.00	-	-	10.00	-	-	-	-	1,371.00
4580	St Andrew's, West Northfield, NS	-	1,139.00	-	-	-	-	90.00	-	-	1,229.00
Central Toronto Ministry Area											
5050	Martin Luther, Toronto, ON	14,202.00	14,202.00	-	-	-	-	-	-	-	14,202.00
5420	Zion, Maple, ON	2,000.00	2,000.00	-	-	-	287.50	-	142.50	-	2,430.00
5425	Toronto Chinese, Scarborough, ON	-	3,600.00	-	-	-	-	-	-	-	3,600.00
5545	Holy Cross, Newmarket, ON	-	8,500.00	-	-	-	-	-	-	-	8,500.00
5510	Emmanuel, Toronto, ON	-	1,800.00	-	-	-	-	-	-	-	1,800.00
5840	St Paul's, Richmond Hill, ON	-	951.00	-	-	200.00	-	-	-	-	1,151.00
6010	Thornhill, Thornhill (Markham), ON	-	7,130.00	-	-	2,220.00	235.00	20.00	120.00	-	9,775.00
6080	First, Toronto, ON	3,000.00	3,000.00	-	-	-	-	-	-	-	3,000.00
6090	Hungarian, Toronto, ON	-	400.00	-	-	-	-	-	-	-	400.00
6110	Redeemer, Toronto, ON	7,700.00	8,286.80	-	-	-	237.50	-	-	-	8,524.30
6120	St Andrews Estonian, Toronto, ON	-	5,500.00	-	-	-	-	-	-	-	5,500.00

Congregation Number	Congregation Name	Benevolence Commitment	Benevolence Remitted	ETLC Global Mission	ETLC Other	CLWR	Martin Luther Univ College	Campus Ministries	Outdoor Ministry	Other	Total
Georgian Ministry Area											
6130	St Andrew's Latvian, Toronto, ON	-	6,702.50	-	-	-	-	-	-	-	6,702.50
6140	St Ansgar, Toronto, ON	33,470.00	34,170.00	-	-	3,600.00	-	-	-	-	37,770.00
6150	St George's, Toronto, ON	1,500.00	1,500.00	-	-	-	-	-	-	-	1,500.00
6165	St Paul's, Toronto, ON	2,640.00	2,640.00	-	-	-	-	-	-	-	2,640.00
6170	Bethesda, Unionville, ON	12,600.00	12,000.00	-	-	-	-	-	-	-	12,000.00
6300	Advent, Toronto, ON	10,100.00	12,138.00	-	250.00	2,073.00	-	-	-	-	14,461.00
6310	Agriicola, Toronto, ON	-	6,000.00	-	-	-	500.00	-	-	-	6,500.00
6330	Swedish, Toronto, ON	-	2,300.00	-	-	-	-	-	-	-	2,300.00
10126	Rhenish, Toronto, ON	-	14,000.01	-	-	-	-	-	-	-	14,000.01
Georgian Ministry Area											
4760	Trinity, Ayrton, ON	11,000.00	12,167.46	-	-	1,589.00	-	-	-	-	13,756.46
4820	St Peter's, Brant, ON	2,000.00	2,000.00	-	-	110.00	-	-	-	-	2,110.00
4900	St Mark's, Chesley, ON	-	7,108.00	-	-	-	-	-	-	-	7,108.00
5030	St John's, Elmwood, ON	8,000.00	3,555.00	-	-	3,250.00	-	-	-	400.00	7,205.00
5200	St Matthew's, Hanover, ON	25,000.00	28,117.00	-	-	2,435.00	100.00	-	-	1,000.00	31,652.00
5360	St Paul's, Listowel, ON	10,000.00	12,923.00	-	-	645.00	-	-	-	100.00	13,668.00
5460	St Matthew, Midway, ON	2,800.00	3,111.00	75.00	-	60.00	-	-	-	-	3,246.00
5510	St Paul, Neustadt, ON	-	5,100.00	-	-	500.00	-	-	-	-	5,600.00
5520	St Peter's, Neustadt, ON	6,700.00	7,922.00	-	-	1,665.00	-	-	-	-	9,587.00
5580	St Paul's, Normandy, ON	4,500.00	4,500.00	-	-	945.00	-	-	-	-	5,445.00
5710	Our Saviour, Owen Sound, ON	11,110.00	12,406.00	-	50.00	9,410.90	3,930.00	-	-	-	25,796.90
5800	Faith, Port Egin, ON	10,000.00	10,561.00	-	-	180.00	-	-	-	-	10,741.00
6180	Trinity, Walkerton, ON	8,060.00	8,060.00	1,215.65	310.00	187.00	-	-	-	-	9,772.65
6190	St Paul's, Wallace, ON	5,000.00	5,000.00	-	-	663.00	-	-	-	-	5,663.00
6270	St Peter's, Walton, ON	5,500.00	5,500.00	-	-	310.00	-	-	-	-	5,810.00
6290	St James, Williamsford, ON	-	4,251.50	-	206.00	-	-	-	-	-	4,457.50
GTA East Ministry Area											
5640	Faith, Oshawa, ON	-	11,964.49	-	-	4,265.00	-	-	-	-	16,229.49
5760	Christ, Peterborough, ON	10,000.00	11,000.00	-	-	1,275.00	-	-	-	-	12,275.00
5780	Peace, Pickering, ON	-	8,400.00	-	100.00	936.00	-	-	-	-	9,436.00
6260	Epiphany, Toronto, ON	-	17,420.00	-	-	975.00	-	-	-	-	18,395.00
6265	Christ The King, Whitby, ON	2,800.00	540.00	225.00	-	80.00	-	-	-	-	845.00
GTA West Ministry Area											
4810	Augsburg, Brampton, ON	12,000.00	22,856.04	-	-	1,000.00	-	-	-	-	23,856.04
5220	St Philip's, Toronto, ON	27,000.00	28,810.00	-	-	-	-	-	-	-	28,810.00
5490	Holy Spirit of Peace, Mississauga, ON	-	10,164.84	-	-	-	-	-	-	-	10,164.84
5630	Grace, Oakville, ON	-	14,096.00	-	-	1,370.00	-	-	-	-	15,466.00
Horonia Ministry Area											
4775	Westside, Barrie, ON	16,500.00	17,350.00	-	-	1,646.40	-	-	-	-	18,996.40
5115	Nazareth, Germania, ON	-	-	-	-	-	-	-	-	-	-
5450	St Mark's ALC, Midland, ON	3,154.00	2,890.80	-	-	-	-	-	-	-	2,890.80
5632	St David's Anglican Lutheran Church, Orillia, ON	4,500.00	3,991.16	-	-	-	-	-	-	-	3,991.16

Congregation Number	Congregation Name	Benevolence Commitment	Benevolence Remitted	ETLC Global Mission	ETLC Other	CLWR	Martin Luther Univ College	Campus Ministries	Outdoor Ministry	Other	Total
Grand River Ministry Area											
4880	St Paul's, Cambridge, ON	18,934.00	18,353.15	-	-	3,112.00	402.00	-	-	-	21,867.15
4890	St Peter's, Cambridge, ON	10,000.00	10,000.00	-	-	-	-	-	-	-	10,000.00
5130	All Saints, Guelph, ON	15,330.00	15,330.00	-	-	1,300.00	-	-	-	-	16,630.00
5270	St Luke's, Kitchener, ON	24,500.00	21,998.33	513.22	-	937.22	-	-	-	1,968.80	25,417.57
5290	St Matthews, Kitchener, ON	-	25,548.00	-	-	3,764.83	-	-	-	-	29,312.83
5300	St Paul's, Kitchener, ON	2,525.00	2,760.00	-	-	-	-	-	-	-	2,760.00
5310	St Peter's, Kitchener, ON	44,000.00	44,000.00	-	-	4,159.00	264.00	-	-	200.00	48,623.00
5330	St Stephen's, Kitchener, ON	-	24,127.50	155.00	-	5,345.00	-	-	-	720.00	30,347.50
5410	St James, Mannheim, ON	-	1,773.83	-	-	30.00	-	-	-	-	1,803.83
Montreal Ministry Area											
6610	Christ The Redeemer, Dollard-Des-Ormeaux, QC	12,000.00	12,000.00	-	-	1,955.00	-	-	-	-	13,955.00
6630	St Ansgar's, Montreal, QC	-	2,650.00	-	-	-	-	-	-	-	2,650.00
6640	St John's, Montreal, QC	8,000.00	8,235.00	-	-	70.00	-	-	-	-	8,305.00
6650	St John Estonian, Montreal, QC	-	840.00	-	-	-	-	-	-	-	840.00
6660	St Michael's, Montreal, QC	3,000.00	3,000.00	-	-	-	-	-	-	-	3,000.00
6670	Trinity, Montreal, QC	1,200.00	1,677.00	-	-	15,000.00	4,500.00	-	-	-	1,677.00
6680	Good Shepherd/Bon Pasteur, Saint-Lambert, QC	-	9,000.00	-	-	-	-	-	-	-	28,500.00
6690	Chinese, Saint-Laurent, QC	-	1,400.00	-	-	-	-	-	-	-	1,400.00
6700	St Paul, Saint-Laurent, QC	-	2,020.00	-	-	-	-	-	-	-	2,020.00
Niagara Ministry Area											
5080	Trinity, Fort Erie, ON	6,000.00	5,194.80	879.10	-	350.00	-	-	-	-	6,423.90
5550	Good Shepherd, Niagara Falls, ON	3,500.00	4,322.84	-	-	-	-	-	-	-	4,322.84
5560	St Paul's, Niagara Falls, ON	1,500.00	1,500.00	-	-	790.00	-	-	-	-	2,290.00
5790	First, Port Colborne, ON	-	1,400.00	-	-	145.00	-	-	-	-	1,545.00
5850	St Luke's, Ridgeway, ON	2,200.00	1,464.00	-	-	20.00	-	-	-	-	1,484.00
5880	Faith, St Catharines, ON	4,100.00	4,100.00	-	-	1,155.00	-	-	-	-	5,255.00
6230	St Matthew's, Welland, ON	2,000.00	5,574.54	-	297.90	1,020.00	-	-	-	-	6,892.44
North Valley Ministry Area											
4770	St James, Baden, ON	4,000.00	4,000.00	-	-	1,295.00	-	-	-	-	5,295.00
4980	St Matthew's, East Zorra, ON	-	3,520.00	-	-	1,265.00	-	-	-	-	4,785.00
5000	St Paul's, Elice, ON	-	1,730.00	-	-	380.00	-	-	-	-	2,110.00
5100	St Peter's, Gads Hill, ON	-	5,151.20	-	-	-	-	-	-	-	5,151.20
5470	St Peter's, Milverton, ON	-	8,505.00	-	-	8,322.00	-	-	-	-	16,827.00
5530	St James, New Dundee, ON	-	440.00	-	-	-	-	-	-	-	440.00
5540	Trinity, New Hamburg, ON	23,907.00	25,791.72	-	-	4,435.00	-	-	-	-	30,226.72
5560	St James, North Easthope, ON	-	1,685.00	-	-	360.00	-	-	-	-	2,045.00
5770	Zion, Phillipsburg, ON	7,300.00	6,635.00	-	-	590.00	-	-	-	-	7,225.00
5870	Zion, St Agatha, ON	-	2,015.00	-	-	-	-	-	-	-	2,015.00
5950	Zion, Stratford, ON	61,800.00	62,238.50	-	-	17,914.99	-	-	-	-	80,153.49
6000	Trinity, Tavistock, ON	-	26,595.68	-	-	960.00	250.00	-	-	-	27,805.68
6250	St Mark's, Wellesley, ON	5,500.00	4,738.00	-	-	1,160.00	-	-	-	-	5,898.00
6380	Bethany, Woodstock, ON	12,500.00	12,539.00	-	-	500.00	-	-	-	-	13,039.00

Congregation Number	Congregation Name	Benevolence Commitment	Benevolence Remitted	ETLC Global Mission	ETLC Other	CLWR	Martin Luther Univ College	Campus Ministries	Outdoor Ministry	Other	Total
Northern Ministry Area											
5010	Faith, Elliot Lake, ON	-	1,500.00	-	-	-	-	-	-	-	1,500.00
5400	St Paul's, Magnetawan, ON	2,000.00	2,500.00	-	-	465.00	-	-	-	80.00	3,045.00
5430	Zion, Massey, ON	-	1,000.00	-	-	-	-	-	-	-	1,000.00
5590	Redeemer, North Bay, ON	-	1,460.00	-	-	50.00	-	-	-	-	1,510.00
5900	Eschelon, Sault Ste Marie, ON	-	-	-	-	-	-	-	-	-	-
5920	Zion, Sault Ste Marie, ON	6,000.00	7,469.00	85.00	-	2,130.00	589.61	-	-	-	10,273.61
5940	St John's, South Porcupine, ON	-	4,100.00	-	-	-	480.00	-	-	-	4,100.00
5980	Trinity, Sudbury, ON	16,000.00	16,000.00	275.00	594.00	5,794.00	-	-	-	-	23,143.00
12089	New Hope, Sudbury, ON	12,000.00	14,770.00	1,024.75	-	3,283.40	-	-	-	-	19,078.15
Ottawa Ministry Area											
5635	Resurrection, Orleans, ON	9,000.00	9,000.00	-	-	-	-	-	-	-	9,000.00
5660	Faith, Ottawa, ON	14,500.00	15,380.79	-	200.00	3,345.00	4,000.00	4,000.00	(1,177.00)	-	25,728.79
5670	Martin Luther, Ottawa, ON	-	10,000.00	-	-	-	-	-	-	-	10,000.00
5680	Peace Lutheran, Ottawa, ON	-	-	-	-	-	-	-	-	-	-
5690	St John, Ottawa, ON	23,200.00	23,200.40	500.00	-	4,135.00	389.83	-	-	-	28,225.23
5700	St Peter's, Ottawa, ON	20,000.00	14,424.50	-	-	8,263.13	1,750.00	-	1,620.00	100.00	26,157.63
12047	Good Shepherd Barhaven, Ottawa, ON	500.00	1,500.00	-	-	-	-	-	-	-	1,500.00
Ottawa Valley Ministry Area											
4720	St Peter's, Alice, ON	3,100.00	3,390.00	-	-	1,040.00	110.00	-	-	-	4,540.00
4730	St John's, Arnprior, ON	3,980.00	3,903.50	-	-	120.00	-	-	-	-	4,023.50
4740	St John's, Angusburg, ON	500.00	1,342.00	-	-	425.00	-	-	-	-	1,767.00
4800	St John's, Bonnechere, ON	-	3,435.00	-	-	20.00	-	-	-	-	3,455.00
4950	St Paul's, Denbigh, ON	-	480.00	-	-	480.00	-	-	-	-	960.00
4990	Grace, Eganville, ON	6,000.00	7,490.00	-	-	10.00	-	-	205.00	-	7,705.00
5440	Christ, Maynooth, ON	2,400.00	2,400.00	-	-	-	-	-	-	-	2,400.00
5730	St Timothy's, Pembroke, ON	13,900.00	13,900.00	-	797.25	7,282.00	100.00	-	4,625.00	1,000.00	27,704.25
5740	Zion, Pembroke, ON	-	28,030.00	794.00	-	1,634.00	-	-	300.00	-	30,778.00
5750	St John's, Peawanaw, ON	14,500.00	16,420.00	-	-	661.90	-	-	110.00	-	17,191.90
5810	St Stephen's, Raglan Twp, ON	2,830.00	2,830.00	-	-	-	-	-	100.00	-	2,930.00
5820	Grace, Rankin, ON	-	2,090.00	-	-	195.00	-	-	355.00	-	2,640.00
5830	St James, Renfrew, ON	6,500.00	6,497.00	-	-	590.00	-	-	440.00	-	7,527.00
6370	Bethlehem, Woto, ON	-	792.50	-	-	20.00	-	-	-	-	812.50
6620	St John's, Lady-smith, QC	-	1,035.00	-	-	-	-	-	-	-	1,035.00
6710	Zion, Schwartz, QC	-	3,745.00	-	-	-	-	-	-	-	3,745.00
Seaway Ministry Area											
4780	Holy Trinity, Belleville, ON	-	1,081.27	-	-	70.00	-	-	-	-	1,151.27
4840	Good Shepherd, Brockville, ON	6,500.00	8,086.00	-	-	555.00	-	-	-	-	8,641.00
4970	St Luke's, Dunbar, ON	2,500.00	2,600.00	-	-	2,335.00	-	-	-	-	4,935.00
5240	St Mark's, Kingston, ON	13,653.00	13,653.00	-	-	1,077.50	62.50	-	-	-	14,793.00
6280	South Dundas Lutheran Community Church, Willi	4,000.00	4,585.00	465.00	-	-	-	-	-	-	5,050.00
Thames Ministry Area											
4750	St John's, Aylmer, ON	-	2,280.00	-	-	10.00	-	-	-	-	2,290.00

Financial Reports

Congregation Number	Congregation Name	Benewolence Commitment	Benewolence Remitted	ETLC Global Mission	ETLC Other	CLWR	Martin Luther Univ College	Campus Ministries	Outdoor Ministry	Other	Total
4850	St Peter's, Brodthagen, ON	12,000.00	12,429.00	-	-	-	-	-	-	1,113.10	13,542.10
5340	St Paul's, Leamington, ON	9,700.00	9,700.00	-	-	-	-	-	-	-	10,230.00
5370	Redeemer, London, ON	17,600.00	17,804.00	-	-	-	-	-	-	-	18,704.00
5380	St Angela, London, ON	6,180.00	6,180.00	-	-	-	-	-	-	60.00	7,397.55
5390	Trinity, London, ON	-	9,665.00	100.00	-	-	-	-	-	-	11,967.25
6360	Trinity, Windsor, ON	3,600.00	6,745.00	-	-	-	-	-	-	-	6,745.00
6390	St Peter's, Zurich, ON	9,000.00	9,006.33	-	-	-	-	-	-	-	9,006.33
The Boy Ministry Area											
4830	Faith, Brantford, ON	13,000.00	13,000.00	-	20.00	4,263.00	-	-	-	-	17,283.00
4860	Holy Cross, Burlington, ON	-	13,036.00	-	-	6,760.00	-	-	-	-	19,796.00
5070	Redeemer, Fisherville, ON	-	548.89	-	-	100.00	-	-	-	-	648.89
5140	Christ, Hamilton, ON	3,500.00	3,500.00	-	-	-	-	-	-	-	3,500.00
5150	Faith, Hamilton, ON	-	9,320.00	-	-	2,670.00	-	-	-	-	11,990.00
5160	First Estonian, Hamilton, ON	-	1,020.00	-	-	-	-	-	-	-	1,020.00
5170	Grace, Hamilton, ON	-	10,500.00	-	-	372.00	-	-	-	-	10,872.00
5180	St John's, Hamilton, ON	19,125.00	19,125.00	-	15.00	2,126.00	-	-	-	-	21,266.00
5190	Transfiguration, Hamilton, ON	6,400.00	6,400.00	-	-	474.00	-	-	-	-	6,874.00
Two Rivers Ministry Area											
4910	St Matthew's, Conestogo, ON	6,000.00	7,772.00	-	-	4,907.00	-	-	-	250.00	12,929.00
5020	St James, Elmira, ON	12,000.00	13,725.00	100.00	-	4,850.00	-	-	-	-	18,675.00
5040	St Paul's, Elmhurst, ON	-	1,200.00	-	-	-	-	-	-	-	1,200.00
5060	Faith, Fergus, ON	-	5,000.00	-	-	-	-	-	-	-	5,000.00
5210	St Peter's, Heidelberg, ON	-	1,170.00	-	-	390.00	-	-	-	-	1,560.00
5350	St Peter's, Linwood, ON	-	486.00	-	-	-	-	-	-	-	486.00
5890	St James, St Jacobs, ON	-	13,774.00	-	-	7,885.00	-	-	-	185.00	21,644.00
6200	Christ, Waterloo, ON	16,000.00	16,000.00	-	50.00	2,670.00	-	-	-	-	18,720.00
6210	Mount Zion, Waterloo, ON	24,000.00	25,645.00	139.00	-	1,822.00	555.00	275.00	60.00	-	28,496.00
12098	Trillium, Waterloo, ON	-	50,500.00	1,175.00	-	20,033.50	-	-	-	-	71,708.50
Non Congregational Remittances*											
		-	8,795.00	443.75	-	600.00	523.00	-	1,164.00	36,960.10	48,485.85
Total		911,158.00	1,430,417.97	9,028.47	2,890.15	236,471.03	19,789.54	4,585.00	10,719.50	44,151.36	1,758,053.02

* excludes bequests > \$5,000
* excludes proceeds from closed congregations

2020 Remittance Report

Congregation #	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Miss	ELCIC Other	CLWR	Martin Luther Univ College	Campus Ministries	Outdoor Ministry	Other	Total
Atlantic Ministry Area											
4110	St Matthew Frederick	1,000	1,100	0	0	0	0	0	0	0	1,100
4120	Bethany New Denmark	0	600	0	0	600	0	0	0	0	1,200
4130	St Peter's New Denmark	0	4,250	0	0	1,000	0	0	0	0	5,250
4310	St Luke Baker Settlement	0	0	0	0	0	0	0	0	0	0
4320	St James Branch La Have	1,200	1,185	0	0	0	0	0	0	0	1,185
4330	St Paul's Bridgewater	0	5,000	0	0	110	0	0	0	0	5,110
4340	Christ Camperdown	0	1,950	0	0	100	0	0	0	0	2,050
4350	St Peter's Chester	0	500	0	0	0	0	0	0	0	500
4370	Ascension Conquerall Mills	200	747	45	0	70	0	0	0	0	862
4375	Grace Dartmouth	320	190	0	0	0	0	0	0	0	190
4380	Our Saviour Dartmouth	0	1,000	0	0	63	0	0	0	0	1,053
4390	St Stephen's Fairville	0	0	0	0	0	0	0	0	0	0
4400	St John's Felton South	0	61	0	0	121	0	0	0	0	182
4410	Grace First South	0	2,700	600	0	0	0	0	0	0	3,200
4420	Resurrection Halifax	17,000	17,333	0	0	5,453	627	0	0	0	23,413
4430	Zion Lunenburg	0	4,757	0	0	50	0	0	13	0	4,820
4440	St John's Mahone Bay	5,700	6,419	0	0	515	0	0	0	0	6,934
4460	Calvary Middlewood	0	1,766	25	0	100	0	16	100	0	1,991
4470	St Mark's New Cornwall	0	300	0	0	0	0	0	0	0	300
4480	Trinity New Germany	0	4,900	0	0	50	0	0	0	0	4,950
4490	St Matthew's Newburne	0	2,084	0	0	300	0	150	150	0	2,684
4500	All Saints Newcombville	6,400	5,977	0	0	619	0	0	0	0	6,596
4510	St Paul's North River	0	2,400	0	0	120	0	50	200	0	2,770
4520	St Luke's Rhodes Corner	1,500	1,500	0	0	0	0	0	0	0	1,500
4530	St Matthew's Rose Bay	0	2,000	0	0	40	0	0	0	0	2,040
4550	Mount Olivet Upper La Have	1,200	1,200	0	0	0	0	0	0	0	1,200
4560	Mount Calvary Upper Northfield	0	1,254	0	0	40	0	0	50	25	1,369
4580	St Andrews West Northfield	1,200	629	0	0	0	0	0	0	0	629
Central Toronto Ministry Area											
5050	Merlin Luther Toronto	0	14,496	0	0	20	0	0	0	0	14,516
5420	Zion Maple	0	2,000	0	0	0	270	0	0	0	2,270
5425	Toronto Chinese Scarborough	4,800	4,800	0	0	0	0	0	0	0	4,800
5545	Holy Cross Neumarket	0	8,700	0	0	50	0	0	0	0	8,750
5610	Emmanuel Toronto	0	2,000	0	0	0	0	0	0	0	2,000
5640	St Paul's Richmond Hill	0	2,192	0	0	0	0	0	0	0	2,192
6010	Thornhill Thornhill (Markham)	0	5,050	0	0	920	0	30	0	0	6,000
6080	First Toronto	3,000	3,000	0	0	0	0	0	0	0	3,000

Financial Reports

Congregation #	Congregation Name	Benevolence Contribution	Benevolence Remitted	ELCIC Global Miss	ELCIC Other	CLWR	Marin Luther Univ College	Campus Ministries	Outdoor Ministry	Other	Total
6090	Hungarian Toronto	0	400	0	0	0	0	0	0	0	400
6110	Redeemer Toronto	7,575	7,116	0	0	0	300	0	0	0	7,416
6120	St Andrews Estonian Toronto	0	5,500	0	0	0	0	0	0	0	5,500
6130	St Andrews Latvian Toronto	0	6,478	0	0	0	0	0	0	0	6,478
6140	St Ansgar Toronto	30,000	33,150	0	0	3,304	0	0	0	0	36,454
6150	St George's Toronto	0	1,500	0	0	0	0	0	0	0	1,500
6165	St Paul's Toronto	0	2,400	0	0	0	0	0	0	0	2,400
6170	Bethesda Unionville	0	12,000	0	0	0	0	0	0	0	12,000
6300	Advent Toronto	0	8,206	0	10	1,567	0	0	0	0	9,773
6310	Agricola Toronto	6,000	6,000	0	0	0	0	0	0	0	6,000
6330	Swedish Toronto	0	2,300	0	0	0	0	0	0	0	2,300
10126	Rhenish Toronto	0	11,065	0	0	0	0	0	0	2,000	13,065
Georgian Ministry Area											
4760	Trinity Aylon	0	9,886	0	0	2,046	0	0	0	0	11,932
4820	St Peter's Brant	0	1,063	0	0	0	0	0	0	0	1,063
4900	St Mark's Chesley	0	8,088	0	0	0	0	0	0	0	8,088
5030	St John's Elmwood	0	3,560	0	0	4,025	10	0	0	120	7,715
5200	St Matthew's Hamover	0	32,604	0	0	1,075	0	0	0	0	33,679
5360	St Paul's Listowel	11,000	11,056	0	35	1,210	0	0	0	400	12,701
5460	St Matthew Midway	2,800	2,925	0	0	0	0	0	0	0	2,925
5510	St Paul Neustadt	0	4,500	0	0	465	0	0	0	0	4,965
5520	St Peter's Neustadt	6,700	8,221	0	0	1,880	100	0	0	300	10,501
5580	St Paul's Normandy	0	4,500	0	0	0	0	0	0	0	4,500
5710	Our Saviour Owen Sound	0	11,250	0	0	10,388	3,340	0	0	0	24,978
5800	Faith Port Elgin	10,000	10,000	0	0	620	0	0	0	0	10,620
6180	Trinity Walkerton	7,500	7,500	1,300	0	110	0	0	0	0	8,910
6190	St Paul's Wallace	5,100	5,100	0	135	305	0	0	0	0	5,540
6270	St Peter's Winton	5,500	5,500	0	0	265	0	0	0	0	5,765
6290	St James Williamford	4,100	3,280	0	0	0	0	0	0	0	3,280
GTA East Ministry Area											
5640	Faith Oshawa	13,500	10,569	0	0	4,975	0	0	0	0	15,544
5760	Christ Peterborough	11,000	11,000	0	0	1,985	0	0	0	0	12,985
5780	Peace Pickering	0	9,000	0	0	0	0	0	0	0	9,000
6260	Epiphany Toronto	0	16,800	0	0	0	0	0	0	0	16,800
6265	Christ The King Whitby	0	0	275	0	130	0	0	25	0	430
GTA West Ministry Area											
4610	Augsburg Brampton	12,500	22,872	0	0	100	0	0	0	0	22,972
5220	St Philip's Toronto	29,000	23,772	0	0	0	0	0	0	0	23,772

Congregation #	Congregation Name	Benevolence Contribution	Benevolence Refunded	ELCIC Global Miss	ELCIC Other	CLWR	Marin Luther Univ College	Campus Ministries	Outdoor Ministry	Other	Total
5490	Holy Spirit of Peace Missisauqua	0	9,416	0	0	0	0	0	0	0	9,416
5630	Grace Oakville	0	14,750	0	0	1,045	0	0	0	0	15,795
Huronia Ministry Area											
4775	Westside Barrie	0	15,960	0	0	265	0	0	0	0	16,225
5115	Nazareth Germania	0	50	0	0	0	0	0	0	0	50
5450	St Mark's ALC Midland	0	3,370	0	0	0	0	0	0	0	3,370
5632	St David's Anglican Lutheran Church Orl	0	2,287	0	0	0	0	0	0	0	2,287
Grand River Ministry Area											
4880	St Paul's Cambridge	18,367	16,690	0	0	3,320	0	0	0	0	20,010
4890	St Peter's Cambridge	0	4,081	0	0	0	0	0	0	0	4,081
5130	All Saints Guelph	14,804	14,804	0	0	1,508	0	0	0	0	16,312
5270	St Luke's Kitchener	0	22,351	423	0	2,030	0	0	0	1,436	26,241
5290	St Matthews Kitchener	0	26,367	0	0	3,303	0	0	0	0	29,670
5300	St Paul's Kitchener	0	2,415	0	0	0	0	0	0	0	2,415
5310	St Peter's Kitchener	0	40,000	0	0	3,169	240	0	0	0	43,409
5330	St Stephen's Kitchener	0	14,495	280	0	3,010	0	0	0	290	18,075
5410	St James Mannheim	0	355	0	0	0	10	0	0	0	365
Montreal Ministry Area											
6510	Christ The Redeemer Dollard-Des-Ormeaux	12,000	12,000	0	0	1,200	0	0	0	0	13,200
6530	St Arsens Montreal	0	2,400	0	0	0	0	0	0	0	2,400
6540	St Joans Montreal	0	8,000	0	0	0	0	0	0	0	8,000
6550	St John Esplan Montreal	0	840	0	0	0	0	0	0	0	840
6560	St Michaels Montreal	3,500	3,500	0	0	0	0	0	0	0	3,500
6570	Trinity Montreal	0	968	0	0	0	0	0	0	0	968
6580	Good Shepherd/Bon Pasteur Saint-Lambert	0	8,000	0	0	11,000	3,000	0	0	0	22,000
6590	Chinese Saint-Laurent	0	1,500	0	0	0	0	0	0	0	1,500
6700	St Paul Saint-Laurent	2,100	0	0	0	0	0	0	0	0	0
Niagara Ministry Area											
5080	Trinity Fort Erie	0	4,481	894	0	400	0	0	0	0	5,765
5550	Good Shepherd Niagara Falls	0	4,740	0	0	0	0	0	0	0	4,740
5560	St Paul's Niagara Falls	1,500	375	0	0	0	0	0	0	0	375
5790	First Port Colborne	0	520	0	0	0	0	0	0	0	520
5850	St Luke's Ridgeway	0	1,354	0	0	0	0	0	0	0	1,354
5880	Faith St Catharines	4,200	4,200	0	0	795	0	0	0	0	4,995
6230	St Matthews Welland	0	4,000	0	0	410	0	0	0	0	4,410
Nth Valley Ministry Area											
4770	St James Baden	0	4,541	0	0	1,435	0	0	0	0	5,976

Congregation #	Congregation Name	Benevolence Contribution	Benevolence Remitted	ELCIC Global Miss	ELCIC Other	CLWR	Martin Luther Univ College	Campus Ministries	Outdoor Ministry	Other	Total
4380	St Matthew's East Zorra	0	2,365	0	0	795	0	0	0	0	3,160
5000	St Paul's Ellice	0	950	0	0	410	0	0	0	0	1,360
5100	St Peter's Gads Hill	0	2,439	0	0	1,000	0	0	0	2,000	5,439
5470	St Peter's Milverton	0	3,484	0	0	2,065	0	0	0	0	5,549
5530	St James New Dundee	0	320	0	0	0	0	0	0	0	320
5540	Trinity New Hamburg	23,692	32,517	0	30	3,735	0	0	0	0	36,282
5600	St James North Easthope	0	1,360	0	0	365	0	0	0	0	1,725
5770	Zion Philipburg	0	8,102	0	0	45	0	0	0	0	8,147
5870	Zion St Agatha	1,500	1,566	0	0	0	0	0	0	0	1,566
5950	Zion Stratford	0	57,003	0	200	14,429	0	0	0	0	71,632
6000	Trinity Tavistock	23,000	23,035	0	0	795	240	0	0	0	24,070
6250	St Mark's Wellesley	5,000	4,307	0	0	600	0	0	0	0	4,907
6380	Bethany Woodstock	6,000	11,620	0	0	605	0	0	0	0	12,225
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	2,000	0	0	505	0	0	0	150	2,655
5430	Zion Massey	0	1,000	0	0	0	0	0	0	0	1,000
5590	Redeemer North Bay	0	1,370	0	0	45	0	0	0	0	1,415
5900	Estimian Sault Ste Marie	0	0	0	0	0	0	0	0	0	0
5920	Zion Sault Ste Marie	0	5,172	265	0	525	104	0	0	0	6,066
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	5,410	460	0	0	0	22,190
12089	New Hope Sudbury	12,000	14,460	611	0	1,937	0	0	0	0	17,008
Ottawa Ministry Area											
5635	Resurrection Orleans	10,000	10,000	0	0	0	0	0	0	150	10,150
5660	Faith Ottawa	14,500	16,098	0	0	2,690	4,000	0	2,970	0	25,758
5670	Martin Luther Ottawa	0	5,000	0	0	0	0	0	0	0	5,000
5680	Peace Lutheran Ottawa	0	3,000	0	0	0	0	0	0	0	3,000
5690	St John Ottawa	23,500	9,917	0	0	1,850	0	0	0	0	11,767
5700	St Peter's Ottawa	16,000	10,462	0	0	1,769	0	0	1,500	0	13,831
12047	Good Shepherd Barrhaven Ottawa	500	500	0	0	0	0	0	0	0	500
Ottawa Valley Ministry Area											
4720	St Peter's Alice	0	3,579	0	0	1,000	0	0	0	0	4,579
4730	St John's Arnprior	3,980	4,191	0	0	220	0	0	0	0	4,411
4740	St John's Angusburg	500	1,199	0	0	300	0	0	0	0	1,499
4800	St John's Bonnechere	0	5,530	0	0	115	0	0	0	0	5,645
4350	St Paul's Denbigh	0	90	0	0	90	0	0	0	0	180
4990	Grace Eganville	7,000	7,000	0	0	0	0	0	0	0	7,000

Congregation #	Congregation Name	Benevolence Contribution	Benevolence Reimbursed	ELCIC Global Miss	ELCIC Other	CLWR	Marin Luther Univ College	Campus Ministries	Outdoor Ministry	Other	Total
5440	Christ Maynooth	2,400	2,400	0	0	0	0	0	0	0	2,400
5730	St Timothy's Pembroke	14,200	15,039	0	0	5,892	0	0	3,000	0	23,991
5740	Zion Pembroke	0	27,000	798	0	906	0	0	125	0	28,829
5750	St John's Pelawawa	0	16,500	0	0	50	0	0	118	0	16,668
5810	St Stephen's Raglan Twp	2,900	2,900	0	0	300	0	0	100	0	3,300
5820	Grace Rankin	0	2,120	0	0	10	0	0	0	0	2,130
5830	St James Renfrew	6,900	6,387	0	0	1,105	0	0	565	0	8,057
6370	Bethlehem Wollo	0	1,093	0	0	0	0	0	0	0	1,093
6620	St John's Ladysmith	0	1,020	0	0	0	0	0	0	0	1,020
6710	Zion Schwartz	2,400	3,205	0	0	0	0	0	0	0	3,205
Seaway Ministry Area											
4780	Holy Trinity Belleville	4,000	2,442	0	0	130	0	0	0	0	2,572
4840	Good Shepherd Brockville	6,000	7,449	0	0	320	0	0	500	0	8,269
4970	St Luke's Dunbar	2,500	2,700	0	0	2,140	0	0	0	0	4,840
5240	St Mark's Kingston	0	7,000	0	0	903	0	0	0	0	7,903
6280	South Dundas Lutheran Community Church	4,000	4,210	400	0	0	0	0	0	0	4,610
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 Brocton	0	12,897	0	0	2,150	0	0	0	1,082	16,129
5340	St Paul's Leamington	9,070	9,070	0	0	330	0	0	0	0	9,400
5370	Redeemer London	15,000	15,000	0	0	1,000	0	0	0	0	16,000
5380	St Arsgat London	0	5,720	0	0	890	0	0	0	60	6,670
5390	Trinity London	0	7,650	0	0	399	0	0	0	0	7,949
6360	Trinity Windsor	0	6,655	0	0	0	0	0	0	0	6,655
6390	St Peter's Zurich	9,000	6,500	0	0	1,436	0	0	0	0	7,936
12108	Peace Christian Church Chatham	0	0	0	0	0	0	0	0	0	0
The Bay Ministry Area											
4830	Faith Bradford	13,500	10,690	0	0	5,265	0	0	0	0	15,945
4860	Holy Cross Burlington	0	10,721	0	0	3,839	0	0	0	0	14,560
5070	Redeemer Fitchville	0	548	0	0	0	0	0	0	0	548
5140	Christ Hamilton	0	3,500	0	0	0	0	0	0	0	3,500
5150	Faith Hamilton	0	2,500	0	0	600	0	0	0	0	3,100
5160	First Eskonan Hamilton	0	1,020	0	0	0	0	0	0	0	1,020
5170	Grace Hamilton	15,000	15,185	0	0	944	0	0	0	0	16,130
5180	St John's Hamilton	4,800	4,800	0	0	300	0	0	0	0	5,130
5190	Transfiguration Hamilton	0	1,500	0	0	146	0	0	0	0	1,646
12106	Trinity Hamilton	0	27,504	0	0	1,806	0	0	0	0	29,310
Two Rivers Ministry Area											

Congregation #	Congregation Name	Benevolence Contribution	Benevolence Remitted	ELCIC Global Miss	ELCIC Other	CLWR	Martin Luther Univ College	Campus Ministries	Outdoor Ministry	Other	Total
4910	St Matthew's Crestogo	0	4,951	0	0	3,516	0	0	0	252	8,719
5020	St James Elmira	12,000	9,940	0	0	4,655	0	0	0	0	14,595
5040	St Paul's Ebsville	0	1,000	0	0	0	0	0	0	0	1,000
5060	Faith Feigus	0	5,000	0	0	0	0	0	0	0	5,000
5210	St Peter's Heidelberg	0	1,220	0	0	0	0	0	0	0	1,220
5350	St Peter Limwood	0	0	0	0	0	0	0	0	0	0
5690	St James St Jacobs	12,000	10,965	0	0	7,635	0	0	0	0	18,600
6200	Christ Waterloo	0	15,950	0	0	2,909	0	0	0	100	18,959
6210	Mount Zion Waterloo	22,000	22,814	0	0	2,193	420	70	55	410	25,962
12098	Trillium Waterloo	0	51,400	125	0	4,835	100	0	0	0	56,460
Non Congregational Remittances *		0	6,560	0	0	100	0	0	1,000	31,022	38,682
TOTAL		598,788	1,327,898	6,231	410	175,723	13,240	300	10,571	38,797	1,574,171

* excludes bequests > \$5,000
* excludes proceeds from closed congregations

EASTERN SYNOD BUDGETS 2021 - 2024

Principles, Assumptions and Notes

GENERAL

1. Budgets for each year will be balanced.

INCOME

1. Because several congregations have closed in recent years, a trend that is expected to continue over the next triennium, it is anticipated that in total, congregational remittances to regular benevolence will decrease by 2% year over year, using 2020 actual congregational remittances as the base.
2. The Synod will be eligible, and apply for, the Canada Emergency Wage Subsidy in 2021.
3. The Evangelical Lutheran Foundation of Eastern Canada (ELFEC) will realize a 5% annual rate of return on funds that it holds for Eastern Synod purposes (2021 - 2024).
4. 100% of the ELFEC operating grant will be allocated to the operating budget. This investment income, earned from gifts made by our forefathers 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”*.
5. The grant to Martin Luther University College will be reduced by \$36,000 / year when the donation of the 177 Albert St. property becomes effective (July 1, 2021 assumed for budget purposes). At that time, \$36,000 in annual rent will no longer be received as income.
6. The projected 2021 surplus will be allocated to the Undesignated Gift and Bequest Fund, and a portion of this surplus will offset the deficit that is otherwise projected for 2024.

EXPENDITURES

1. Expenditures on synodical ministries will align with the Synod's strategic plan.
2. The annual rate of inflation will be 2.5%.
3. 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.

4. The minimum amount committed to ELCIC benevolence will 25% of congregational benevolence receipts.
5. Budgeted expenditures reflect both historical priorities and more recently emerging opportunities and needs, as prioritized in the Eastern Synod Strategic Plan.

Significant new or increased areas of expenditure include:

- Congregational Redevelopment Services (new)
- Bursaries and internship funding for seminary students (increase)
- Public Policy and Service ministries (new funding for Circle of Restorative Justice, Racial Justice Advisory Committee, Climate change initiatives)

Significant decreases from the 2021 original budget include:

- Property Transformation Director role (ended in 2020)
 - Women's Ministry Director role (projected to end Dec 31, 2021)
 - Worship Ministry Director role (projected to end Dec 31, 2021)
 - 2021 staff travel (due to pandemic)
 - 2021 synod council meeting expense (due to pandemic)
 - Deans and Ministry Director meetings (reduced from two to one in-person meetings annually)
 - Funding for the Canada Lutheran (decrease to be phased in, between 2022 and 2024)
6. The Bishops' Company Fund will be used to fund new ministry opportunities rather than regular budgetary items. Budget lines previously funded by the Bishops' Company will be funded from general income (2021 – 2024).
 7. Fund Principles:

Investment income: The intention is to expend all income earned by invested funds each year.

Principal: For those funds where it is permissible to spend the principal, use of the principal will be restricted to funding important, non-recurring strategic or creative expenditures (rather than to sustain ongoing operational items). The principal may be used to balance the budget only in exceptional "rainy day" situations (e.g. pandemic).

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 ELFEC's General Investment Fund (the source of the ELFEC Operations Grant) to help offset the impact of inflation in future years, and
 - b. 50% of the excess may be added to the synod's benevolence commitment to the ELCIC.

Eastern Synod Budgets (2021 ORIGINAL vs. 2021 REVISED)									
	2020 (ACTUAL)			2021 (ORIGINAL)			2021 (REVISED)		
	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL
INCOME									
Regular Benevolence	1,369,044		1,369,044	1,379,000		1,379,000	1,300,000		1,300,000
ELFEC Operations Grant	195,000		195,000	200,000		200,000	215,000		215,000
Remembering For the Future Grant	80,000		80,000	70,000		70,000	80,000		80,000
Undesignated Gift/Bequest Grant			0	100,000		100,000	160,000		160,000
Restricted/Other Funding		719,929	719,929		753,575	753,575		649,500	649,500
Total - Income	1,624,044	719,929	2,343,973	1,749,000	753,575	2,502,575	1,755,000	649,500	2,404,500
EXPENDITURES									
1. National Church - ELCIC	402,700		402,700	406,700		406,700	406,700		406,700
2. Martin Luther University College	280,000	36,000	316,000	280,000	36,000	316,000	280,000	18,000	298,000
3. Committee & Ministry Programming									
a. Mission Committee									
Canadian Mission Grants		1,613	1,613		266,625	266,625		159,000	159,000
Other		175,787	175,787		14,000	14,000		10,000	10,000
Total Mission	0	177,400	177,400	0	280,625	280,625	0	169,000	169,000
b. Youth & Young Adult Ministries Comm									
Outdoor Ministry	32,050	12,000	44,050	15,000	31,200	46,200	16,530	31,630	48,160
Lutheran Campus Ministry		4,000	4,000	14,000	14,000	28,000	4,800	0	4,800
Youth & Young Adult Ministry		9,357	9,357	4,150	10,850	15,000		20,870	20,870
Children's Ministry		5,131	5,131			0		8,500	8,500
Other	1,700	740	2,440			0	7,670		7,670
Total Youth & Young Adult Ministries	33,750	31,228	64,978	33,150	56,050	89,200	29,000	61,000	90,000
c. Candidacy Committee									
Bursaries & Internships	7,943	6,057	14,000	5,450	14,550	20,000	2,000	16,000	18,000
Other	2,007		2,007	4,500		4,500	3,000		3,000
Total Candidacy	9,950	6,057	16,007	9,950	14,550	24,500	5,000	16,000	21,000
d. Professional Leadership Committee			0	250		250			0

Eastern Synod Budgets (2021 ORIGINAL vs. 2021 REVISED)									
	2020 (ACTUAL)			2021 (ORIGINAL)			2021 (REVISED)		
	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL
e. Congregational Redevelopment Services									
Adviser Fees		77,381	77,381			0		96,000	96,000
Other		2,059	2,059			0		25,250	25,250
Total Congregational Redevelopment Services	0	79,440	79,440	0	0	0	0	121,250	121,250
f. Stewardship & Resource Development		15,483	15,483		38,200	38,200		5,000	5,000
g. Communication									
Canada Lutheran	20,000		20,000	20,000	1,000	21,000	20,000		20,000
Website, Misc	851	25	876	3,700		3,700	2,500		2,500
Total Communication	20,851	25	20,876	23,700	1,000	24,700	22,500	0	22,500
h. Worship			0	1,500		1,500	1,500		1,500
i. Women	3,610	1,579	5,189		8,000	8,000	2,000		2,000
j. Public Policy & Service	1,000		1,000	1,800		1,800	1,800	6,000	7,800
Total - Committee & Ministry Programming	69,161	311,212	380,373	70,350	398,425	468,775	61,800	378,250	440,050
4. Other Ministries									
a. Office of the Bishop									
Congregational Leadership Workshops			0		5,000	5,000			0
Global Mission Companion Program	2,283	5,000	5,000	4,600	20,000	24,600	2,000	20,000	22,000
Other		4,272	6,555						
Total Office of the Bishop	2,283	9,272	11,555	4,600	30,000	34,600	7,000	20,000	27,000
b. Salaries and Professional									
Professional Staff - Salaries & Benefits	271,844	227,182	499,026	386,300	75,000	461,300	369,100	122,750	491,850
Professional Staff - Travel	19,975		19,975	58,000		58,000	32,000		32,000
Office Staff - Salaries & Benefits	91,455	80,000	171,455	234,100	900	235,000	146,400	25,900	172,300
Directors / Deans / Officers	36,535	5,189	41,724	52,050	6,650	58,700	43,300		43,300
Total Salaries and Professional	419,809	312,371	732,180	730,450	82,550	813,000	590,800	148,650	739,450
c. Office									
Building - Utilities, Maint, Insurance	34,769		34,769	40,200		40,200	39,100		39,100
IT, Equipment, Telephone	41,487		41,487	28,500		28,500	23,000		23,000
Legal, Auditing, Archives	38,559		38,559	46,000		46,000	42,800		42,800
Other	119,886	12,400	132,086	23,600	12,400	36,000	19,600	12,400	32,000
Total Office	234,501	12,400	246,901	138,300	12,400	150,700	124,500	12,400	136,900
d. Retreats and Conferences	-1,475	28,649	27,174		49,000	49,000		49,000	49,000

Eastern Synod Budgets (2021 ORIGINAL vs. 2021 REVISED)									
	2020 (ACTUAL)			2021 (ORIGINAL)			2021 (REVISED)		
	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL	LEVEL 1 FUNDING	RESTRICT FUNDING	TOTAL
e. Synod Council & SC Committees	602		602	21,150		21,150	10,150		10,150
f. Ministry Areas									
Committee of Deans	1,097		1,097	18,000		18,000	10,000		10,000
Ministry Area Grants / Training	1,097	7,615	7,615	15,000	15,000	15,000	10,000	10,000	10,000
Total Ministry Areas		7,615	8,712	18,000	15,000	33,000	10,000	10,000	20,000
g. Retiree Health Subsidy	69,160	2,410	71,570	67,800	1,600	69,400	72,000	1,600	73,600
h. National Convention			0	0	0	0			0
i. Synod Assembly			0	5,000	128,600	133,600	5,000	11,600	16,600
Total - Other Ministries	725,977	372,717	1,098,694	985,300	319,150	1,304,450	819,450	253,250	1,072,700
Total - Expenditures	1,477,838	719,929	2,197,767	1,742,350	753,575	2,495,925	1,567,950	649,500	2,217,450
SURPLUS / (DEFICIT)	146,206	0	146,206	6,650	0	6,650	187,050	0	187,050

Eastern Synod Budgets (2021 - 2024)												
	2021 (REVISED)			2022			2023			2024		
	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	1,300,000		1,300,000	1,275,000		1,275,000	1,250,000		1,250,000	1,225,000		1,225,000
ELFEC Operations Grant	215,000		215,000	215,000		215,000	215,000		215,000	220,000		220,000
Remembering For the Future Grant	80,000		80,000	80,000		80,000	92,500		92,500	97,500		97,500
Undesignated Gift/Bequest Grant	160,000		160,000	160,000		160,000	160,000		160,000	222,080		222,080
Restricted/Other Funding		649,500	649,500		640,150	640,150		604,850	604,850		772,100	772,100
Total - Income	1,755,000	649,500	2,404,500	1,730,000	640,150	2,370,150	1,717,500	604,850	2,322,350	1,764,580	772,100	2,536,680
EXPENDITURES												
1. National Church - ELCIC	406,700		406,700	406,700		406,700	406,700		406,700	406,700		406,700
2. Martin Luther University College	280,000	18,000	298,000	280,000		280,000	280,000		280,000	280,000		280,000
3. Committee & Ministry Programming												
a. Mission Committee												
Canadian Mission Grants		159,000	159,000		174,000	174,000		189,000	189,000		204,000	204,000
Other		10,000	10,000		14,000	14,000		11,500	11,500		11,500	11,500
Total Mission	0	169,000	169,000	0	188,000	188,000	0	200,500	200,500	0	215,500	215,500
b. Youth & Young Adult Ministries Comm												
Outdoor Ministry	16,530	31,630	48,160	16,495	31,630	48,125	48,125	48,125	48,125	48,125	48,125	48,125
Lutheran Campus Ministry	4,800	0	4,800	4,800	0	4,800	4,800	4,800	4,800	4,800	4,800	4,800
Youth & Young Adult Ministry		20,870	20,870		20,870	20,870		20,870	20,870		20,870	20,870
Children's Ministry		8,500	8,500		8,500	8,500		8,500	8,500		8,500	8,500
Other	7,670		7,670	7,705		7,705	7,705	7,705	7,705	7,705	7,705	7,705
Total Youth & Young Adult Ministries	29,000	61,000	90,000	29,000	61,000	90,000	0	90,000	90,000	0	90,000	90,000
c. Candidacy Committee												
Bursaries & Internships	2,000	16,000	18,000	5,000	27,000	32,000	5,000	27,000	32,000	5,000	27,000	32,000
Other	3,000		3,000	5,000		5,000	6,000		6,000	6,000		6,000
Total Candidacy	5,000	16,000	21,000	10,000	27,000	37,000	11,000	27,000	38,000	11,000	27,000	38,000
d. Professional Leadership Committee			0	250		250	250		250	250		250

Eastern Synod Budgets (2021 - 2024)													
	2021 (REVISED)			2022			2023			2024			
	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													
Adviser Fees		96,000	96,000		96,000	96,000		96,000	96,000		96,000	96,000	
Other		25,250	25,250		25,250	25,250		25,250	25,250		25,250	25,250	
Total Congregational Redevelopment Services	0	121,250	121,250	0	121,250	121,250	0	121,250	121,250	0	121,250	121,250	
f. Stewardship & Resource Development		5,000	5,000		41,000	41,000		5,000	5,000		5,000	5,000	
g. Communication													
Canada Lutheran	20,000		20,000	16,500		16,500	13,000		13,000	10,000		10,000	
Website, Misc	2,500		2,500	2,200		2,200	3,500		3,500	2,500		2,500	
Total Communication	22,500	0	22,500	18,700	0	18,700	16,500	0	16,500	12,500	0	12,500	
h. Worship	1,500		1,500			0			0			0	
i. Women	2,000		2,000			0			0			0	
j. Public Policy & Service	1,800	6,000	7,800	1,800	8,000	9,800	1,800	10,000	11,800	1,800	10,000	11,800	
Total - Committee & Ministry Programming	61,800	378,250	440,050	59,750	446,250	506,000	29,550	453,750	483,300	25,550	468,750	494,300	
4. Other Ministries													
a. Office of the Bishop													
Congregational Leadership Workshops			0		5,000	5,000		5,000	5,000		5,000	5,000	
Global Mission Companion Program	5,000		5,000	5,000		5,000	5,000		5,000	5,000		5,000	
Other	2,000	20,000	22,000	2,000	20,000	22,000	3,000	20,000	23,000	3,000	20,000	23,000	
Total Office of the Bishop	7,000	20,000	27,000	7,000	25,000	32,000	8,000	25,000	33,000	8,000	25,000	33,000	
b. Salaries and Professional													
Professional Staff - Salaries & Benefits	369,100	122,750	491,850	464,850	50,000	514,850	483,650	52,200	535,850	503,400	54,450	557,850	
Professional Staff - Travel	32,000		32,000	53,000		53,000	53,000		53,000	53,000		53,000	
Office Staff - Salaries & Benefits	146,400	25,900	172,300	174,400	900	175,300	182,100	900	183,000	190,400	900	191,300	
Directors / Deans / Officers	43,300		43,300	30,800		30,800	31,500		31,500	32,700		32,700	
Total Salaries and Professional	590,800	148,650	739,450	723,050	50,900	773,950	750,250	53,100	803,350	779,500	55,350	834,850	
c. Office													
Building - Utilities, Maint, Insurance	39,100		39,100	42,110		42,110	44,020		44,020	45,880		45,880	
IT, Equipment, Telephone	23,000		23,000	25,000		25,000	28,300		28,300	31,100		31,100	
Legal, Auditing, Archives	42,800		42,800	40,900		40,900	50,600		50,600	39,400		39,400	
Other	19,600	12,400	32,000	21,100	12,400	33,500	21,100	12,400	33,500	36,300	12,400	50,700	
Total Office	124,500	12,400	136,900	129,110	12,400	141,510	144,020	12,400	156,420	154,680	12,400	167,080	
d. Retreats and Conferences		49,000	49,000		49,000	49,000		49,000	49,000		49,000	49,000	

Eastern Synod Budgets (2021 - 2024)												
	2021 (REVISED)			2022			2023			2024		
	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	10,150		10,150	19,650		19,650	18,150		18,150	20,150		20,150
f. Ministry Areas												
Committee of Deans	10,000		10,000	10,000		10,000	10,000		10,000	10,000		10,000
Ministry Area Grants / Training	10,000	10,000	20,000	3,000	10,000	13,000	3,000	10,000	13,000	3,000	10,000	13,000
Total Ministry Areas	10,000	10,000	20,000	13,000	10,000	23,000	13,000	10,000	23,000	13,000	10,000	23,000
g. Retiree Health Subsidy	72,000	1,600	73,600	72,000	1,600	73,600	72,000	1,600	73,600	72,000	1,600	73,600
h. National Convention			0	15,000	45,000	60,000	0	0	0			0
i. Synod Assembly	5,000	11,600	16,600			0			0	5,000	150,000	155,000
Total - Other Ministries	819,450	253,250	1,072,700	978,810	193,900	1,172,710	1,005,420	151,100	1,156,520	1,052,330	303,350	1,355,680
Total - Expenditures	1,567,950	649,500	2,217,450	1,725,260	640,150	2,365,410	1,721,670	604,850	2,326,520	1,764,580	772,100	2,536,680
SURPLUS / (DEFICIT)	187,050	0	187,050	4,740	0	4,740	-4,170	0	-4,170	0	0	0

Eastern Synod of the Evangelical Lutheran Church in Canada

Financial statements
December 31, 2018



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 **Eastern Synod of the Evangelical Lutheran Church in Canada** [the "Synod"], which comprise the statement of financial position as at December 31, 2018, 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, 2018 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 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.

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.



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- 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
May 21, 2019

Ernst & Young LLP

Chartered Professional Accountants
Licensed Public Accountants



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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 \$	2018 Total \$	2017 Total \$
	<i>[note 2]</i>			
Assets				
Current				
Cash	1,402,990	(691,576)	711,414	770,310
Miscellaneous receivables and prepaid expenses	380,184	7,191	387,375	446,988
Due from Evangelical Lutheran Foundation of Eastern Canada ["ELFEC"] <i>[note 8]</i>	—	300,253	300,253	279,017
Accrued interest	—	—	—	376
Current portion of loans receivable <i>[note 4]</i>	—	255,200	255,200	—
Investments – at cost <i>[note 3]</i>	—	—	—	75,500
ELFEC Managed Fund <i>[note 3]</i>	—	237,260	237,260	490,172
Total current assets	1,783,174	108,328	1,891,502	2,062,363
Long-term portion of loans receivable <i>[note 4]</i>	—	237,500	237,500	235,650
Capital assets, net <i>[note 5]</i>	—	701,830	701,830	832,315
	1,783,174	1,047,658	2,830,832	3,130,328
Liabilities and fund balances				
Current				
Accounts payable	195,268	—	195,268	217,918
Due to ELFEC <i>[note 8]</i>	—	34,465	34,465	399,959
Total current liabilities	195,268	34,465	229,733	617,877
Post-retirement benefits obligation <i>[note 6]</i>	1,046,993	—	1,046,993	1,108,142
Total liabilities	1,242,261	34,465	1,276,726	1,726,019
Fund balances				
Invested in capital assets	—	701,830	701,830	832,315
Endowments <i>[note 2]</i>	—	—	—	20,601
Externally restricted	—	24,504	24,504	96,783
Internally restricted	—	286,859	286,859	602,896
Operating fund	540,913	—	540,913	(148,286)
Total fund balances	540,913	1,013,193	1,554,106	1,404,309
	1,783,174	1,047,658	2,830,832	3,130,328

See accompanying notes

On behalf of the Board:

Director

Director

Eastern Synod of the Evangelical Lutheran Church in Canada

Statement of operations

Year ended December 31

	Operating fund \$	Special purpose fund \$	2018 Total \$	2017 Total \$
Revenue				
Total offerings of member congregations [schedule 1]	1,393,315	318,152	1,711,467	1,888,242
Program support from other sources	196,661	—	196,661	130,685
Support for ministries and administrative [note 8(a)]	202,376	—	202,376	97,942
Donations, bequests and other receipts [notes 5 and 11]	777,578	1,059,416	1,836,994	1,692,992
Grants from ELFEC [note 8(b)]	344,693	598,310	943,003	1,111,927
Lutheran Campus Ministry Local Council income	—	—	—	829
Allocated interest and other investment income	2,763	8,121	10,884	39,709
	2,917,386	1,983,999	4,901,385	4,962,326
Expenses				
Evangelical Lutheran Church in Canada	394,800	—	394,800	390,900
Martin Luther University College	316,000	—	316,000	366,000
Synodical programmatic committees	314,576	354,665	669,241	563,337
Other ministries and administration	1,159,737	130,813	1,290,550	985,816
Disbursements for special purpose fund projects [note 8(c)]	94,132	1,595,082	1,689,214	1,803,082
Disbursements of special purpose congregational offerings [notes 5 and 11]	—	318,152	318,152	452,652
Post-retirement benefits [note 6]	35,900	—	35,900	39,100
Lutheran Campus Ministry Local Council expenses	6,663	—	6,663	14,879
Amortization of capital assets [note 5]	—	59,868	59,868	51,704
	2,321,808	2,458,580	4,780,388	4,667,470
Excess (deficiency) of revenue over expenses for the year	595,578	(474,581)	120,997	294,856

See accompanying notes

Eastern Synod of the Evangelical Lutheran Church in Canada

Statement of fund balances

Year ended December 31

	Operating fund \$	Endowment fund \$	Internally restricted fund \$	Externally restricted fund \$	2018 Total \$	2017 Total \$
Fund balances, beginning of year	(148,286)	20,601	1,435,211	96,783	1,404,309	906,653
Reallocation of unrestricted funds <i>(note 7)</i>	64,821	—	(64,821)	—	—	—
Excess (deficiency) of revenue over expenses for the year	595,578	(20,601)	(381,701)	(72,279)	120,997	294,856
Adjustment to post-employment benefits <i>(note 6)</i>	28,800	—	—	—	28,800	202,800
Fund balances, end of year	540,913	—	988,689	24,504	1,554,106	1,404,309

See accompanying notes

Eastern Synod of the Evangelical Lutheran Church in Canada

Statement of cash flows

Year ended December 31

	2018 \$	2017 \$
Operating activities		
Excess of revenue over expenses for the year	120,997	294,856
Add (deduct) items not involving current payment of cash		
Amortization of capital assets	59,868	51,704
Accretion of implicit interest on loans receivable [note 4]	(7,050)	(6,900)
Post-retirement benefits expense [note 6]	35,900	39,100
Gain on disposal of capital assets [note 5]	(725,605)	—
Net change in non-cash working capital balances related to operations [note 10]	(349,391)	556,440
Post-retirement benefits plan funding [note 6]	(68,249)	(61,688)
Cash provided by (used in) operating activities	(933,530)	873,512
Investing activities		
Purchase of capital assets [note 5]	(47,362)	(76,647)
Proceeds from disposal of capital assets [note 5]	843,584	—
Decrease (increase) in investments	328,412	(31,300)
Increase in loans receivable	(250,000)	—
Cash provided by (used in) investing activities	874,634	(107,947)
Net increase (decrease) in cash during the year	(58,896)	765,565
Cash, beginning of year	770,310	4,745
Cash, end of year	711,414	770,310

See accompanying notes

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2018

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 registered charity under the *Income Tax Act* (Canada) and is exempt from income taxes.

2. 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

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 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.

Investments

Investment certificates are valued at amortized cost using the effective interest rate method. The investment in the ELFEC Managed Fund is measured at fair value, with any gains or losses recognized in income in the period incurred. Transactions are recorded on a trade-date basis, and transaction costs are expensed as incurred.

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:

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2018

Office equipment	3 – 5 years
Office building and furniture	25 years
Vehicles	3 – 4 years
Delton Glebe Counselling Centre property	25 years
Lutherlyn assets	10 – 20 years
Camp Mush-a-Mush assets	10 – 25 years

Financial instruments

Loans receivable are initially recorded at fair value and then carried at amortized cost using the effective interest rate method and the interest rate implied in the fair value determination.

As at each balance sheet date, the Synod assesses whether there are any indications that a financial asset measured at amortized cost may be impaired. If there is an indication of impairment, the Synod determines if a significant adverse change has occurred during the period in the expected timing or amount of future cash flows from the asset. If there is a significant adverse change, then the Synod reduces the carrying amount of the asset to the highest of the following:

- 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;
- the amount that could be realized by selling the asset as at the balance sheet dates; 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.

A previously recognized impairment loss is reversed to the extent that the improvement can be related to an event occurring after the impairment was 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 ELFEC. The maximum credit risk is the fair value of these receivables.

Post-retirement benefits

The Synod provides extended health care benefits to certain retired pastors, diaconal ministers, clergy 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.

Related party transactions

Related party transactions are in the normal course of operations and are initially measured at the carrying amount.

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2018

3. Investments

Investment certificates issued by the Evangelical Lutheran Church in Canada are carried at amortized cost of nil [2017 – \$75,500], as they matured on February 11, 2018.

The ELFEC Managed Fund was established in 2016 to hold funds that will be used towards the Synod's commitment to Martin Luther University College's ["Luther"] [previously known as Waterloo Lutheran Seminary ["WLS"]] capital fundraising campaign [note 9]. During 2018, \$250,000 was withdrawn by the Synod to fund a capital campaign contribution. The fund is recorded at market value of \$237,260 [2017 – \$490,172].

4. Loans receivable

Loans receivable consist of the following:

	2018 \$	2017 \$
Loan receivable from non-interest bearing loans	250,000	270,600
Loan receivable from interest bearing loan	250,000	—
Less reduction in carrying value to recognize interest implied in the face value	7,300	14,350
Less allowance for loans receivable	—	20,600
Net carrying value	492,700	235,650
Less current portion	255,200	—
	237,500	235,650

The loan receivable from Martin Luther University College is due on December 31, 2019. The fair value of the loan was measured at its present value, using an effective interest rate of 3.0%. Implied interest income on the loan is recognized at 3.0% over the life of the loan, with a corresponding recognition of interest income in each period. Interest income earned during 2018 was \$7,050 [2017 – \$6,900], offset by a reduction in carrying value to recognize interest implied. This loan receivable is not secured by any collateral.

During 2018, a loan of \$250,000 was advanced to AONATION at an interest rate of 4.99%. Interest is paid monthly. Repayment of \$12,500 of principal is due in November 2019 with the remaining balance due in October 2020. The loan is secured by a second mortgage against the related property.

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2018

5. Capital assets

[a] Capital assets consist of the following:

	2018		
	Cost	Accumulated amortization	Net book value
	\$	\$	\$
Office furniture and equipment	59,730	35,506	24,224
Office building	676,673	472,754	203,919
Vehicles	29,019	4,353	24,666
Delton Glebe Counselling Centre property	217,621	27,732	189,889
Lutherlyn assets	256,695	122,240	134,455
Camp Mush-a-Mush assets	202,457	77,779	124,678
	1,442,195	740,364	701,830

	2017		
	Cost	Accumulated amortization	Net book value
	\$	\$	\$
Computer hardware and photocopier	20,365	20,365	—
Office furniture and equipment	47,636	32,391	15,245
Office building	676,673	445,687	230,986
Vehicles	29,608	29,608	—
Delton Glebe Counselling Centre property	211,371	22,739	188,632
Edgewood assets	573,318	455,339	117,979
Lutherlyn assets	256,695	112,964	143,731
Camp Mush-a-Mush assets	202,457	66,715	135,742
	2,018,123	1,185,808	832,315

[b] The change in the net book value of capital assets is due to the following:

	2018	2017
	\$	\$
Balance, beginning of year	832,315	807,372
Transfer of property	—	72,196
Purchase of capital assets	47,362	4,451
Sale of Edgewood property	(117,979)	—
Amortization of capital assets	(59,868)	(51,704)
Balance, end of year	701,830	832,315

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2018

The Synod currently owns the following properties: Bear Lake, Ontario; Toronto, Ontario [Christ]; Elliot Lake, Ontario [Faith] and cemeteries in Shantz Station, Ontario [previously owned by Trinity] and Riverside Heights, Ontario [previously owned by St. John's]. These properties were all acquired in previous years 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 [2017 – \$94,116], which is not subject to amortization.

During 2016, the Synod terminated the lease agreement for the Edgewood property with Edgewood Camp and Conference Centre and since that time has been classified as held for sale as it had been prepared for sale. The property was sold during 2018 for net proceeds of \$776,679, resulting in a gain on disposition of \$658,700 that is included in Donations, bequests and other receipts on the Statement of Operations.

During 2018, the Synod sold St. John's Riverside Heights for net proceeds of \$66,452, resulting in a gain on disposition of \$66,452 that is included in Donations, bequests and other receipts on the Statement of Operations. The Synod still owns the cemetery at Riverside Heights.

During 2018, the Synod also sold Trinity Shantz Station for net proceeds of \$453, resulting in a gain on disposition of \$453 that is included in Donations, bequests and other receipts on the Statement of Operations. The Synod still owns the cemetery of Trinity Shantz Station.

Included in the Lutherlyn assets is land carried at \$48,549 [2017 – \$48,549], which is not subject to amortization.

Included in the Camp Mush-a-Mush assets is land carried at \$76,680 [2017 – \$76,680], which is not subject to amortization.

The Delton Glebe Counselling Centre property, Lutherlyn assets, Camp Mush-a-Mush assets are held for leasing purposes.

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2018

6. 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 Morneau Shepell Ltd., a third-party firm, to perform a valuation of post-employment benefits as at January 1, 2017. 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:

	2018 \$	2017 \$
Accrued benefit obligation, beginning of year	1,108,142	1,333,530
Interest cost	35,900	39,100
Actuarial revaluation	(28,800)	(202,800)
Benefits paid	(68,249)	(61,688)
Accrued benefit obligation, end of year	1,046,993	1,108,142

The significant actuarial assumptions adopted in measuring the Synod's post-retirement benefits obligation and benefits cost are as follows:

	2018	2017
Discount rate	3.70%	3.40%
Health care cost trend rate	6.00%	6.00%
Ultimate health care cost trend rate	4.00%	4.00%
Ultimate trend rate reached in year	2026	2026

7. Interfund transfer

In 2018, internally restricted funds of \$64,821 [2017 – \$185,376] were reclassified to unrestricted. This change is reflected on the statement of fund balances. The change in 2018 was due to the return of unused funds from Edgewood Camp and Conference Centre that the Synod granted to Edgewood from its unrestricted funds in previous years, internally restricting these funds for redevelopment purposes. The majority of the change in 2017 was due to reclassifying a fund previously established to provide loan assistance to the bishop when purchasing a residence, which was no longer necessary. The income generated from the unrestricted fund is used to support Synod operations.

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2018

8. Related party transactions

The Synod is related to the ELFEC, a foundation whose directors are elected by the Synod Council and ELFEC directors. The ELFEC is a registered charity that supports and furthers the life, work and mission of the Eastern Synod of the Evangelical Lutheran Church in Canada, 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 following is a summary of transactions during the year:

- [a] The Synod provides use of its facilities and administrative services to the ELFEC for which it receives a fee of \$13,300 [2017 – \$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 the ELFEC as approved by the Board of Directors. Total grants to the Synod for the year were \$943,003 [2017 – \$1,111,927].
- [c] During the year, the Synod transferred to the ELFEC \$94,132 from the operating fund [2017 – \$383,549] and \$887,214 from the special purpose fund [2017 – \$746,080] of the funds received from donors, which were designated for investment purposes and are included in disbursements for special purpose fund projects on the statement of operations.

Amounts due from/to ELFEC are as follows:

	2018 \$	2017 \$
Due from ELFEC	300,253	279,017
Due to ELFEC	(34,465)	(399,959)

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2018

9. 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:

	2018	
	LHKW	Luther
	\$	\$
Financial position		
Total assets	31,744,690	18,351,959
Total liabilities	24,042,524	4,387,759
Total net assets	7,702,166	13,964,200
Results of operations		
Total revenue	15,397,586	3,601,170
Total expenses	14,389,277	2,732,144
Investment income	—	265,105
Excess of revenue over expenses for the year	1,008,309	1,134,131
Cash flows		
Cash provided by operating activities	1,627,553	4,636,871
Cash used in investing activities	(189,303)	(5,107,532)
Cash provided by (used in) financing activities	(1,218,537)	836,710
Net increase in cash during the year	219,713	366,049

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2018

	2017	
	LHKW \$	Luther \$
Financial position		
Total assets	31,755,218	15,564,897
Total liabilities	25,065,370	2,953,193
Total net assets	6,689,848	12,611,704
Results of operations		
Total revenue	14,413,538	3,159,292
Total expenses	13,688,609	2,731,915
Investment income	—	1,129,752
Excess of revenue over expenses for the year	724,929	1,557,129
Cash flows		
Cash provided by operating activities	1,371,064	1,018,893
Cash used in financing and investing activities	(1,298,548)	(1,002,936)
Net increase in cash during the year	72,516	15,957

The financial statements for Luther are prepared as at April 30, 2018. In the eight-month period ended December 31, 2018, 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. The 2017 and 2018 payments were made on schedule. The payment in 2020 is contingent on Luther repaying the \$250,000 interest free loan to the Synod.

10. Statement of cash flows

The net change in non-cash working capital balances related to operations consists of the following:

	2018 \$	2017 \$
Decrease (increase) in miscellaneous receivables, prepaid expenses and accrued interest	59,989	(32,679)
Net change in amounts due from/to ELFEC	(386,730)	612,166
Decrease in accounts payable	(22,650)	(23,047)
	(349,391)	556,440

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2018

11. Non-recurring receipts

In 2018, the Synod received significant non-recurring donations from estates totalling \$763,892 for the operating fund and \$924,868 [gross proceeds] from the sale of properties, which are recorded in Donations, bequests and other receipts on the statement of operations in the special purpose fund.

In 2017, the Synod received significant non-recurring donations from estates totalling \$250,000 for the special purpose fund and \$425,210 for the operating fund, and \$796,910 [gross proceeds] from the sale of property. In addition, the cash assets from the Camp Edgewood property of \$124,644 were transferred to the Synod. These receipts are recorded in Donations, bequests and other receipts on the statement of operations.

Eastern Synod of the Evangelical Lutheran Church in Canada

Schedule 1

Schedule of offerings

Year ended December 31

	2018 \$	2017 \$
Offerings for Synod programs		
Regular benevolence	1,393,315	1,435,590
Offerings for special purposes		
Canadian Lutheran World Relief	244,372	287,152
Lutheran Campus Ministry	1,553	4,013
Martin Luther University College	27,654	27,464
Synod camps	9,947	12,082
Praise appeal	3,263	8,328
Global missions	9,412	14,438
Reformation challenge	16,418	82,923
Other	5,533	16,252
Total offerings for special purposes	318,152	452,652
Total offerings of member congregations	1,711,467	1,888,242

This schedule excludes offerings in the amount of \$57,620 [2017 – \$37,340] that were remitted for designated synodical ministries that are already included in donations, bequests and other receipts in the statement of operations.

Eastern Synod of the Evangelical Lutheran Church in Canada

Financial statements
December 31, 2019



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, 2019, 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, 2019 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
May 21, 2020

Ernst + Young LLP
Chartered Professional Accountants
Licensed Public Accountants



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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	2019 Total	2018 Total
	\$	\$	\$	\$
	<i>[note 2]</i>			
Assets				
Current				
Cash	1,112,030	(216,605)	895,425	711,414
Miscellaneous receivables and prepaid expenses	405,311	7,028	412,339	387,375
Due from Evangelical Lutheran Foundation of Eastern Canada ["ELFEC"] <i>[note 8]</i>	—	738,203	738,203	300,253
Current portion of loans receivable <i>[note 4]</i>	—	237,500	237,500	255,200
ELFEC Managed Fund <i>[note 3]</i>	—	—	—	237,260
Total current assets	1,517,341	766,126	2,283,467	1,891,502
Long-term portion of loans receivable <i>[note 4]</i>	—	—	—	237,500
Capital assets, net <i>[note 5]</i>	—	759,659	759,659	701,830
	1,517,341	1,525,785	3,043,126	2,830,832
Liabilities and fund balances				
Current				
Accounts payable	191,797	—	191,797	195,268
Due to ELFEC <i>[note 8]</i>	—	604,034	604,034	34,465
Total current liabilities	191,797	604,034	795,831	229,733
Post-retirement benefits obligation <i>[note 6]</i>	1,075,146	—	1,075,146	1,046,993
Total liabilities	1,266,943	604,034	1,870,977	1,276,726
Fund balances				
Invested in capital assets	—	759,659	759,659	701,830
Externally restricted	—	156,850	156,850	24,504
Internally restricted	—	5,242	5,242	286,859
Operating fund	250,398	—	250,398	540,913
Total fund balances	250,398	921,751	1,172,149	1,554,106
	1,517,341	1,525,785	3,043,126	2,830,832

See accompanying notes

On behalf of the Board:

Director

Director

Eastern Synod of the Evangelical Lutheran Church in Canada

Statement of operations

Year ended December 31

	Operating fund \$	Special purpose fund \$	2019 Total \$	2018 Total \$
Revenue				
Total offerings of member congregations [schedule 1]	1,430,418	291,150	1,721,568	1,711,467
Program support from other sources	269,734	—	269,734	196,661
Support for ministries and administrative [note 8(a)]	116,349	—	116,349	202,376
Donations, bequests and other receipts [note 11]	197,747	449,859	647,606	1,836,994
Grants from ELFEC [note 8(b)]	190,000	738,203	928,203	943,003
Allocated interest and other investment income	13,020	24,725	37,745	10,884
	2,217,268	1,503,937	3,721,205	4,901,385
Expenses				
Evangelical Lutheran Church in Canada	398,700	—	398,700	394,800
Martin Luther University College	316,000	—	316,000	316,000
Synodical programmatic committees	337,793	294,145	631,938	669,241
Other ministries and administration	967,944	135,327	1,103,271	1,290,550
Disbursements for special purpose fund projects [note 8(c)]	379,648	801,201	1,180,849	1,689,214
Disbursements of special purpose congregational offerings [note 11]	—	291,150	291,150	318,152
Post-retirement benefits [note 6]	37,000	—	37,000	35,900
Lutheran Campus Ministry Local Council	10,559	—	10,559	6,663
Amortization of capital assets [note 5]	—	69,195	69,195	59,868
Excess (deficiency) of revenue over expenses for the year	2,447,644	1,591,018	4,038,662	4,780,388
	(230,376)	(87,081)	(317,457)	120,997

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 \$	2019 Total \$	2018 Total \$
Fund balances, beginning of year	540,913	988,689	24,504	1,554,106	1,404,309
Reallocation of unrestricted funds <i>[note 7]</i>	4,361	(4,361)	—	—	—
Excess (deficiency) of revenue over expenses for the year	(230,376)	(219,427)	132,346	(317,457)	120,997
Adjustment to post-employment benefits <i>[note 6]</i>	(64,500)	—	—	(64,500)	28,800
Fund balances, end of year	250,398	764,901	156,850	1,172,149	1,554,106

See accompanying notes

Eastern Synod of the Evangelical Lutheran Church in Canada

Statement of cash flows

Year ended December 31

	2019 \$	2018 \$
Operating activities		
Excess (deficiency) of revenue over expenses for the year	(317,457)	120,997
Add (deduct) items not involving current payment of cash		
Amortization of capital assets	69,195	59,868
Accretion of implicit interest on loans receivable <i>[note 4]</i>	(7,300)	(7,050)
Post-retirement benefits expense <i>[note 6]</i>	37,000	35,900
Gain on disposal of capital assets <i>[note 5]</i>	—	(725,605)
Net change in non-cash working capital balances related to operations <i>[note 10]</i>	103,184	(349,391)
Post-retirement benefits plan funding <i>[note 6]</i>	(73,347)	(68,249)
Cash used in operating activities	(188,725)	(933,530)
Investing activities		
Purchase of capital assets <i>[note 5]</i>	(127,024)	(47,362)
Proceeds from disposal of capital assets	—	843,584
Decrease in investments	237,260	328,412
Decrease (increase) in loans receivable	262,500	(250,000)
Cash provided by investing activities	372,736	874,634
Net increase (decrease) in cash during the year	184,011	(58,896)
Cash, beginning of year	711,414	770,310
Cash, end of year	895,425	711,414

See accompanying notes

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2019

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 registered charity under the *Income Tax Act* (Canada) and is exempt from income taxes.

2. 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

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 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.

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2019

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
Delton Glebe Counselling Centre property	25 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 a related party transaction, which is recorded at the carrying amount. Subsequently, the Synod measures all financial assets, which include cash, miscellaneous receivables and amounts due from ELFEC, 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.

As at each balance sheet date, the Synod assesses whether there are any indications that a financial asset measured at amortized cost may be impaired. If there is an indication of impairment, the Synod determines if a significant adverse change has occurred during the period in the expected timing or amount of future cash flows from the asset. If there is a significant adverse change, then the Synod reduces the carrying amount of the asset to the highest of the following:

- 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;
- the amount that could be realized by selling the asset as at the balance sheet dates; 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.

A previously recognized impairment loss is reversed to the extent that the improvement can be related to an event occurring after the impairment was 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 ELFEC. The maximum credit risk is the fair value of these receivables.

Post-retirement benefits

The Synod provides extended health care benefits to certain retired pastors, diaconal ministers, clergy and their spouses after retirement.

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2019

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.

3. Investments

The ELFEC Managed Fund was established in 2016 to hold funds to be used towards the Synod's commitment to Martin Luther University College's ["Luther"] [previously known as Waterloo Lutheran Seminary] capital fundraising campaign [note 9]. During 2019, \$250,000 was withdrawn by the Synod to fund a capital campaign contribution. The fund was then closed as its original purpose had been fulfilled. The fund is recorded at market value of nil [2018 – \$237,260].

4. Loans receivable

Loans receivable consist of the following:

	2019 \$	2018 \$
Loan receivable from non-interest-bearing loans	—	250,000
Loan receivable from interest-bearing loan	237,500	250,000
Less reduction in carrying value to recognize interest implied in the face value	—	7,300
Net carrying value	237,500	492,700
Less current portion	237,500	255,200
	—	237,500

During 2018, a loan of \$250,000 was advanced to AONATION at an interest rate of 4.99%. Interest is paid monthly. Repayment of \$12,500 of principal was received as due in November 2019 with the remaining balance due in October 2020. The loan is secured by a second mortgage against the related property.

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2019

5. Capital assets

[a] Capital assets consist of the following:

	2019		
	Cost	Accumulated amortization	Net book value
	\$	\$	\$
Office furniture and equipment	67,926	40,650	27,276
Office building	729,744	501,590	228,154
Vehicles	29,019	13,059	15,960
Delton Glebe Counselling Centre property	217,621	32,850	184,771
Lutherlyn assets	288,270	131,690	156,580
Camp Mush-a-Mush assets	236,639	89,721	146,918
	1,569,219	809,560	759,659

	2018		
	Cost	Accumulated amortization	Net book value
	\$	\$	\$
Office furniture and equipment	59,730	35,506	24,224
Office building	676,673	472,755	203,918
Vehicles	29,019	4,353	24,666
Delton Glebe Counselling Centre property	217,621	27,732	189,889
Lutherlyn assets	256,695	122,240	134,455
Camp Mush-a-Mush assets	202,457	77,779	124,678
	1,442,195	740,365	701,830

[b] The change in the net book value of capital assets is due to the following:

	2019	2018
	\$	\$
Balance, beginning of year	701,830	832,315
Purchase of capital assets	127,024	47,362
Sale of Edgewood property	—	(117,979)
Amortization of capital assets	(69,195)	(59,868)
Balance, end of year	759,659	701,830

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2019

The Synod currently owns the following properties: Bear Lake, Ontario; Toronto, Ontario [Christ]; Elliot Lake, Ontario [Faith] and cemeteries in Shantz Station, Ontario [previously owned by Trinity] and Riverside Heights, Ontario [previously owned by St. John's]. These properties were all acquired in previous years 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 [2018 – \$94,116], which is not subject to amortization.

Subsequent to the 2019 year-end, the Synod sold the cemetery of Trinity Shantz Station.

Included in the Lutherlyn assets is land carried at \$48,549 [2018 – \$48,549], which is not subject to amortization.

Included in the Camp Mush-a-Mush assets is land carried at \$76,680 [2018 – \$76,680], which is not subject to amortization.

The Delton Glebe Counselling Centre property, Lutherlyn assets, and Camp Mush-a-Mush assets are held for leasing purposes.

6. 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 Morneau Shepell Ltd., a third-party firm, to perform a valuation of post-employment benefits as at January 1, 2017. 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:

	2019 \$	2018 \$
Accrued benefit obligation, beginning of year	1,046,993	1,108,142
Interest cost	37,000	35,900
Actuarial revaluation	64,500	(28,800)
Benefits paid	(73,347)	(68,249)
Accrued benefit obligation, end of year	1,075,146	1,046,993

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2019

The significant actuarial assumptions adopted in measuring the Synod's post-retirement benefits obligation and benefits cost are as follows:

	2019	2018
Discount rate	3.00%	3.70%
Health care cost trend rate	6.00%	6.00%
Ultimate health care cost trend rate	4.00%	4.00%
Ultimate trend rate reached in year	2026	2026

7. Interfund transfer

In 2019, internally restricted funds of \$4,361 [2018 – \$64,821] were reclassified to unrestricted. This change is reflected on the statement of fund balances. The change in 2019 represents investment income earned by a temporary fund managed by ELFEC. The change in 2018 was due to the return of unused funds from Edgewood Camp and Conference Centre that the Synod granted to Edgewood from its unrestricted funds in previous years, internally restricting these funds for redevelopment purposes. The income generated from the unrestricted fund is used to support Synod operations.

8. Related party transactions

The Synod is related to the ELFEC, a foundation whose directors are elected by the Synod Council and ELFEC directors. The ELFEC is a registered charity that supports and furthers the life, work and mission of the Eastern Synod of the Evangelical Lutheran Church in Canada, 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 following is a summary of transactions during the year:

- [a] The Synod provides use of its facilities and administrative services to the ELFEC, for which it receives a fee of \$13,300 [2018 – \$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 the ELFEC as approved by the Board of Directors. Total grants to the Synod for the year were \$928,203 [2018 – \$943,003].
- [c] During the year, the Synod transferred to the ELFEC \$379,648 from the operating fund [2018 – \$94,132] and \$247,586 from the special purpose fund [2018 – \$887,214] of the funds received from donors, which were designated for investment purposes and are included in disbursements for special purpose fund projects on the statement of operations.

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2019

Amounts due from/to ELFEC are as follows:

	2019 \$	2018 \$
Due from ELFEC	738,203	300,253
Due to ELFEC	(604,034)	(34,465)

9. 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, 2019

	2019	
	LHKW \$	Luther \$
Financial position		
Total assets	32,750,638	20,243,393
Total liabilities	24,187,181	5,136,709
Total net assets	8,563,457	15,106,684
Results of operations		
Total revenue	14,630,096	3,786,498
Total expenses	13,774,963	3,460,272
Investment income	—	684,931
Excess of revenue over expenses for the year	855,133	1,011,157
Cash flows		
Cash provided by operating activities	1,559,131	1,127,392
Cash used in investing activities	(1,244,873)	(1,289,922)
Cash provided by financing activities	603,544	28,701
Net increase (decrease) in cash during the year	917,802	(133,829)
	2018	
	LHKW \$	Luther \$
Financial position		
Total assets	31,744,690	18,351,959
Total liabilities	24,042,524	4,387,759
Total net assets	7,702,166	13,964,200
Results of operations		
Total revenue	15,397,586	3,601,170
Total expenses	14,389,277	2,732,144
Investment income	—	265,105
Excess of revenue over expenses for the year	1,008,309	1,134,131
Cash flows		
Cash provided by operating activities	1,627,553	851,069
Cash used in investing activities	(189,303)	(4,969,562)
Cash provided by (used in) financing activities	(1,218,537)	4,484,542
Net increase in cash during the year	219,713	366,049

Eastern Synod of the Evangelical Lutheran Church in Canada

Notes to financial statements

December 31, 2019

The financial statements for Luther are prepared as at April 30, 2019. In the eight-month period ended December 31, 2019, 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. The 2017, 2018 and 2019 payments were made on schedule. The payment in 2020, to be made from the unrestricted fund, was contingent on Luther repaying the \$250,000 interest-free loan to the Synod, which it did during 2019.

10. Statement of cash flows

The net change in non-cash working capital balances related to operations consists of the following:

	2019 \$	2018 \$
Decrease (increase) in miscellaneous receivables,		
prepaid expenses and accrued interest	(24,964)	59,989
Net change in amounts due from/to ELFEC	131,618	(386,730)
Decrease in accounts payable	(3,471)	(22,650)
	<u>103,183</u>	<u>(349,391)</u>

11. Non-recurring receipts

In 2019, the Synod received significant non-recurring donations from estates totalling \$175,000 for the special purpose fund and \$195,397 for the operating fund. These receipts are recorded in donations, bequests and other receipts on the statement of operations.

In 2018, the Synod received significant non-recurring donations from estates totalling \$763,892 for the operating fund and \$924,868 [gross proceeds] from the sale of properties, which are recorded in donations, bequests and other receipts on the statement of operations in the special purpose fund.

12. Subsequent event

Subsequent to year-end, the outbreak of the Coronavirus disease ("COVID-19") has resulted in governments worldwide enacting emergency measures to combat the spread of the virus. These measures, which include the implementation of travel bans, self-imposed quarantine periods and social distancing, have caused material disruption to businesses globally resulting in an economic slowdown. The duration and impact of the COVID-19 outbreak is unknown at this time, nor is the efficacy of the government and central bank monetary and fiscal interventions designed to stabilize economic conditions. As a result, it is not possible to reliably estimate the length and severity of these developments nor the impact on the financial position and financial results of the Synod in future periods.

Eastern Synod of the Evangelical Lutheran Church in Canada

Schedule 1

Schedule of offerings

Year ended December 31

	2019 \$	2018 \$
Offerings for Synod programs		
Regular benevolence	1,430,418	1,393,315
Offerings for special purposes		
Canadian Lutheran World Relief	236,471	244,372
Lutheran Campus Ministry	4,585	1,553
Martin Luther University College	19,790	27,654
Synod camps	10,720	9,947
Praise appeal	2,775	3,263
Global missions	9,028	9,412
Reformation challenge	115	16,418
Other	7,666	5,533
Total offerings for special purposes	291,150	318,152
Total offerings of member congregations	1,721,568	1,711,467

This schedule excludes offerings in the amount of \$36,485 [2018 – \$57,620] that were remitted for designated synodical ministries that are already included in donations, bequests and other receipts in the statement of operations.



Section 9

Evangelical Lutheran Foundation of Eastern Canada (ELFEC) Report

Building for the Future



Annual Report
2020

Partnering with ELFEC, How We Help



Investment Oversight:

An ELFEC fund allows congregations and others to pool their investments with ours, benefiting from professional asset management and an ethical, faith-based perspective



Donations of Investments:

ELFEC accepts gifts of stocks and mutual funds, provides a donation receipt to the donor, and sends the cash proceeds to the beneficiary



Faith-based Investing:

Our investment practices contribute to the health and sustainability of the communities in which we invest

Donor-advised funds:

A Donor Advised Fund with ELFEC has most of the advantages of a family foundation without the high costs



Learning:

ELFEC provides educational resources to partners and individuals on ethical, faith-based investing, fund development and gift planning



Gift Planning:

Our Lutheran Planned Giving (LPG) program encourages and assists people to make planned gifts to the church and other charities



2020, A Year Unlike Any Other

This was also the year that we welcomed Lee Gould as our new Executive Director (ED). Lee comes to us having many decades in not-for-profit sector experience and a passion for helping people and organizations achieve their philanthropic goals. He is clearly an individual who cares about collaboration, partnerships and managed growth. He has his eye on ensuring that our partners notice the integrity of our operations and the care that is applied to decisions about investments made. – *Bill Gastmeier, Chair, Board of Directors*



2020 was such a remarkable year. It will stand out in our memories for so many reasons. COVID delivered both a health and economic crisis, and it brought hardship to our families and our communities.

Perhaps we should not be surprised that 2020 had its positives too. We all became more adept at finding alternative ways to stay connected and, somewhat surprisingly, the stock market moved in a very positive direction. Personal resiliency came to the fore, and on local and national scales we came together at our time of crisis to help and support each other. Our personal strengths shone through and we put a premium on the love of our families, the time spent with them, and our capacity to help others, especially during a year when society's inequities were laid bare more than ever.



We are happy to report that ELFEC weathered 2020 well experiencing remarkable success in many key areas. During this year, assets under management (AUM) by ELFEC grew to over \$50M, increasing overall holdings by nearly 25 per cent. At the same time, we were able to deliver a 12.5 per cent return to our investor partners. As well, the projects the Foundation invested in had a distinct and valued impact for the groups and individuals who benefitted from them during this challenging time for so many.

COVID-19 even influenced how ELFEC invested. In 2020, our newest impact investment raised capital via the Vancity Community Investment Bank to support lending to businesses and non-profit organizations managing pandemic-related challenges. While as an investor, ELFEC was provided a stable return on the investment, much-needed loans and other types of targeted relief were available at the community level.

This year, ELFEC was pleased to establish the Pym Legacy Fund to honour the exceptional contribution of our retiring founding Executive Director, Jeff Pym. The fund will begin granting in 2022 with the purpose of developing the skills and leadership of lay leaders within the ELCIC. The Lutheran Planned Giving Fund (LPG), was launched to offer more planned giving options and support mission-driven work. New partners were inspired by ELFEC value proposition and chose to collaborate in 2020. With a focus on transparency and stakeholder stewardship ELFEC was pleased to introduce a new client portal to simplify and improve our service to all of our valued partners.

After such a bumpy yet productive year, ELFEC is well positioned to support our partners. The combination of ELFEC's faith-based, ethical investment approach, dedicated volunteer and professional expert staff, and trusting partners has led the Foundation to meaningfully deliver on our ambitious service-based mission and vision. ELFEC was pleased to be able to engage with more partners this year too (albeit virtually). Our expanding mandate to serve all the ELCIC Synods and their congregations continues.

In the year ahead, the volunteer board of directors has identified three strategic priority areas – reconciliation, poverty reduction and climate change for ethical investing.

In early 2020, we had no idea what lay ahead in terms of world turmoil. Throughout the global pandemic, however, ELFEC's leaders have stayed completely focused, and mindful decisions continued to be made in order to continue our wonderful journey. ELFEC will help to support the much hoped for national recovery efforts that will restore stability and hope from coast to coast to coast. Through all that we have learned, and with the support of everyone involved with ELFEC, we really are on track and building for the future

– *Bill Gastmeier, Chair, Board of Directors*
– *Lee Gould, Executive Director*

The St. James Cambridge Fund – A Lasting Legacy

With this fund, St. James in Cambridge is leaving a significant and impactful legacy. They have planted seeds that will spread, and grow, and bear fruit in the form of community and synodical ministries. Keith Myra, Eastern Synod Treasurer.



Images from St James Lutheran Church in Cambridge.

In June of 2017, the congregation of St. James Lutheran in Cambridge, Ontario, closed their doors of their church for the last time. The congregation that attended the historic church in the Hespeler area of Cambridge had dwindled to a very small number, and most were elderly. The congregation had determined that it was just not possible to maintain the church building and ongoing services.

Despite the heart-breaking closure, the spirit of the Lutheran church lives on in Cambridge. In accordance with the Eastern Synod Disbursement of Congregational Assets Policy, the congregation and Synod worked with ELFEC to create a fund that would support several important local service organizations for the following five years. Church savings and assets from the sale formed the St. James Cambridge Fund and, from the outset, four charities operating in the vicinity of the church were named as beneficiaries.

A small group of trustees from the Church designated St. Luke's Place (Long Term Care Facility and Seniors' Community), Lisaard and Innisfree Hospice, the Salvation Army Church (Cambridge) and the Cambridge Self-Help Food Bank as the charitable organizations that benefit in each of the following five years from the Fund. In total, almost \$100,000 in charitable gifts has been distributed since 2018. Last year each charity received \$10,000. The Fund will wrap up in 2022.

"These were the four organizations that made sense for us and had links to our congregation members," said Gail Cutting, a St. James Trustee. "Our members were getting older and may benefit from these local services, plus we often shared Easter services with the Salvation Army."

Keith Myra, Eastern Synod Treasurer, points out that other Lutheran churches can use the same formula to continue their ministry, even after the physical church has been de-commissioned. Some years ago, the Synod agreed that ELFEC was the most appropriate place to hold assets of this nature so assets can be protected, income can be generated and earnings distributed in the furtherance of the good work. Together, ELFEC and the Synod devised a three-step process that allows direct contributions of the first \$50,000 of a closing church's assets to targeted charities. With the funds remaining, there is a five-year period of giving through the creation of an ELFEC fund. At this juncture, trustees can also direct funds in support of specific charities with invested earnings. In the end, the principal of the fund goes to the Synod to assist with its broader mission. In this way, the legacy left by congregations, such as St. James, continues to support the ministry of the wider church in the same ways that St. James' offerings supported these ministries during its many decades as an active congregation.





Top: The skyline of the community of Hespeler, within the City of Cambridge, boasts three impressive church steeples. St. James Church is on the left.

Right: The new congregation using the former St. James Lutheran Church have agreed to preserve and maintain these outstanding stained-glass windows.



“In the end, the needs and vision of the congregation, the Foundation and the Synod are perfectly aligned,” says Keith Myra. “It is always sad to see a church close, but gratifying to see its assets support important community activities, that help people in need”.



Cooking Up Community Connections in Nelson, British Columbia



Images above from the Rosemont Community Kitchen Youth Cooking Camp.

Undaunted by the fact that they were still building a new church in Nelson, British Columbia, the congregation of Ascension Lutheran Church had a very clear goal when they applied for ELFEC's Partner Grant Program. They wanted to introduce a weekly after-school outreach program that would "provide neighbourhood youth with the skills, tools and empowerment in the kitchen to cook healthy, delicious, affordable meals and snacks". The hands on-cooking initiative checked all of the boxes of the Church's broader environmental sustainability mission too, as the program insists on locally grown food sources, plant-based recipes and the use of recyclable products.

While construction continued, the Rosemont Community Kitchen Youth Cooking Camp sprang to life in the first-floor community space of the new church. "Our church is within view of a large number of supportive and subsidized housing units, along with low-income rentals," says Jill Gingrich, a project leader and member of the Church Council. "This was our way of extending a hand to the local community and welcoming them in." The Church's long-term objective is to develop other programs related to food security and poverty reduction for the Rosemont neighbourhood.

During 2020, the project introduced a different group of young people each week to youth-positive cook, Christina Esposito, who walked them through the preparation of healthy, wholesome meals that they could share with their families. The ELFEC's partner grant supported the participation of young people, aged 9 to 11 years.

"We appreciate the support given by ELFEC Partner Grant to the Rosemont Community Kitchen Youth Cooking Camp, which has become an essential offering of our developing community outreach and engagement".

– Jill Gingrich, Ascension Lutheran Church, Nelson, B.C.

Make a Meal, Build a Community

When COVID hit, it forced the program online for the rest of the year. Fortunately, the online virtual version has been a big hit. Participant families were given an ingredient list a week ahead, but it was the young chef who got to prepare the healthy meal for the family at home. Not only did the young people hone their cooking chops, but they learned a thing or two about how to prepare a healthy, low-cost meal for their families that is conscious of our environment. The program also helped identify families living with food scarcity so they could be led to other support programs in the community.

The Ascension congregation are serious social innovators. Elements of the cooking program also modeled positive environmental action which are important to ELFEC and many of our partners, through the use of non-disposable products, lots of recycling and plant-based menus. Future breakfast programs and seniors' and community meals are in the works. For Ascension, food is at the heart of community connection, safety and comfort. The congregation started with kids, but there is so much more to come as Ascension rolls out the welcome mat in Nelson.



ELFEC Volunteers – Pursuing the Vision



“I find it exciting to extend my active, professional engagement with responsible investment communities through my role with ELFEC. Engaging with a caring community and rallying behind important social issues is exceptionally gratifying”.

–Lars Boggild, ELFEC Investment Committee Leadership Volunteer

In 2020, ELFEC found new ways to celebrate and thank its highly-valued volunteers and supporters. ELFEC thanks and celebrates the people that make our service-mission possible. ELFEC’s volunteer Board, for example, has consistently charted the course for the charity, and is always looking for new inspired volunteers to contribute to the oversight work that is so important.

Board and Investment Committee meetings had to proceed virtually in 2020, but this did not slow ELFEC’s progress or inhibited dialogue about the future ambitions of our unique charitable organization.

Retiring director, Erin Zorzi, says visioning exercises that plotted the future of ELFEC and working alongside board members who were “passionate about doing the right things” were among her favourite memories of her time as a leadership volunteer. Zorzi is, herself, the consummate volunteer. She has been a treasurer at Faith Lutheran in Port Elgin, worked with the local hospital foundation, and is an active Rotarian. Erin shared her career-earned expertise in banking and financial services with ELFEC for two terms as a board member and will be missed by her board colleagues and the professional staff alike

As both an investor and a director, Zorzi supports ELFEC’s philanthropic mission and how its investment options connect her personally with efforts to address global issues like food security, affordable housing and the environment. Witnessing the impact of these targeted efforts really made the investment of time worthwhile for her.

ELFEC was on a mission when it went recruited Lars Boggild for the Investment Committee nearly three years ago. Boggild has no history with the Church, but his expertise in social financing and impact investing strategies was well-known. The Toronto-based strategist was instrumental in helping the Committee enhance both ELFEC’s *Investment Policy* and its ethical investment strategies so they align the Foundation’s philanthropic goals with its investing behavior.

In his profession and his volunteer work, Boggild is committed to collective investment solutions that are also socially responsible, making him a perfect fit for ELFEC. Lars believes that building new relationships and engaging more experts from different disciplines will help expand ELFEC’s capacity positive ways. His role on the Investment Committee signals that importance of volunteers for building for the future.





A New Way to Say Thanks

“In 2020, we established the ELFEC Giving Circle as a way to recognize the contributions of our many planned or legacy giving donors, as well as our volunteers,” said Board Chair, Bill Gastmeier. “Since COVID restricted our ability to gather for our traditional “thank-you” luncheon, ELFEC introduced a new way to tell our outstanding supporters that their gifts and support truly mattered and is making a difference.”

Through the Giving Circle, ELFEC will offer an unique lapel pin, a small token of appreciation, which we hope donors and volunteers will proudly wear. The pin reflects the stylized shape of the Luther Rose, with the petals representing the ELCIC's five synods and people ELFEC strives to serve.



2020 Highlights

With past success, we are building for the future



Assets under managed grew over **\$50M**



Strong investment returns (over **12.5%** return for partner congregations)



New ELFEC funds created



Over **60** partner investment accounts held with ELFEC



In 2020 **\$3.8M** distributed to Canadian charities, **\$20.5M** to date



Continued Partner Grants, awarded grants focused on community COVID needs



New Executive Director



\$200K Impact investment for COVID support



\$224K gifts of securities processed



New partners joined in 2020



As of December 31, 2020

Foundation Financial Highlights

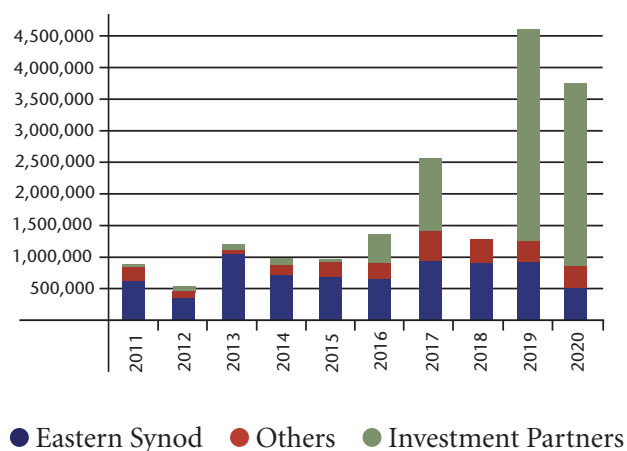
Statement of Financial Position (000s)

Assets	
Cash	1,970
Accounts Receivables	654
Donated Life Insurance	13
Investments	51,251
TOTAL	53,888
Liabilities	
Accounts Payables	312
Partner Fund Income Due	3,065
Partner Fund Capital	28,686
Fund Balances	
Endowment	15,236
Restricted	6,566
Unrestricted	23
TOTAL	53,888

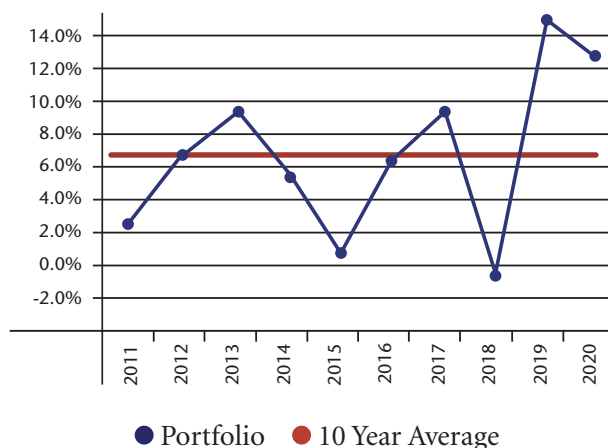
Statement of Operations (000s)

Donations	918
Investment Gain	2,260
Other Income	312
Total Income	3,490
Expenses	329
Grants	740
Reinvested Investment Income	2,421

Charitable Distributions



Historical Investment Returns



In keeping with our commitment to financial accountability and transparency, full audited financial statements prepared by RLB LLP are available at www.elfec.ca.

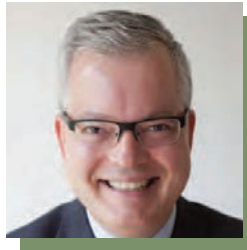


Many thanks to our supporters and partners

Board of Directors 2020



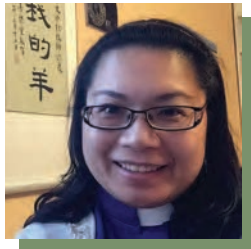
Bill Gastmeier
*MASc, PEng
Chair*



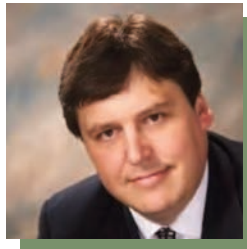
Peter Brivins
*MBE, CIM
Vice Chair*



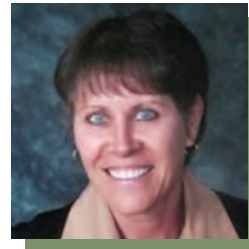
Al Hansen
Director



JoAnne Lam
*M.Div. M.A.S., M.T.S.
Director*



Gary
VanMoerkerke
Director



Erin Zorzi
*CFP
Director*

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Section 10

Report of Martin Luther University College (Luther)



WATERLOO LUTHERAN SEMINARY operating as MARTIN LUTHER UNIVERSITY COLLEGE

REPORT TO EASTERN SYNOD ASSEMBLY 2021

Report from the chair of the Board of Governors

In the past three years, the board has been most actively living out our vision of **“inspiring lives of meaning and service in God’s world.”** The following report highlights only some of the notable milestones, those directly involving the board. The period of 2018 to 2021 continues to be one of very fortunate growth and development for Martin Luther University College.

1) Physical Changes: Facility, Business Name, and Branding

Since June 28, 2018, Waterloo Lutheran Seminary has operated under the business name Martin Luther University College. The new branding of Luther was unveiled at Synod Assembly in 2018. Usage of the brand commenced upon moving into the renovated facility in the summer of 2018. The rededication in October 2018 marked the completion of a major renovation of the facility. The modernized facility has a new face (entrance) onto Bricker Avenue and is designed to attract and to engage those of the wider community. The new logo (above) incorporates bells in the campus tower superimposed on the Luther Reformation rose, creating a “Ring of Rose” to reflect the current institution.

The Board recognizes, with thanks, the significant contributions made by former chairs Jim Phillips and Rod Kruger, Ken Meinert (chair of the redevelopment committee), Don Stockman (chair of the capital campaign) and Rev. Dr. Mark Harris (former principal-dean) to the successful completion of the renovation. The renovation project was completed on time and under budget. The capital campaign exceeded its fundraising goal of \$1.5 million by \$250,000, and attracted donors beyond the traditional supporters of Luther. The board is appreciative of the ongoing support of the Eastern Synod and, in particular, its donation of \$1 million to the renovation. Board members also recognize the generous donors both within and outside of the Lutheran community who supported the capital campaign.

Looking ahead, Luther is in a strong financial position. While initial projections for the renovation had included mortgage financing as part of the plan, Luther was able to avoid this through a combination of prudent financial management, careful use of reserves and strong investment returns. Luther not only has a new modern facility, but is also debt-free.

2) Personnel Changes: Retirement/Replacement of Principal-Dean

Thank you to Rev. Dr. Mark Harris

The five-year principal-dean contract of Rev. Dr. Mark Harris concluded on April 30, 2020, and was followed by a one-year administrative leave. The board is most grateful for his exemplary service to Luther and for his vision and guidance toward making Luther what it is today. In addition to the academic program expansions which occurred under his leadership, including PhD programs and certification programs, there were numerous other leadership tasks he undertook. The board witnessed his intimate involvement with building plans; the capital campaign; The Association of Theological Schools (ATS) accreditation processes; and the growth of the Delton Glebe Counselling Centre. There were many more mundane administrative tasks that he undertook to ensure that Luther's policies and procedures were in the best possible shape for his successor and the board. He renegotiated the new Memorandum of Agreement with Laurier, which replaced a previous agreement that was 24 years old. It covers governance, administration, finances, ancillary arrangements, and alumni relations. Importantly, the new schedules clarify how responsibilities are to be calculated in relation to Laurier. He also saw that the faculty manual and staff manual were updated and approved by the board in April 2020. He updated a board manual in late 2019, which is also very helpful.

New Principal-Dean

The board, through its search committee, comprised of David Schnarr (chair), along with a faculty representative, and staff representative, worked with the external search firm KBRS in two search efforts. The initial process did not yield a successful candidate. With KBRS, the committee commenced a third search process which resulted in two candidates. Two candidates presented lectures to the faculty and staff, board and other stakeholders. Feedback was compiled by KBRS and reviewed by the search committee. The board is very pleased that Rev. Dr. Kristine Lund was the successful candidate and has appointed Dr. Lund to a five-year term as principal-dean. This follows her very successful term working as interim principal-dean and guiding us through the challenging pandemic.

3) Program Growth

Numerous programs continue to see growth. These are discussed in detail in the report of the principal-dean, which follows. There has been further development of our undergraduate program, and significant opportunities provided for cross-registration by Laurier students. The successful expansion of the MDiv program to include bi-vocational options for students preparing for pastoral ministry (MDiv/MSW and MA/MDiv) continues to gain applicants. The number of sole MDiv program applicants is on the decline, and this is being addressed by an inquiry involving alumni from this program.

The 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 Luther programs that require clinical placements. As these programs have grown and the counselling needs have also increased, the space requirements have also grown and the current property of 177 Albert St. does not have the capacity to meet the growing needs. The board is extremely grateful for the recent donation of the property from the Eastern Synod. This permits the centre to have control over

the options for use of the property. The board is in the process of working with the Glebe Centre advisory committee to determine the best use of the property for meeting its needs.

An Alternative Worshipping Community: thirdspace_

The first non-traditional avenue for membership in the ELCIC-ES, which was a pilot project, continues to be led by Rev. Anne Anderson. Further details follow in Rev. Dr. Lund's report.

4) Strategic Plan Approval and Implementation

A strategic plan was approved by the board to guide Luther's priorities for 2019-2024. This plan is being revisited in 2021 due to the pandemic to determine whether any changes must be made. That exercise will commence with faculty input for a SWOT review (strengths, weaknesses, opportunities and threats). The board will do the same, and they will work together to create a strategic plan for 2021 to 2025.

5) Board of Governors

The board thanks the members whose terms have expired since 2018, including: Jim Phillips (former chair), Andrew Thompson (former secretary), Karen Redman, Chun Zhang, and Ken Meinert. It welcomes those who have joined the board in the last three years and currently serve, including: Linzy Abraham, Ken Seiling, Elizabeth Hood, and Penny Smiley. Current membership of the Board of Governors also includes the following: Heather Main (chair), David Schnarr (vice-chair), Susan Heard (treasurer and chair of finance committee), Mary Thompson (secretary), Uli Kuebler, Rev. Tuula Van Gaasbeek, Kevin Tuer, and Tom Bishop. Ex-officio (voice only): Bishop Michael Pryse; Rev. Dr. Kristine Lund (principal-dean and vice-chair, Waterloo Lutheran Seminary Senate); and Dr. Mary (Joy) Phillip. 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.

6) Auxiliary

We note with gratitude for their past service, the recent dissolving of the Auxiliary of Martin Luther University College (formerly the Women's Auxiliary). This is a loss for Luther. The dedicated members of the auxiliary kept the building and grounds decorated seasonally. Many of our MDiv students have been supported over the years with bursaries and lovely quilts from them. The board would like to express our thanks for their faithful support over the years. Unfortunately, they are no longer able to sustain their activities.

7) Further Fundraising

The classrooms in Luther require further technological improvements in order to deliver courses in a hybrid in-class and virtual format required by the pandemic. The board is working with ELFEC to assist with a targeted effort toward having this capacity by fall 2021.

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 our school. 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. **The Eastern Synod's donation of \$1 million to the capital campaign, and the donation of the Glebe Centre property at 177 Albert St. are invaluable to the viability of Luther as it exists today, and for its future.**

The faculty and staff of Luther deliver excellence in both their teaching and care for our students. The continuing strong enrolment is evidence of their skill, dedication and enthusiasm. 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 more than the facilities, but we have already witnessed how the new "Grace Place" and the Multifaith Prayer room are providing opportunities for a faith community much greater than before. We are seeing a demand for counselling at the Glebe Centre that is unprecedented, as is the pandemic that we continue to navigate. Our long list of donors continues to grow, and 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,
Heather Main, Chair of the Board of Governors

Report from the Principal-Dean

While this report spans the last three years since our last Synod Assembly, we, like everyone else are living in a much different world in 2021 as a result of the global pandemic. In mid-March 2020, we transitioned very quickly to a remote learning model for all our teaching and other activities at Luther. This format has continued through Spring term 2020, Winter and Spring terms 2021. At the time of writing this report, we are hopeful that we will be able to return to some face-to-face activities and teaching in Fall term 2021. While at times there may be feelings of wanting to go back to the “good old days” pre-pandemic, the pandemic has revealed that what we previously thought was normal or good was only normal or good for some. Rick Seltzer (2019) in his article “College Leadership in an Era of Unpredictability,” notes that our current situation reveals,

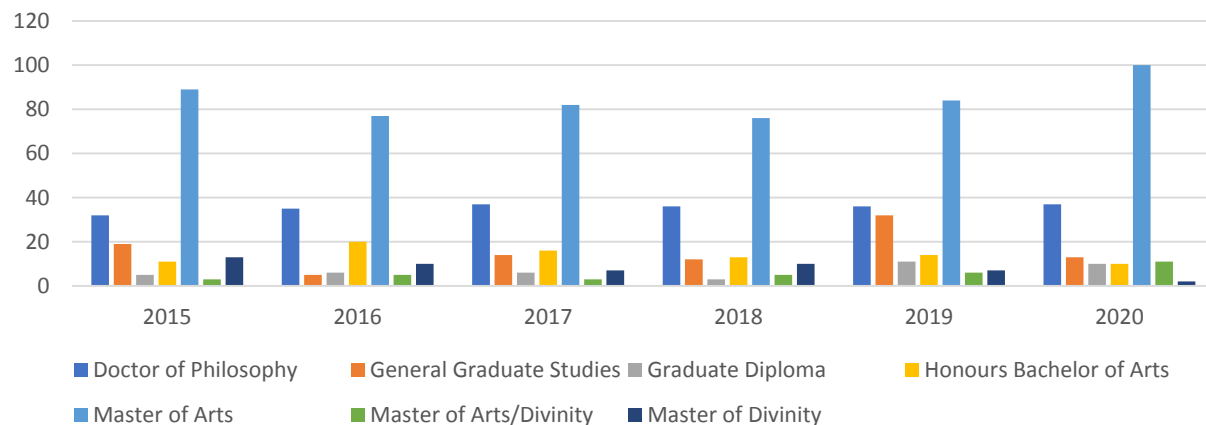
Three long-simmering pandemics affecting higher education and American society: health . . . economic. . . and racism . . . These three areas have been fed by six forces: economic inequality, systemic racism, technology, the pace of change, a shrinking world developing growing rifts and political and leadership atrophy. (p. 11)

Research firms including Deloitte and McKinsey and Co. are shunning the idea of a “new normal,” and rather proposing engaging terms like “next normal” as a recognition that the future is likely going to be much different from what we have known and will likely include a long period of uncertainty. This uncertainty impacts post-secondary education as well. But, imbedded in uncertainty are also possibilities. While Luther is well positioned to respond to the changing landscape in post-secondary education, it is important for us to be thinking about the forces that have impacted post-secondary education such as economic inequalities, diversity, equity, inclusion, justice and technology, to name a few. After providing a brief snapshot of Luther’s current enrolment, the rest of the 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 Enrolment 2015-2020

Luther has hit the Laurier strategic enrolment management committee’s enrolment targets since 2015 and continues to work on revisiting its programs to increase the enrolment level. One of the most important developments since the last synod assembly is that the College of Registered Psychotherapists of Ontario (CRPO) recognized the MA in Theology: Spiritual Care and Psychotherapy program in 2018. As a recognized program for CRPO, we have consistently received more applicants and have accepted more students to the MA in Theology: Spiritual Care and Psychotherapy program. The chart and the table below illustrate the enrolment patterns for all of Luther’s programs since 2015:

Programs Enrolment 2015-2020



Program	2015	2016	2017	2018	2019	2020
Doctor of Philosophy ¹	32	35	37	36	36	37
General Graduate Studies	19	5	14	12	32	13
Graduate Diploma	5	6	6	3	11	10
Honours Bachelor of Arts	11	20	16	13	14	10
Master of Arts ²	89	77	82	76	84	100
Master of Arts/Divinity	3	5	3	5	6	11
Master of Divinity ³	13	10	7	10	7	2

Source: Enrolment Services & FGPS

As mentioned earlier, the MA Spiritual Care and Psychotherapy program remains strong and the students who plan to become registered with the College of Registered Psychotherapists of Ontario (CRPO) apply to this program. As was noted in Luther's report to the 2018 Synod Assembly, enrolments in Master of Divinity (MDiv) programs were decreasing at a staggering rate across theological schools in North America. In response to this decline, Luther has expanded its degree offerings to have two double degrees (MA/MDiv and MDiv/MSW) to offer bi-vocational options. The number of MDiv students who are looking for programs that offer bi-vocational options has increased. Consequently, the double-

¹ Doctor of Philosophy includes PhD in Human Relationships: Spiritual Care and Psychotherapy, and PhD in Human Relationships: Pastoral Leadership.

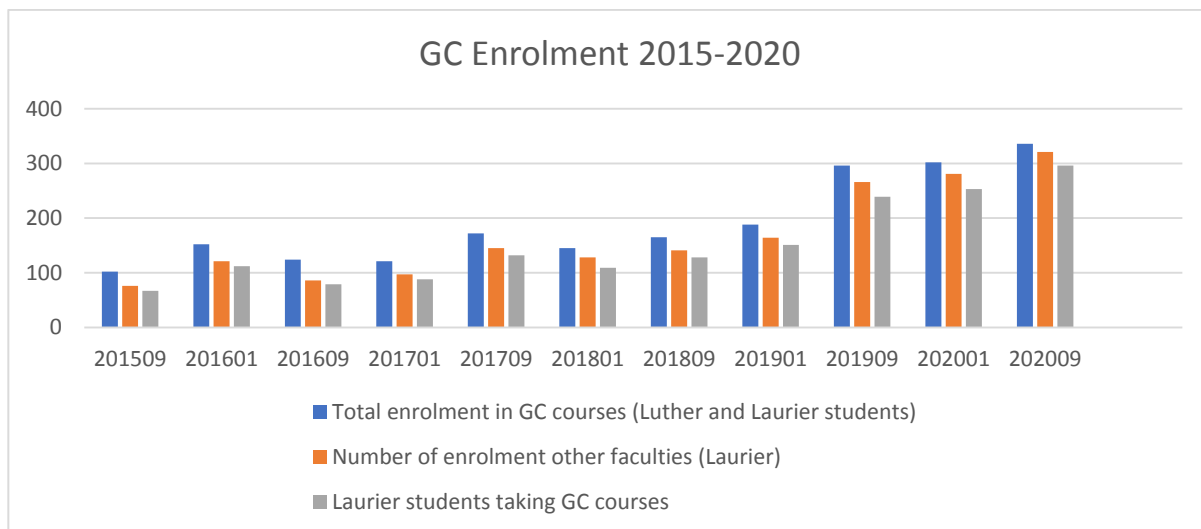
² Master of Arts in Theology includes MA in Theology: Spiritual Care and Psychotherapy, MA in Theology: Public Faith and Spirituality; and MA in Theology: Christian Studies.

³ Master of Divinity includes Master of Divinity and double-degree Master of Divinity/Master of Social Work.

degree MA/MDiv program has become popular among these students, and the enrolment in this program has gradually grown since 2015.

The Master of Divinity program is currently undergoing a comprehensive evaluation. A survey has been sent to all alumni and pastors in the Eastern Synod who graduated between 2013-2020. Dr. Mary (Joy) Philip, director of the MDiv program, has met with some internship supervisors, the candidacy committee, members of the Bishop's office and other community partners to get their feedback regarding the MDiv program. We anticipate that information collected from these various sources will be very helpful in revising the program to continue to prepare persons for leadership in ministry for a variety of contexts. The revised program will begin in Fall 2022.

The BA advisory committee and the recruitment team are working closely to develop the undergraduate program in Christian Studies and Global Citizenship. A few recommendations have been made, and steps have been taken in this regard. Besides the fundamental changes that have been proposed, a number of the undergraduate courses have been modified, and more electives have been created and offered. The BA program has also created four minors, including a Minor in Human Relationships, a Minor in Christian Studies and Global Citizenship, a Minor in Spirituality and Global Music, and a Minor in Judaism. These minors and courses are available to Laurier students, and the number of Laurier students who take our undergraduate courses has increased dramatically in the past five years. The chart below demonstrates the enrolment in GC courses since 2015.



Source: Enrolment Services & FGPS

The chart above indicates both Luther and Laurier undergraduate students' total enrolment (courses taken) — the blue bar indicates total GC courses taken. Some Laurier students have taken more than one course at Luther. The orange bar indicates the number of courses taken by Laurier students. The grey bar indicates the number of individual Laurier students who have taken Luther courses. It is worth mentioning that the total number of courses taken generates revenue for Luther.

Beginning in Fall term 2021, students in the BA in Christian Studies and Global Citizenship program will also be able to enrol in a Specialization in Care and Counselling or a Specialization in Spirituality and

Global Music. These specializations are available to students registered in the BA in Christian Studies and Global Citizenship and offers students an area of focus, whereas the minors are available for students registered in other undergraduate degrees at Laurier.

These enrolment statistics provide important information regarding students in programs at Luther. However, it is also important to note that there is a variety of other learning opportunities at Luther that are open to rostered leaders, congregational members and those in the wider community. These opportunities support the vision and mission of Luther and also support the mission priorities of the Eastern Synod.

As was noted in the last report to Synod Assembly, Luther has two accrediting bodies: The Association of Theological Schools (ATS) and the Ontario Universities Council on Quality Assurance (Quality Council). Just prior to the last Synod Assembly we had written a self-study and had ATS reviewers visit Luther and meet with various constituencies. We successfully received a 10-year accreditation without any notations. Beginning in 2020, Rev. Dr. Allen Jorgenson led another self-study process for the Quality Council and we met virtually with the reviewers in February 2021. We are awaiting their written response to the self-study document and their meetings with the various constituencies. While these self-studies and visits with accrediting bodies all provide opportunities for Luther to evaluate the programs outcomes and make changes, they are very time and resource-intensive.

Goal #1 Provide Vision, Leadership and Support to the Synod Community

Since the last Synod Assembly, Luther has been “living” into its new name, Martin Luther University College. The new name has supported our promotional efforts and to clearly communicate all that Luther offers. It is also opening up some new possibilities for partnerships.

Luther has, since its beginning in 1911, appreciated the close relationship with the Eastern Synod and we continue to look for ways to work together. In the last year, the management team at Luther (Allen Jorgenson, Mary (Joy) Philip and myself) have been meeting regularly with Bishop Michael, Pastor Christie Morrow-Wolfe, Pastor Doug Reble and Pastor Adam Snook to discuss ways for Luther and the synod to work together. It’s been very important to have the Bishop and his assistants involved in the design of the comprehensive evaluation of the Master of Divinity degree. I provided access to the recording from the Glebe Centre’s October 2020 breakfast entitled, “Grief, Loss, Ritual and Hope in the time of COVID” to Eastern Synod rostered leaders, and then met with the various ministry areas for discussion. We have collaborated on the annual Dubrick Summer Institute offered in April 2021, and Bishop Michael was involved in Luther’s contribution to Black History Month, “The View From Here” presented by artist-musician Andrew Craig.

The Delton Glebe Counselling Centre continues to be a way to support the work of the synod. Pre-pandemic mental health services were provided mostly in a face-to-face context. However, since March 2020, the Glebe Centre has offered most of its services either through secure online video conferencing or over the phone, with a small percentage of persons continuing to be seen in the building. This has expanded our ability to offer mental health services to persons living outside of Waterloo Region. We have had couples access the “Hold Me Tight” couples workshop from England and are receiving intakes for counselling services from across Ontario and beyond. The pandemic has forced all of us to learn

different methods of accessing services, which means the resources of the Glebe Centre are even more accessible to the synod community.

Janet Howitt, the centre's former executive director, retired in 2018 and Neta Gear began as the executive director in December 2018. Neta has continued to build relationships with the local community and beyond. Under her leadership the Glebe Centre has continued to grow and thrive. Please see her report for further details.

In February 2021 Luther received, as a gift, the synod-owned, century old home in Waterloo that has housed the Glebe Centre since its inception in 2013. We are incredibly grateful to the synod for their generosity and support of the Glebe Centre's mission and vision of providing mental health services to the community. The Glebe Centre's advisory committee in discussion with Luther's Board of Governors will be considering the best way to respond to this gift. The Glebe Centre in the past year has had 13 students completing their clinical placements, 20 professional therapists, one psychologist, and one medical doctor offering more than 9,700 hours with clients. We continue to offer services in nine languages and a number of therapeutic modalities. We see children and adolescents, individuals and couples, families and groups, as well as offer art and play therapies. The Glebe Centre has offered workshops, continuing education opportunities for professionals, and the annual breakfast for the community. This year's breakfast focused on the theme of grief, loss, ritual and hope in the time of COVID.

The Centre for Public Ethics under the leadership of John Milloy has continued to engage the intersection of public life and ethics. Before pandemic protocols took effect, he offered a number of breakfasts where political leaders presented their perspectives on the role of faith in public life. He has offered workshops supporting congregations to have conversations regarding important issues, including the 2019 election forum, as well as addressing concerns regarding pandemic recovery. The centre also supports Luther's engagement with the wider community through the Abrahamic Faiths Forum, Circle of Dialogue, and other opportunities to engage public issues.

The Abrahamic Faiths Forum has continued to provide opportunities for members of the Christian, Muslim and Jewish communities to engage in conversation around issues of common concern. These events are open to the public and in the last year have been available over Zoom.

In January 2020 we offered the first of the Luther Legacy lectures, "Martin Luther and Antisemitism," with Rabbi Joseph Telushkin as the keynote speaker. Plans are underway for a second conference in 2022 looking at Luther and Islam. These lectures are important for us to critically address some of Martin Luther's more controversial ideas and help us address the ways in which they still impact our beliefs and interactions, particularly with the Jewish and Muslim communities.

Luther continues to take seriously the call to promote right and renewed relationships with the Indigenous people of Canada. Through the Circle of Dialogue, we provide learning opportunities led by Indigenous peoples. Before the pandemic we offered study trips to Six Nations of the Grand River in our undergraduate courses. We continue to work with Laurier's Indigenous Student Services and the Indigenous Student Centre in Waterloo. Assignments in a number of courses feature First Nations authors. We acknowledge the traditional lands that Luther is situated on in all our public gatherings and also include the acknowledgment in all course syllabi and on the home page of Luther's website.

The Kanata Centre for Worship and Global Song and the Inshallah community choir has continued to address the intersection of music, faith and justice in order to provide opportunities for learning, develop partnerships, increase awareness, promote right relationships and raise funds to support justice initiatives. In the past year, these activities have been happening remotely over Zoom. Inshallah participated in the production “Love in the time of COVID” with a number of community musicians. You can access the production here <https://www.youtube.com/watch?v=oKuAcuRZ6Fc>

Luther is home for **thirdspace_**, an emergent community that had been sponsored by the synod’s Mission Committee. This past year, the community received grants from YAYA and from the Mission Committee for a diaper project for Anishnabeg Outreach and for the Breathe exhibit. Pastor Anne Anderson continues to explore with community members what is faithful discipleship lived in community at those times it occurs in settings that don’t necessarily meet the normal criterion of a “congregation.” The community continues to appeal to the needs of millennial youth and young adults, and offers a place to explore questions, create learning and service opportunities, and explore different ways of “doing” church. Pastor Anne continues to develop partnerships both within the university and broader communities. More information about **thirdspace_** can be found at <https://luther.wlu.ca/worship-and-music/thirdspace.html>

Since March 2020, our noon-hour Contemplative Pause series has been offered over Zoom. Each weekday for 20 minutes the community gathers for prayer, reflection or meditation. Each day offers a different opportunity including contemplative music, reflective reading of Scripture, walking meditation, multifaith teaching, eco-spirituality and settler work. Open Door, the weekly Wednesday service at 5 p.m., has also been offered over Zoom. While meeting in person for these events is certainly missed, the remote context has expanded our ability to offer these opportunities to persons who might not be able to come to campus. We, like many other congregational leaders, have been learning a lot about leading worship in a remote format.

Goal #2 Develop Capable Leaders

Since the institution’s beginning in 1911, Luther has been committed to developing capable leaders. While we began with preparing pastors and continue to do so, Luther also prepares psychotherapists; spiritual care providers; educated lay persons to take leadership in their community of faith and students graduating from the undergraduate program that go on to further education or to work in community agencies. Students who graduate from the PhD in Human Relationships program go on to contribute to their discipline, teach and work within their chosen profession where their doctoral work enhances their leadership.

Many of our undergraduate courses include a service-learning component where students have opportunity to connect classroom learning with community activity. This past year, many of the community service-learning opportunities have continued over Zoom. Being able to engage with others regarding what they are learning in class and grappling with significant questions, beliefs and values is often a powerful experience and provides students with important learning opportunities. In some cases, the experiences inspire students to continue on in these areas. The MA in Theology: Spiritual Care and Psychotherapy and the Master of Divinity degree programs include a clinical or contextual

placement. These placements support students to learn important skills to prepare them to be capable leaders in their chosen professional context.

Developing capable leaders means paying attention to context. The Canadian context is one where attention to Indigenous ways of knowing and intersectionality is crucial. Starting in Fall term 2021 two courses — Indigenous Wisdom and Methodologies, and Intersectionality — will be required courses for all students in our master's and doctoral degrees. Elements of these courses are already included in a number of our undergraduate courses. These courses will prepare Luther graduates to be leaders in the Canadian context where attention to diversity, equity and inclusion is crucial

In the past three years the number of Laurier undergraduate students taking their electives at Luther has continued to increase. We hear from students how they appreciate the opportunity in Luther courses to reflect on their beliefs and values in relationship with the class readings, discussions and assignments. This supports them to be leaders in their chosen field of study.

Luther currently has eight full-time and one part-time faculty; three associate professional faculty; and 33 adjunct faculty. This year we added two new associate professional faculty members: Deacon Sherry Coman brings more than 30 years of experience in theatre and film. At Luther, she will be working particularly in the area of spirituality and media. More information can be found on her faculty page <https://luther.wlu.ca/faculty-profiles/sherry-coman/index.html> Dr. Laura MacGregor brings significant experience in the areas of extreme caregiving, disability and care. She is taking responsibility for a new continuing education opportunity — Certificate in Disability, Spirituality, and Care — that will be launched in Fall term 2021. More information about Laura can be found on her faculty page <https://luther.wlu.ca/faculty-profiles/laura-macgregor/index.html>. Both Laura and Sherry will teach courses and support other initiatives at Luther.

In recent years we have had more than 30 faith traditions, including no faith tradition, represented in our student community. Luther is becoming more representative of the larger community, which provides a rich learning context for us all and prepares our students to be able to engage diverse communities in their chosen professions following graduation. At Luther, we understand ourselves to be a Lutheran host to a diverse ecumenical and multifaith community. What this requires of all of us is to critically reflect on what does it mean to be faithful to our own tradition while being open to hear and explore the experiences and knowledge of others. Being able to engage these discussions supports us all to develop deeper collaborations, which supports our ongoing commitment to justice. While we have learned a lot about what it means to welcome diverse persons, we are committed to continue learning and addressing 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 ordained) 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 faith communities and other community partners.

Luther has continued to be supportive of the area ministries by offering confirmation classes and area-wide vacation Bible school. Faculty have offered resources in preaching, teaching and worship. As noted earlier, I met with area ministries to discuss the presentation from the 2020 Glebe Centre breakfast.

Each year we have partnered with the Eastern Synod in hosting the Dubrick Summer Institute for Ministry. Because of the pandemic we were not able to offer the institute in 2020, but planned to offer a virtual institute entitled “The Power of Words: The impact of worship language on the marginalized” in April 2021.

Luther has continued to benefit from the Face to Faith program. One expression of this program has been the partnership agreement with the Evangelical Lutheran Church in Jordan and the Holy Land (ELCJHL). In 2019, Luther was fortunate to travel to Israel and Palestine to meet with members of our partner church; meet with other significant multifaith organizations; and visit some of the important sites. We had sponsored Rodny Said, a student from the ELCJHL, and in June 2020 celebrated his successful completion of the Master of Divinity degree. We joined virtually for his ordination.

Pastor Anne Anderson has facilitated a partnership with Emmanuel United Church in Waterloo and the Laurier Students’ Public Interest Research Group (LSPIRG) to address issues of food insecurity for students. Every week, volunteers prepare a vegan meal that is put into containers and offered during a free food distribution. We have offered a food distribution service every Thursday afternoon since Fall 2020. We regularly have 50-60 students accessing nutritional food, personal hygiene products, cleaning supplies and other helpful items. At Christmas, we supplied a free Christmas meal to 14 students who were unable to go home because of the pandemic.

Neta Gear, executive director of the Glebe Centre, in 2020 was invited to work with others in Waterloo Region to create a resource called Grief, Dying and Death During a Pandemic <https://www.wellbeingwaterloo.ca/blog/grief-dying-and-death-during-a-pandemic/> Given the many challenges in this area as a result of the pandemic, this has been a very important resource. Through the Glebe Centre, we also have partnerships with other community agencies and groups.

Luther continues to have agreements with 13 Supervised Pastoral Education sites that support the clinical placements of students and other professionals who are seeking continuing education, to build their professional skills, or become spiritual care providers. We also have agreements with 22 counselling centres for students in the MA in Theology: Spiritual Care and Psychotherapy program to complete clinical requirements for their degree.

Luther signed a memorandum of agreement with Earth Charter International in 2019 as an expression of our global interdependence and our shared responsibility for the well-being of the whole human family and all of creation. We are at the beginning stages of integrating some Earth Charter International resources into our courses and will be working to deepen our partnership with the organization, and our commitment to the principles of the charter in the near future.

Luther has a memorandum of agreement with Martin Luther Christian University in Meghalaya, India. Rev. Dr. Allen Jorgenson visited the school in 2018 and spent a month teaching, giving a public lecture and meeting with Indigenous communities in area. He currently is co-advising one of their doctoral students. Dr. Mary (Joy) Philip and I will soon begin to co-advise two more doctoral students and we are

meeting in the near future to talk about other opportunities for collaboration. These discussions were delayed because of the pandemic.

We have been approached by faculty members at the Norway University of Applied Sciences in Bergen, Norway, to develop a partnership in order to exchange students and professors or find ways to teach collaboratively.

Goal #4 Live as a Healthy Synod.

Many of the areas already noted above are ways that Luther supports a healthy synod. The Glebe Centre, with its enhanced ability to offer services virtually and over the phone, makes its workshops, presentations, and mental health services available to all members of the Eastern Synod. Please go to glebecounselling.ca for more information.

Managing our financial resources responsibly supports a healthy synod. We have appreciated the generous support of the Eastern Synod over the years, and particularly in this time when there has been a 10% cut in government funding and tuition fees have been frozen. We are grateful for our regular donors and for those who have supported the Reform Capital Campaign for the redevelopment of the building. The capital campaign is scheduled to end in Spring 2020, and we are excited to report that we have exceeded the original target of \$1.5 million for the \$9-million redevelopment project. Thank you, all!

Access to learning opportunities through our programs and continuing education, worship and other public events support a healthy synod. To that end, we are developing other educational opportunities for both lay and ordained persons. As mentioned above, we recently added two associate professional faculty: Deacon Sherry Coman in the area of spirituality and media, and Dr. Laura MacGregor in the area of spirituality, disability and care. Stay tuned for opportunities in both of these areas as we learn about the ways faith can be supported and explored through mediated spaces.

As I noted at the beginning of this report, the pandemic has exposed many inequities in education. Luther's attention to these inequities supports the synod's efforts in these areas as well. Luther is working with Dr. Barrington Walker and his associates at Laurier to address issues related to equity, diversity and inclusion in all aspects of Luther's life. Luther's Board of Governors has made a similar commitment. We will also be exploring different ways to support students who are experiencing challenges in accessing post-secondary education.

As a result of the pandemic, we pivoted very quickly in March 2020 to offer all of our courses and other events remotely. While we anticipate returning to face-to-face teaching and other opportunities in Fall 2021, we expect that we will also need to offer concurrent remote learning and participation. So, while we just recently redeveloped our building and installed new technology, our current technology will not support quality teaching in a hybrid face-to-face/remote-learning context. This requires us to do a significant upgrade in all of our classrooms and chapel. We have been working with Laurier's IT department and are planning to upgrade our technology in the classrooms in Spring 2021. We hope to have the technology in the chapel upgraded by the beginning of Fall term 2021. While this is creating a financial challenge (\$150,000-\$200,000), the pandemic is also opening up exciting opportunities to offer education in different formats. For example, this new technology will allow Master of Divinity students

to access education from where they live and not have to physically move to Waterloo Region; other continuing education opportunities will be more broadly available across the synod; we can connect with faculty and students across the globe to enhance our students' current learning; and people from across the synod will be able to connect to Luther's events including the daily Contemplative Pause program. All of this and many other possibilities become available through technology.

Concluding Remarks

In conclusion, I want to recognize and give thanks for Rev. Dr. Mark Harris's time as the principal-dean of Luther from 2015-2020. During his time, the building was redeveloped; the institutional name was changed and rebranding implemented; a new memorandum of agreement was completed with Laurier to further solidify our partnership along with a number of other program developments, expansion and more. His commitment to Luther's vision and mission was crucial during this time and has left Luther a stronger and healthier institution.

Since late fall 2019, several searches have been conducted for a new principal-dean. This has proven to be more difficult than first anticipated as the first two searches did not result in the appointment of a successful candidate. A third search was completed in mid-March 2021 and I was offered the position and accepted the opportunity. While transitions are always challenging and even more so in the midst of a global pandemic, I am grateful for all faculty, staff, board members, donors, Bishop Michael and synod staff, and others who have continued under these challenging conditions to support the vision and mission of Luther. I look forward to working with them for the next five years.

I want to express my thanks to Pastor Riitta Hepomaki who while in synod office was very supportive of Luther but has left the synod office to return to Finland. I also want to thank Jim Phillips who very ably chaired the board and was instrumental in the capital campaign. Heather Main has become chair of the board in the last year and is competently leading the board through this time of uncertainty.

The staff at Luther consists of Dorinda Kruger Allen, executive assistant to the principal-dean and administrative manager; Shwetha Subramanya, finance manager; Mirko Petricevic, director of communications and public affairs; Gelavizh (Gela) H. Bolandpour, student advisor and admissions coordinator; and Pastor Anne Anderson, community pastor. Each staff member carries significant responsibilities in their one-person departments. The staff work well together to support the vision and mission of Luther. While this has become more challenging working remotely, they have worked hard to adapt and balance the challenges of working from home. I want to extend my personal "thank you" to the staff for all their support as I assumed the role of interim principal-dean.

It is also important for me to thank all of the faculty, associate professional faculty and adjunct faculty for the tremendous work they have done in this challenging context. They have worked extremely hard to maintain the high quality of courses offered at Luther and have needed to learn new ways of teaching and connecting with students in order to do so. And, they have done this balancing the demands of family and working from home.

On behalf of all of us at Luther, I want to express our deep appreciation and gratitude to the Eastern Synod for your ongoing support, encouragement and prayers. In particular, to Bishop Pryse, and his

assistants; Vice Chairperson Laurie Knott; synod Treasurer Keith Myra; synod Secretary Rev. Wendell Caron Grahlman and to the whole Synod Council who work on our behalf. At Luther, we recognize the special relationship we have with the Eastern Synod, as the only theological school for the synod, and we celebrate the many ways we have and continue to work together!

Respectfully submitted,
Rev. Dr. Kristine Lund
Principal-Dean
Reference

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Faculty Updates

Sherry Coman

Associate Professional Faculty

Sherry Coman joined Luther as associate professional faculty in September 2020, after teaching as an adjunct professor at the college since 2014. Her focus is on theology and film, teaching the twinned graduate/undergraduate course Faith and Film. In December 2020 she was ordained as a deacon in the Eastern Synod of the ELCIC, with a call to both Luther and the wider synod as the Deacon for Spirituality and Internet Outreach. In 2021, she will be teaching two new courses, one in spirituality and media and one in Women, LGBTQ2SIA+ Justice issues. For the past 10 years Sherry has been, and continues as, the author and creator of the Lutherans Connect devotional projects. In 2021, she is hoping to develop a Centre for Spirituality and Media at Luther in an effort to bring together Luther and the wider synod community (and beyond) to explore the uses of media in the practice of spiritual well-being. She regularly publishes articles and reviews of films in the Journal of Religion and Film.

Kate Harper

Assistant Professor, Spiritual Care and Psychotherapy

Kate teaches Assessment, Human Development, Neuroscience and Psychotherapy, and Practicum. She also teaches an undergraduate course in spirituality and neuroscience every second year. Kate is also a student advisor, practicum co-ordinator, and supervises Luther practicum students at the Glebe Centre.

Allen Jorgenson

Professor of Systematic Theology, Assistant Dean

Allen continues to teach and present papers at national and international conferences. Since the last synod assembly he has published chapters in a number of edited volumes and, most recently, his book Indigenous and Christian Perspectives in Dialogue (2021) was released. In 2019 Allen completed a sabbatical project entitled Teaching a Theology of Truth and Reconciliation with Indigenous People, which received funding from the Wabash Center for Teaching and Learning Theology. He presented on

this topic at the Eastern Synod Pastors' study conferences (2020). He is co-recipient, with Laura McGregor, of a Louisville Project Grant entitled Beyond Saints and Superheroes: A Phenomenological Study of the Spiritual Care Needs of Parents Raising Children with Disabilities. The project will occupy them for the next few years.

Florence Juma

Associate Professional Faculty

Florence has continued teaching one course per term in the graduate program and also started teaching a course in the BA program in Spring 2020. She continued running the SPE program at Grand River Hospital and received certification in both streams of SPE in 2020. Florence was elected to serve as secretary in the Education Standards Commission of CASC (2019-2022). She contributed a chapter in the book published by Canadian Multifaith Federation (2020). She served in the department committee and in one Doctoral Student Advisory Committee at a time. Florence began conversations with the relevant department of a University in Kenya towards partnership with Luther in the training of chaplains.

Gyeong Kim

Assistant Professor, Spiritual Care and Psychotherapy

Gyeong has been overseeing the BA program, as the co-ordinator, since Fall 2019. As a committee member, he also serves on the MA in Spiritual Care and Psychotherapy program and PhD in Human Relationships program. He teaches two courses in the graduate program and advises some PhD students. In the BA program, he has offered some new courses including Identity Formation and Family, and Introduction to Couples and Families in addition to a required course and two electives. He co-authored the published article "Theology of 'Person' with a Focus on Mental Health." At Laurier, he serves on the senate and the honorary degree committee.

Mona LaFosse

Assistant Professor Christian Scriptures and Sacred Texts

Mona teaches courses in Bible, New Testament and exegesis, including two new elective courses that explore ancient and modern apocalyptic thought (Zombies, the Bible and End of the World), and oral storytelling and the gospels (Performing the Stories of Jesus). She is supervising an MA student whose thesis is focused on God in the Gospel of Mark. In 2019, she was one of three faculty members who participated in Luther's study tour to Israel/Palestine. Mona is currently the president of the Canadian Society of Patristic Studies (2019-22) and is chairing a working group within the Canadian Corporation for Studies in Religion on issues related to equity, diversity, inclusion and decolonization. She recently published an essay on oral aspects of teaching in 1 Timothy and continues to work on her book manuscript (Honouring Age). As part of a weekly midday program offered during academic terms, starting Fall 2019, Mona has been reading biblical stories aloud (Acts, Revelation, Ruth, Esther and Judith so far), inviting contemplative reflection.

Debbie Lou Ludolph

Instructor, Practical Theology; Dean of Chapel; Director, Kanata Centre for Worship and Global Song

Highlights of the Kanata Centre included the Art on the Wall project bringing two exhibits to Luther that were direct responses to the Truth and Reconciliation Call to Action #83; lecture featuring the scholarship of Rev. Dr. Philip Mathai; Inshallah singing to support Indigenous water-walkers, newcomers, the food bank, and The Working Centre, and partnering with CLWR to provide online music for services; and with the Sing Fires of Justice project sponsoring the interfaith group Abraham Jam. With a team, Debbie Lou co-ordinated moving the regular weekly Open Door Holy Communion service, Inshallah, and midday pauses online during the pandemic. In addition to previously taught courses, Debbie Lou developed an undergraduate course called: “Why am I here: Worldview, Meaning-making, and Authenticity” and taught the “Introduction to Nurturing Faith” MDiv course. Debbie Lou completed her doctoral degree in Human Relationships in January 2021.

Kristine Lund

Principal-Dean, Professor, Director of Spiritual Care and Psychotherapy Programs

Kristine Lund continued in her capacity as the assistant principal at Luther up until July 16, 2020, when she became the interim principal-dean during Dr. Mark Harris’s administrative leave and the search process for a new principal-dean. She has also continued as the clinical director at the Delton Glebe Counselling Centre where most of her time is spent supervising students and providing consultation to the professional therapists and staff. She has worked with the executive director, Neta Gear, in the ongoing development of the Glebe Centre. Kristine has also continued with her teaching responsibilities, the oversight of the Spiritual Care and Psychotherapy program and advising a number of doctoral students. In February 2020, she was part of the series of lectures given for Third Age Learning in Waterloo entitled, “Shifting Paradigms, Martin Luther’s Enduring Impact.” She delivered a lecture on “Martin Luther and the Care of the Soul.”

Laura MacGregor

Associate Professional Faculty

Laura MacGregor completed her PhD at Martin Luther University College in 2019 and accepted a position as associate professional faculty at Luther in 2020. In the last three years she has taught three courses: Questioning Ability; Christian Faith and Global Citizenship; and The Skin We Are In: The Body from the Bible to the Beautiful. In October 2020 she and Allen Jorgenson successfully applied to the Louisville Institute for a research grant to study the spiritual care needs of parents raising children with disabilities.

Daniel Maoz

Professor of Hebrew Scriptures, Jewish Scholar in Residence

Daniel is Chair of the Steering Committee, Abrahamic Faiths Forum, Martin Luther University College; founder and director of the Christian-Jewish Text Discussion Group, Conrad Grebel University College, University of Waterloo; founder and director of the Scriptural Reasoning Study Group (Abrahamic Faiths), Renison University College, University of Waterloo; founding Vice President of the Canadian

Society for Jewish Studies (CSJS); Research Associate, Canadian Institute for Jewish Studies, Concordia University, Montreal, QC; Managing Editor, CSJS Book Series, Cambridge Scholars Publishing, England; and Editorial Board Member, *Journal of Humanities, Social Sciences, and Judaism*. Daniel has numerous speaking engagements and publications to his credit, and is co-editor and contributor of ***From Something to Nothing: Jewish Mysticism and Contemporary Canadian Jewish Studies* (2019)**. He is currently editing and contributing to a third volume in the CSJS book series, ***From Knowledge to Interpretive Transmission: Canadian Readings of Jewish History and Thought*** (2022 projected).

John Milloy

Assistant Professor of Public Ethics, Director of the Centre for Public Ethics at Luther; Practitioner-in-Residence (Department of Political Science at Laurier)

John continues his role at Luther, teaching a series of undergraduate courses related to public theology and the intersection of faith and politics. As director of the Centre for Public Ethics, John and his team organize community events, speakers and podcasts to encourage faith communities to engage on public policy issues. Part of John's role is to build bridges with Laurier's Department of Political Science where he is the practitioner-in-residence. John contributes regular columns and op-ed pieces to a series of publications including the Metroland network of papers and the Toronto Star publication Queen's Park Briefing. He is currently writing a book on the intersection of faith and politics to be published later this year by Novalis.

Mary Philip aka Joy:

Associate Professor, Lutheran Global Theology and Mission; Director, MDiv program; Editor-in-chief, Consensus: A Canadian Journal of Public Theology; Core member, Management Team

While maintaining a full teaching load, Fall 2018 to Fall 2021, Joy had a busy time speaking at conferences in various countries — India, Poland, Norway, and Cameroon — and across Canada. Some are listed here starting with fall 2018. Joy was the keynote speaker for the education conference, "The Church's Struggle to See Jesus through Intercultural Eyes" of the Alberta and Northwest Conference of the UCC. She presented at the Earth Charter Education Conference at the University of Peace in Costa Rica. For her work with the Earth Charter, in December 2020 she received an achievement award from Earth Charter International. Joy gave lectures, panels and presentations to the faculty and students at Martin Luther Christian University in Meghalaya, India. She presented at Women Doing Theology Global Consultation, Warsaw, Poland, and was plenary speaker at the "Sustainability and Climate in Religion" conference in Bergen, Norway. She gave the lecture, "Martin Luther in Global Context," at Third Age Learning Series, in Waterloo; and, "Ecological crisis: A plea for interreligious dialogue and the common good," du Ministre Délégué à la Présidence, in Ngaoundere, and "Theology and Eco-Womanism," Lutheran Theology Institute, Meiganga, both, cities in Cameroon. Joy was the presenter and Bible study leader at York Credit Valley Fall Virtual Retreat of the Anglican Church. Joy edited a book *Religion, Sustainability and Education: pedagogy, perspectives, and praxis towards ecological sustainability* and published six articles, one interview (LWF) and one blog(LWF). She also served as chair, and committee member of several PhD examinations/dissertation defences. She has embarked on a research project of collecting stories on climate change and weather prediction from mothers and grandmothers, especially from the global south and Indigenous communities. Joy continues to be member of the ELCIC Task Force addressing Racism, and the synod's Racial Justice Advisory Committee as well as liaison to the synod's candidacy committee. She is on the steering committee of LWF Theological Education and Formation

(TEF) Network, and maintains membership with Earth Science Women's Network; International Women's Earth and Climate Initiative; Liberation Theologians and World Social Forum; American Academy of Religion, Canadian Theological Society (CTS). Joy participates in the worship life of Luther (preaching and leading worship) and other community oriented activities.

Daniel Rzonczinski

Assistant Professor, Spiritual Care and Psychotherapy

In early 2019, I completed my PhD in Complex Thinking from the Multiversidad Mundo Real Edgar Morin in Mexico City. Since then, I have been doing research on the intersectionality between complex thinking, spirituality and psychotherapy. One of the outcomes of my research was the publication in Consensus (2019) of my article "Complex Thinking: The Science and Spiritual Nature of Therapeutic, Pedagogical, and Supervisory Relationships." In addition, I have two new articles ready for publication: "Internalized homophobia" in English and "Las relaciones humanas desde la perspectiva del pensamiento complejo" in Spanish. These two articles are based on the integration of spirituality and psychotherapy. In relation to my teaching, I introduced important modifications to three of my present courses: "Trauma and Theodicy" (I introduced and emphasized detail analysis of Christian, Jewish and Islamic theodicies); "Addiction, Mental Health and Spirituality: Clinical Approaches" (I introduced a detailed analysis of the difference between psychotherapy treatment modalities and spiritual - philosophical treatment modalities); and in "Clinical Applications of Queer Theory" (I introduced a deep reflection on the intersectionality between Queer Theory and Spirituality from a multifaith perspective).



Delton Glebe Counselling Centre (GC) updates from July 2018 to present.

On December 3rd 2018 the GC went through a change in leadership with a new executive director: Neta Gear joined the team and has been on board since.

The GC has been living into Dr. Kristine Lund's, the clinical director and principal-dean for Martin Luther University College (Luther), 2013 sabbatical intention of meeting the needs for post-secondary students and the broader community for mental health (mh) services. The GC responds to the increasingly diverse multicultural and multifaith mh needs of clients in Waterloo Region. For example: in 2020, the GC collaborated with other service providers to produce a template for individuals coping with grief from ambiguous losses and death and dying during the pandemic. This template has been well received and widely circulated with an updated version due in 2021.

<https://www.wellbeingwaterloo.ca/blog/grief-dying-and-death-during-a-pandemic>

We offer: Counselling services for individual, couples, families, children and adolescents. We also offer art or play based therapy and pet assisted therapy (Chilling with Dogs). The GC continues to offer placements for art therapy, play therapy students, Laurier's MSW students, University of Waterloo BSW students as well as students from Luther's master's and doctoral programs. The numbers have steadily increased to about 12 placements per academic year with upwards of 40 applications per year from many more institutions than those listed above. In 2020, 28% of all sessions were delivered by interns/externs. In 2020, the GC offered 9,756 sessions which is up from 2,841 in 2016.

In addition, we hold conferences and workshops. For example, in 2019 we had Dr. Kevin Skinner for a two-day workshop on "Treating Betrayal Trauma and Sexual Addiction"; in 2021, Dr. Rick Csiernik did a one-day workshop "Looking at Addictions from a Holistic Lens." In 2020, we were busy responding to COVID-19, pivoting from mostly face-to-face work to mostly online or telephone counselling and did not hold a conference. Conferences give us the opportunity to create communities of practice and engage with the community, build competence and increase our income. We also offer "Hold Me Tight" workshops which are focused on strengthening attachments in couple relationships. In 2019 we held one workshop, with two in 2020 and two are scheduled for 2021. These workshops are generally held in person over two days however, in the pandemic, we had to pivot and hold them online. While there have been challenges associated with working virtual, one of the benefits has been an ability to have attendees at these conferences and workshops from all over Canada and even from Europe.

Over the past three years, we have held our annual breakfasts which have been opportunities to gather members of the community in Waterloo Region to learn more about the work of the Glebe Centre and provide a brief educational opportunity. Any profit from the breakfasts and online auctions continue to support the We Care Fund which subsidizes short-term session fees for those who cannot afford the already lowered fees. These breakfasts have been very successful events, even as the 2020 breakfast, with the focus on "Grief, Loss, Ritual and Hope in the Time of COVID," was virtual with no actual breakfast.

Generally, and more so during the pandemic, WLU is the primary referral source to the GC with the majority of clientele being between the ages of 18-24 followed by the 25-34 age group. Ten per cent of the Glebe Centre's already lower fees are further reduced to ensure accessibility. The GC collaborates with many WLU programs to support mental health on the campus such as Blue Monday, Bridging the Gap, Thrive Week, and others. Laurier's dean of student wellness reaches out to collaborate with the GC often, as do student residence staff. For example, when there was an urgent need to provide immediate crisis support at one of the residences on a Friday and the following weekend, because a student suicided and others witnessed, the GC responded immediately to provide support.

During this time, the GC collaborated with Grand River Hospital to support their staff and mh client overflow due to their focus on COVID-related cases. We also built a strong network of service provision to children and adolescents with sectors such as foster placements since we have a trusted art and play based program with no wait lists and lowered fees. We added programs such as an Employee Care Program to assist a local nursery/daycare for its employees. And we are working on supporting a provincial distress and crisis centre redevelop their education modules for provincial responders on distress and suicide prevention lines.

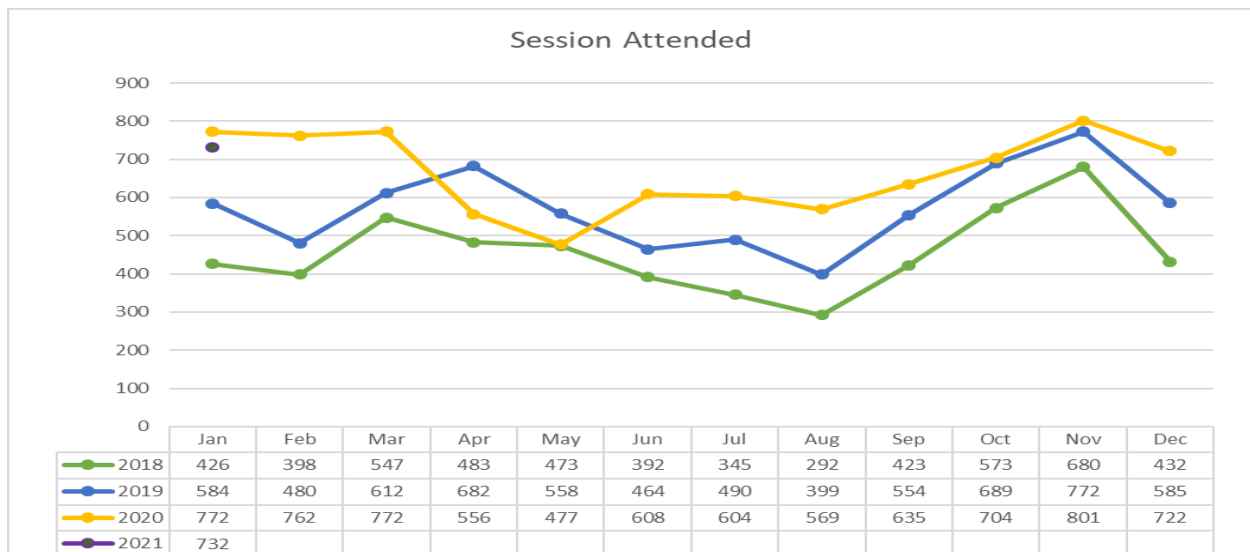
Given the GC's connection to Luther, opportunities for research have also been possible for both students and faculty. There are at least two theses projects conducted per year.

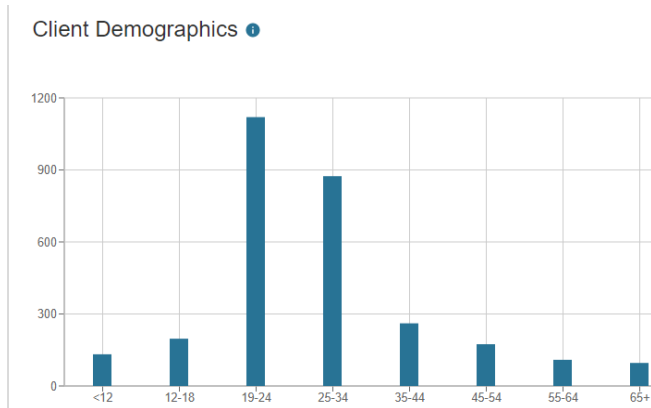
It is exciting to see the diversification of our services and the positive responses to this from the community.

In 2021, we expect to see a continued reliance on online/phone therapy while COVID restrictions remain in place. Once the majority of people have been vaccinated, we expect more people will return to in-person counselling services.

We have seen an overall increase in clients requesting services. By the time people contact us, they are already at increased levels of stress, are often in crisis and have limited internal and external resources. There are higher numbers of couples and families seeking supports with more children under the age of 12 are at risk. Approximately 10% of our already lowered fees are discounted further.

In the meanwhile, the people most affected by COVID are those with the fewest resources to cope with it. Marginalized communities continue to struggle with higher infection rates, lower incomes, are less likely to have extended health insurance benefits, and are more likely to have to go to work at jobs where they are at risk of COVID exposure. The Glebe Centre remains committed to making mental health resources available to those in our community with fewer resources.





In 2020, the Eastern Synod generously gifted Martin Luther University College with the house that had for many years served as a student house and for the last eight years has housed the Glebe Centre. The purpose of the gift is to continue to support Luther's service to the community through the Glebe Centre. We are deeply grateful for this support.

I would like to take this time to say thank you to the diligent administrative team at the GC. They have pivoted seamlessly to meet the needs of the community and programming. Thank you Elma Plant and Ximena Bonillo Hurtado in particular. Under these stressful times, the therapists and interns have "stretched" to meet the needs of clients while managing their own personal stressors of living in a pandemic. Thank you to each of them for their perseverance. No less is the gift of Dr. Kuhnert, his time and care at the GC is genuinely appreciated. Thank you to Dr. Kate Harper, and Dr. Daniel Rzonczinski for their support through supervision and training of the interns/externs. Finally, but not least, Dr. Kristine Lund for her leadership, commitment and loyalty to the GC and the work we do.

Respectfully submitted by:

Neta Gear BA, BSW, MA, FM, RSW #810740

Executive Director

Delton Glebe Counselling Centre, 519 884-3305, ndeonaraingear@wlu.ca



Section 11

Eastern Synod Constitution and Bylaws



CONSTITUTION

EASTERN SYNOD EVANGELICAL LUTHERAN CHURCH IN CANADA

2018

Eastern Synod Constitution and Bylaws

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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;

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- 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.

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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. A congregation which has ceased to exist or whose membership has so diminished in numbers as to render it impossible or impractical for the congregation to function according to its constitution and bylaws shall, after consultation with any remaining members, be deemed by this synod to be defunct. This synod through the synod council shall appoint trustees, including where feasible former members of the congregation, who shall take charge and control of the property of said congregation to hold, manage and convey the same on behalf of this synod. **(see last page)**

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

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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 *(see last page)*

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 College, Waterloo, Ontario shall control and manage the seminary and determine its academic and administrative affairs.

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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
- 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:

Approved by National Church Council: September 2014

First Reading Amendments
Assembly 2018

Article VI 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.

(to receive second reading at Assembly 2021)

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.

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(to receive second reading at Assembly 2021)



BYLAWS
of the
EASTERN SYNOD
EVANGELICAL LUTHERAN CHURCH IN CANADA

2018

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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.

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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

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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

Eastern Synod Constitution and Bylaws

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

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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. The regular conventions of this synod shall be held in the year preceding regular national conventions.

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

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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

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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 until the next regular convention. No elected member, other than the officers, shall be eligible to serve more than three (3) consecutive terms. However, a term of less than 18 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

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- 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.

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.

Part VIII

Standing Committees

Section 1.

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- 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.

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