

# Assembly 2018 Biennial Year Book

*Seventeenth Biennial Convention*



**June 21-24, 2018**

**Delta Hotels by Marriott Toronto Airport & Conference Centre, Toronto, Ontario**

We acknowledge the Ancestral Traditional Territories of the Ojibway, the Anishnabe, and, in particular, the Mississaugas of the New Credit whose territory we gather on.

This territory is covered by the Upper Canada Treaties.

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# **Section 1**

## **Assembly Proceedings**



**Agenda**



**Glossary of Terms and  
Acronyms**

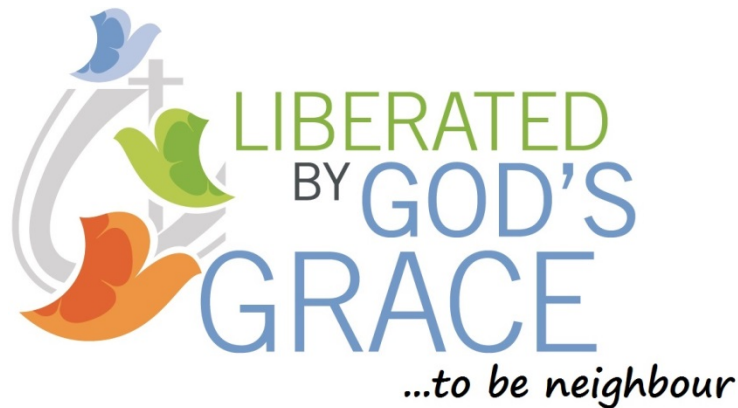


**Appendix A – House Rules**



**Minutes**





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## AGENDA

### Wednesday - June 20, 2018

12:00 pm Synod Council Lunch

1:00 pm Synod Council

### Thursday - June 21, 2018

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

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

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

## SESSION ONE

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

2:30 pm Break

2:45 pm Registration Report

Establishment of Quorum

Introduction of Special Guests

Requests to Grant Privilege of Vote and/or Voice

### Notice of Consent Agenda Items

- Report of Synod Council - Items not requiring action
- Report of the Statistician
- Necrology Report
- Report of the Archivist
- Report of the Auditor
- Reports of the Standing Committees
- Adoption of Minutes of 2016 Assembly
- Appointment of Assembly Committees
- Reports of the Ministry Area Deans

### Adoption of Agenda

3:15 pm Report of the Bishop

3:45 pm Report of Synod Council

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

4:00 pm **Special Order**

#### Report of the Treasurer

- 2016 - 2017 Financial Review
- 2018 - 2021 Budget Overview

4:30 pm Report of Nominating Committee

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

5:00 pm ***Closing Prayer and Adjournment For Supper (on your own)***

The Rev. Rosalyn Kantlah<sup>^</sup>nta' Elm  
Parish of Six Nations and Her Majesty's Royal Chapel of the  
Mohawks, Anglican Church of Canada

## SESSION TWO

- 6:30 pm **Special Order**  
The Rev. Susan C. Johnson  
National Bishop, Evangelical Lutheran Church in Canada
- 7:00 pm **Report of Canadian Lutheran World Relief**  
Rev. Dr. Karin Achtelstetter  
Executive Director, CLWR
- 7:15 pm **Report of the Committee on Elections**
- Second Ballot - Election of Officers
  - First Ballot - Election of Delegates to ELCIC National Convention
- 7:30 pm **...to be neighbour I**
- 9:15 pm **Welcome Reception for Delegates and Visitors**  
Location: Delta Hotel

### Friday - June 22, 2018

- 7:30 am *ELFEC Breakfast*
- 8:00 am Delegate Check-in Open - Delta Hotel

## SESSION THREE

- 8:30 am *Worship*
- 9:00 am **Report of the Committee on Elections**
- Third Ballot - Election of Officers (if required)
  - First Ballot - Synod Council
  - Second Ballot - Election of Delegates to ELCIC National Convention (if required)
- 9:30 am **Report of Synod Council (Continued)**
- 10:15 am **Partner Greetings**  
The Rev. Conrad Plummer  
President, Evangelical Lutheran Church in Guyana
- 10:30 am **Break**
- 10:45 am **Open Mic Sharing:**  
**New Mission Initiatives/Congregations at a Crossroad**
- 11:45 am **Report of the Committee on Reference and Counsel**

12:00 pm *Closing Prayer and Adjournment For Lunch (on your own)*  
*Lutheran Planned Giving Luncheon (by invitation)*  
*GSI Lunch and Learn Session (by pre-registration)*

## SESSION FOUR

1:30 pm *Opening Prayer*

1:45 pm Report of the Committee on Elections

- Second Ballot - Synod Council

2:00 pm Report of the Committee on Reference and Counsel

3:15 pm Break

3:30 pm **Our Synod Neighbourhood**  
Vice-Chairperson - Laurie Knott

4:15 pm Report of Synod Council (Continued)  
Note: All non-germane motions must be in the hands of the Secretary at this time.

5:00 pm *Closing Prayer and Adjournment For Dinner (on your own)*

## SESSION FIVE

6:30 pm ...to be neighbour II

**Saturday - June 23, 2018**

## SESSION SIX

8:30 am ...to be neighbour III

10:30 am Break

10:45 am Report of the Committee on Elections

- Third Ballot - Synod Council (if required)

10:50 am Report of the Committee on Reference and Counsel

11:20 am Report of the WLS Board of Governors

12:00 pm *Closing Prayer and Adjournment for Lunch (on your own)*  
*GSI Lunch and Learn Session (by pre-registration)*

## SESSION SEVEN

- 1:30 pm Report of Synod Council (Continued)  
2018 - 2021 Budget
- 2:00 pm Report of the Committee on Reference and Counsel
- 2:30 pm Break
- 3:00 pm Presentation of Rostered Ministers received into the Synod  
since July 1, 2016
- 3:30 pm Reflections from the Youth Assembly
- 3:45 pm Reflections from our Companion Synod  
The Rev. Conrad Plummer  
President, Evangelical Lutheran Church in Guyana
- 4:00 pm Open Mic Sharing:  
What will we take home from this Assembly?
- 4:30 pm Adjournment of Convention Business
- 6:30 pm *Eastern Synod Leadership Banquet - Delta Hotel*  
6:30 pm - Gathering  
7:00 pm - Dinner

### Sunday - June 24, 2018

- 10:00 a.m. *Closing Service with Holy Communion / Installation of Synod  
Council, Deans and Ministry Directors*

# **EASTERN SYNOD of the Evangelical Lutheran Church in Canada**

## **Glossary of Terms and Acronyms**

**ACC - The Anglican Church in Canada**

### **Agenda**

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

### **Bishop**

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

### **Bourinot's Rules of Order**

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

### **BR - Bulletin of Reports**

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

### **CCC - Canadian Council of Churches**

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

### **CCOM - Candidacy Committee**

### **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.

### **LPG - Lutheran Planned Giving**

Directed by Jeff Pym, this ELFEC program assists the church, congregations and individuals make wise and generous decisions about the use of their assets. Pivotal to this work is encouraging and assisting individuals to make planned gifts to the church.

### **LWF - Lutheran World Federation**

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

### **Ministry Area**

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

### **Motion**

A formal proposal brought forward to the Assembly for its consideration. Motions require a mover and seconder and are decided by a vote after a period of debate. Motions come from congregations and delegates through the Committee of Reference and Counsel. There are



various types of motions that may be brought before the Assembly for consideration. (see **Synod Speak** folder on each table).

### **MSC**

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

### **NCC - National Church Council**

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

### **Synod Assembly/Synod Convention**

This is the gathering of lay and rostered delegates who meet in Assembly every 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, Elections, 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."

### **WLS - Waterloo Lutheran Seminary**

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

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

- |                             |  |
|-----------------------------|--|
| <i>Agenda</i>               | <ol style="list-style-type: none"> <li>1. Special Orders shall have precedence over other matters on the agenda.</li> <li>2. Once the agenda has been approved, items designated as consent agenda items can only be brought to the floor upon recommendation of the Committee for Reference and Counsel, as requested by ten (10) or more delegates.</li> <li>3. No motion or amendment shall be considered as before the Synod (except such as proposed by Synod Council or a committee) unless seconded and submitted in writing to the chairperson.</li> <li>4. An address from the Bishop shall be in order at any time.</li> </ol>   |
| <i>Speaking to a Motion</i> | <ol style="list-style-type: none"> <li>5. When any delegate is about to speak, the delegate shall rise and address the chair.</li> <li>6. Delegates placing a motion before the Assembly shall do so prior to speaking. A motion may not be made at the conclusion of a speech or a series of rationales or "whereas."</li> <li>7. No delegate, save the mover of a motion or amendment, shall speak more than once on the same question. The mover may begin and/or end speaking to the motion.</li> <li>8. When a delegate is speaking, no other delegate shall interrupt except to raise a point of order.</li> <li>9. The chair shall decide all questions of order without debate. Ruling of the chair can, however, be over-ruled by a majority vote of the Assembly.</li> <li>10. Any delegate may request, at any period of the debate, that the motion under discussion be read for his/her information.</li> </ol> |
| <i>Amendments</i>           | <ol style="list-style-type: none"> <li>11. No more than one amendment to a proposed amendment to a motion shall be in order. However, a substitute for the whole matter may be proposed and received, provided it deals with the subject at hand. Both the substitute and the main motion may be amended to the second degree. The Assembly then chooses which shall stand as the choice for final action.</li> <li>12. An amendment to an amendment can be presented. If defeated, then other amendments to the original amendment may be made until one is accepted, or all defeated. At such time the original amendment shall be put to vote.</li> </ol>   |
| <i>Subsidiary motions</i>   | <ol style="list-style-type: none"> <li>13. When a question is under consideration, no other motion shall be received except to adjourn the Synod, to move the previous question, to table, to postpone to a certain time, to postpone indefinitely, to refer, to consider (clause-by-clause), to amend, to divide, or substitute. Motions, for any of these purposes, shall have precedence in the order here named.</li> </ol>  |

14. Motions to postpone or table, whether to a specified time or indefinitely, shall be admissible according to the following understanding:

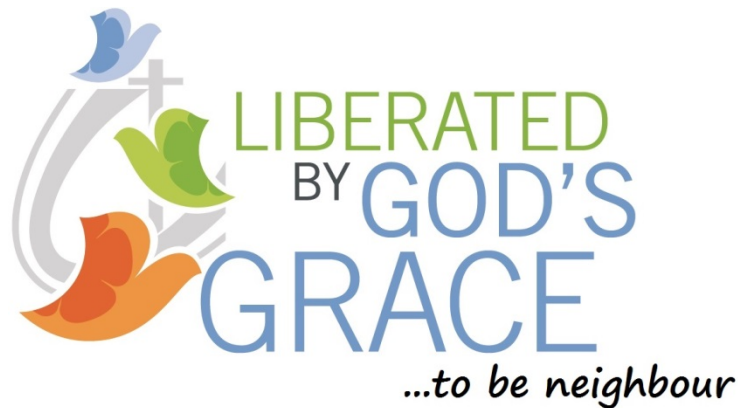
- (a) A motion to postpone indefinitely may have two purposes:
  - i. to cancel a motion without a determinative vote;
  - ii. to take a “straw” poll to determine the strength of support for the motion;
- (b) A motion to table without reference to a recall time may cancel a motion;
- (c) Motions to postpone or table are debatable.

*Voting*

15. When any question is about to be put to vote, delegates shall continue in their seats, and shall not retire until such motion is disposed of.
16. Motions of the previous question, when adopted, effectively end debate on a question, placing the matter pending before the Assembly. When a motion of the previous question is lost, debate on the matter before the Assembly may resume immediately. A motion of the previous question is debatable and carried by a simple majority.

*Suspending  
Rules*

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



**Seventeenth Biennial Convention  
EASTERN SYNOD of the  
Evangelical Lutheran Church in Canada**

Eastern Synod Assembly 2018

June 21 - 24, 2018

Delta Hotels by Marriott Toronto Airport & Conference Centre  
Toronto, Ontario

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**Minutes**

**Session One - Thursday, June 21, 2018, 1:30 p.m.**

***Opening of Assembly***

Assembly 2018 began with a service of Holy Communion with Bishop Michael Pryse presiding, and National Bishop Susan Johnson preaching. At the conclusion of the service, Bishop Pryse declared Assembly 2018 in session.

We acknowledge the Ancestral Traditional Territories of the Ojibway, the Anishnabe, and, in particular, the Mississaugas of the New Credit whose territory we are gathering on. This territory is covered by the Upper Canada Treaties.

Bishop Michael Pryse called to order the Eastern Synod Assembly for 2018.

## Registration Report

The registration report was presented by Stephanie Clayton and Irene Fancy. As of 1:30pm:

<b>Total registered rostered delegates</b>	<b>88</b>
Registered youth delegates	7
Registered lay officers and lay Synod Council	10
Registered lay delegates (congregational)	76
<b>Total registered lay delegates</b>	<b>93</b>
<b>TOTAL REGISTERED DELEGATES</b>	<b>181</b>
Required quorum is 1/3 of registered convention delegates (see Bylaws Part V Section 5)	60
 Registered visitors	 13
Registered, other non-delegates	14
Registered volunteers	26
 Sub-total	 53
 <b>GRAND TOTAL ATTENDEES AT ASSEMBLY</b>	 <b>234</b>

## Establishment of Quorum

The Secretary of Synod, Rev. Wendell Grahlman, declared that a quorum was present.

The delegates were led in an exercise of clicker orientation to practice for voting.

## Introduction of Special Guests

Bishop Pryse introduced the following persons attending as guests at Assembly:

- The Rev. Rosalyn Kantlah^nta' Elm, Parish of Six Nations and Her Majesty's Royal Chapel of the Mohawks, Anglican Church of Canada
- Rev. Dr. Susan C. Johnson, National Bishop, ELCIC
- The Rev. Dr. Karin Achtelstetter, Executive Director, CLWR
- The Rev. Carla Blakley, Community Relations Director, CLWR
- Rev. Conrad Plummer, President, Evangelical Lutheran Church in Guyana
- Ms. Lisa Thiessen, Executive Director, ELCIC Group Services, Inc.
- Mr. John Wolff, President, ELCIC Group Services Inc.
- Mr. Carter Brooks, ELCIC Communications Specialist
- Dr. Mary (Joy) Philip, Waterloo Lutheran Seminary
- Ms. Krista Kuehnbaum, Evangelical Lutheran Foundation of Eastern Canada (ELFEC)
- Ms. Cindy Preece, Wilfrid Laurier University Archives
- The Rev. Dr. Brice Balmer, Waterloo Lutheran Seminary

- Mr. Chattar Ahuja
- Dr. Sarah Shafiq
- Dr. Sarah Chen
- Mr. Rafi Aaron, Interfaith Coalition to Fight Homelessness
- Rev. Dr. Allen Jorgenson, Waterloo Lutheran Seminary

### *Requests to Grant Privilege of Vote and/or Voice*

MSC to grant privilege of voice to the Assembly's special guests.

### *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 2016 Assembly
- Appointment of Assembly Committees
- Reports of the Ministry Area Deans

### *Adoption of Agendas*

MSC that the Consent Agenda items and the Agenda be adopted.

### *Report of the Bishop*

Vice-Chairperson Laurie Knott assumed the chair for Bishop Pryse to present his report.

Bishop Pryse addressed the Assembly with his report, and outlined three significant challenges and opportunities that the church faces in this day. He concluded his report with thanks for the people he serves with in synodical leadership. Following his presentation, his report was distributed to delegates.

### *Report of Synod Council*

The Secretary of Synod directed delegates to the Bulletin of Reports for:

- Notice of Items Requiring Action, BR Section 6-3
- Notice of Proposed Amendments to the Eastern Synod Constitution and Bylaws, BR Section 6-4

### *Special Order: Report of the Treasurer*

The Treasurer of Synod, Keith Myra, presented his report (cf. Section 8-1 ff) with a slide presentation outlining the financial stewardship of the Synod, as related to the Strategic Plan of the Synod. He also noted a number of resources and financial plans for the Synod and for congregations in anticipation of future ministry opportunities.

- 2016 - 2017 Financial Review
- 2018 - 2021 Budget Overview

### *Report of Nominating Committee*

Secretary Wendell Grahlman presented the report of the Nominating Committee for Synod Council. Further nominations from the floor were invited: there were none.

- Nominations for Synod Council, Section 2-1 to 2-4

The Secretary then outlined the procedure for the election of synodical delegates to the 2019 ELCIC National Convention. Delegates were referred to the nominee names and biographical forms (BR Section 2-9 to 2-67) and to the handouts distributed to the tables.

The election and procedure for the election of a Bishop for the Synod was led and reviewed by National Bishop Susan Johnson (cf BR Section 11-19 and Section 11-21-22).

- First Ballot - Election of Officer - Bishop. The ballot was distributed; Bishop Johnson led in prayer; delegates voted, the ballots were collected, and balloting was declared closed.

### *Closing Prayer*

The Rev. Rosalyn Kantlah<sup>^</sup>nta' Elm, Parish of Six Nations and Her Majesty's Royal Chapel of the Mohawks, Anglican Church of Canada, led the Assembly in prayer on this National Indigenous Peoples Day.

Rev. Jeff Smith, Assembly Manager, gave some announcements and the delegates were adjourned for supper.

## **Session Two - Thursday, June 21, 2018, 6:30 p.m.**

Rev. Jeff Smith gave a couple of announcements.

### *Special Order*

The Rev. Dr. Susan C. Johnson, ELCIC National Bishop, addressed the Assembly (cf BR Section 3-1 ff). She recalled the past years' commemoration of the Reformation, the Reformation Challenge, and offered appreciation to the synod for its witness and work.

Bishop Johnson spoke of the national church’s strategic plan. She noted the pastoral letter she sent to the Prime Minister’s office regarding the treatment of refugees and minors. She related a story of one of our partner churches in Peru as an example of the global work that the Synod and ELCIC supports. She offered thanks for the many partnerships in the synod and church and for the common work and witness in the church’s mission.

### ***Report of Canadian Lutheran World Relief***

The Rev. Dr. Karin Achtelstetter was introduced in her new role as Executive Director of Canadian Lutheran World Relief (CLWR). She offered her thanks for the support by the Synod to CLWR, and focused specifically on the state of refugees in the world and in Canada, and our stand #withrefugees.

### ***Report of the Committee on Elections***

Bishop Johnson assumed the chair for the report. Iris Schweiger, Chairperson for the Committee on Elections, presented the results of the first ballot for the election of Bishop.

Ballots cast	189
Spoiled	6
Valid ballots	183
Required to elect	138

Bishop Johnson declared Rev. Dr. Michael Pryse to be elected as Bishop of the Eastern Synod, for the term of 2018-2024.

- First Ballot - Election of Officer - Vice-Chairperson. The ballot was distributed; Bishop Johnson led in prayer; delegates voted, the ballots were collected, and balloting was declared closed.

The first ballot for the election of delegates to the ELCIC National Convention in 2019 took place using the clickers and the large screens as ballots.

### ***...to be Neighbour I***

Neighbours from diverse religious traditions.

With the parable of the Good Samaritan, Luke 10:25-39, as background for being neighbour, the assembly was led in reflection by song, prayer and video.

Rev. Dr. Allen Jorgenson offered a few points of biblical and exegetical interpretation of neighbour with respect to the parable of the Good Samaritan, and asked delegates to discuss at their tables questions related to how we speak of and to our neighbours.



Bishop Pryse introduced a round table panel discussion with Mr. Chattar Ahuja, Dr. Sarah Shafiq, and Dr. Sarah Chen, with moderator Rev. Dr. Brice Balmer. Each of the guests spoke of neighbour from their own perspective and experience. The evening concluded in prayer, song and scriptural readings from all our traditions.

## *Welcome Reception*

A welcome reception was held at the end of the day for Delegates and Visitors to Assembly.

## Session Three – Friday, June 22, 2018, 8:30 a.m.

### *Worship*

Worship began the day for delegates and visitors.

### *Report of the Committee on Elections*

Bishop Pryse invited Iris Schweiger, Chairperson for the Committee on Elections, to the dais for the presentation of the results of the first ballot for the election of Vice-Chairperson.

Ballots cast	183
Spoiled	42
Valid ballots	141
Required to elect	106

Bishop Pryse declared Laurie Knott elected as the Vice-chairperson of the Eastern Synod, for the term of 2018-2024.

**MSC that the ballots be destroyed.**

Iris Schweiger, Chairperson for the Committee on Elections, presented the results of the first ballot for the election of delegates to the ELCIC National Convention:

Lay:	To be elected	24
	Ballots cast	185
	Spoiled	0
	Valid ballots	185
	Required to elect	75

Elected were: Gail Bennie, Nancy Cook, Denise Dennis, Susan Dupuis, Edward Evans, Carol Fairbrother, Karen Field, Dorothy Frook, Brenda Grebinski, Jan Hansen, Brian Janzen, E. Joanne Klein, Laurie Knott, Jim Krats, Uli Kuebler, Miriam Lapp, Janelle

Lightbourne, Lawrence Lupton, Fred Nolting, Marilyn Raaflaub, Peggy Read, Ron Roeder, Susan Seifert and Ingrid Sladeczek.

Rostered:	To be elected	17
	Ballots cast	185
	Spoiled	2
	Valid ballots	183
	Required to elect	110

Elected were: Hans Borch, Christian Ceconi, Steve Hoffard, Jennifer Hoover, Scott Knarr, Ann Krueger, Karen Kuhnert, JoAnne Lam, Mike Lees, Martin Malina, Kimberlynn McNabb, Daniela Mertz, Joanna Miller, Laura Sauder, James Slack, Annette Smith and Adam Snook.

Youth:	To be elected	3
	Ballots cast	184
	Spoiled	0
	Valid ballots	184
	Required to elect	96

Elected were: Ben Cameron, Megan Famme and Julia Wirth.

The first ballot for synod council, lay and rostered positions, took place using the clickers. Delegates cast their votes, and balloting was closed.

## *Report of Synod Council*

Secretary Wendell Grahlman led the assembly for amendments to the Synod Constitution and Bylaws.

ES 18-01 that the Eastern Synod Constitution, Article VI Section 9 be amended (first reading):

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 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~~.

ES 18-02 that the Eastern Synod Bylaws, Part V Section 12b be amended by removing the following:

- b. The Committee on Nominations shall provide the following information for each nominee: ~~address, occupation,~~ area, church/community involvement and vision for the church.

### *Partner Greetings*

Bishop Pryse welcomed The Rev. Conrad Plummer, President of the Evangelical Lutheran Church in Guyana. President Plummer greeted the assembly and offered thanks for the partnership between our churches. He spoke of his own background and the background of the Lutheran Church in Guyana with respect to being neighbour in a multicultural context.

Rev. Jeff Smith, Assembly Manager, gave a few announcements, and delegates took a break.

### *Open Mic Sharing*

New Mission Initiatives/Congregations at a Crossroad: Many delegates related stories of inspiring and innovation mission and ministry initiatives taking place in their congregations.

### *Closing Prayer*

Cherub Philip and some members of the Worship Team led the Assembly in song/prayer; delegates were adjourned for lunch (including by invitation, Lutheran Planned Giving Luncheon; and by pre-registration, GSI Lunch and Learn Session).

## Session Four – Friday, June 22, 2018, 1:30 p.m.

### *Opening Prayer*

The session began in prayer with silence, and then with a video presentation with respect to being inclusive neighbours for the LGBTQIA+ community.

### *Report of the Committee on Elections*

Iris Schweiger reported on the first ballot elections for Synod Council.

Lay:	To be elected	3
	Ballots cast	178
	Spoiled	0

Valid ballots	178
Required to elect	90

Elected: Ben Bestvater and David Wilk for the term 2018-2021.

Rostered:	To be elected	6
	Ballots cast	180
	Spoiled	10
	Valid ballots	170
	Required to elect	86

Elected: Rev. Anne Anderson, Rev. Dwight Biggs, Rev. David Malina, Rev. Adam Snook for the term 2018-2021.

The second ballot for Synod Council took place using the display screen and clickers. Delegates voted; balloting was closed.

### *Report of the Committee on Reference and Counsel*

Bishop Pryse invited Adam Snook, Chairperson of the Committee on Reference and Counsel, to the dais to present their first report.

ES 18-03 MSDefeated that the following be adopted.

1. That the Leadership Team of participating Eastern Synod Ministry Areas appoint two Retired Clergy and/or gifted Laypersons, designate them "Teaching Elders" (T.E.'s), and require them to attend the regular meetings of the Leadership Team in order to be made aware of congregational needs in the areas of Evangelism, Stewardship, and other needs to advance congregational ministries.
2. That these T.E.'s, under the guidance of the Area Leadership Team, and the Synodical Program Directors and being supplied with available resource materials in the various congregational ministries develop processes, messages and activities to meet to congregational priority needs in our current context, for approval by their Area Leadership Team and the Synod Staff.
3. That each Area T.E., after approval of a particular program, arrange dates for workshops in her/his area, to be attended by congregational members who have declared an interest and commitment to serve their congregation in that particular ministry. The T.E. may if necessary be requested to attend follow-up meetings to further encourage implementation.
4. Synod staff, Ministry Directors, Deans and Pastors under call to these congregations shall evaluate the congregation's implementation for internal and external results at six months intervals.

5. Bishop Dr. Pryse is requested to provide funding for travel only at the rate of \$0.15/km to compensate for fuel purchase. There shall be no salary or stipend paid to the Teaching Elders.

ES 18-04 MSC that the following be adopted:

That the Eastern Synod urges congregations to take seriously the commandment to love our neighbour by:

- finding ways to build relationships with and affirm members of the LGBTQIA+ community;
- develop and implement a process for reconciliation with those same members as well as those who have left the church;
- gather and provide resources for educating our members as well as sponsoring educational events, and inviting speakers to adult and continuing education events;
- speak out against instances of hatred and discrimination and advocate for LGBTQIA+ persons within our communities;
- work with mental health agencies or groups within the community to support LGBTQIA+ youth.

ES 18-05 MSC that the following be adopted:

We urge the Government of Canada to phase out fossil fuel subsidies and to “commit to undertaking a fossil fuel subsidy review under the G20 process, so that Canadians will finally have a transparent, public-facing, globally-available document that highlights the seriousness of Canada’s commitment to transitioning away from subsidized fossil fuel energy, and indicates how this will happen.” We ask:

1. that the Bishop of the Eastern Synod, ELCIC, write to the Prime Minister of Canada before the G20 meetings in Buenos Aires, Argentina (November-December 2018) and the COP24 (Conference of Parties) meetings in Katowice, Poland (December 2018) encouraging Canada’s role as a Climate Change leader by setting a clear, transparent timeline for the phasing out of fossil fuel subsidies;
2. that congregations, ministry areas and individual members continue to pray for the Earth, our common home;
3. that congregations, ministry areas, and individual members re-acquaint themselves with the ELCIC’s Resolution on Climate Justice  
<http://elcic.ca/Documents/documents/ClimateJusticeMotionFINAL.pdf>;
4. that congregations, ministry areas, and individual members are encouraged to write to their MP’s, MPP’s, MNA’s and MLA’s calling for an end to government fossil fuel subsidies and urging the transition to a low carbon economy;

5. that congregations, ministry areas, and individual members continue their efforts of reducing their own carbon footprints (see link for resources <http://elcic.ca/stewardship/stewardship-of-creation/default.cfm>).

ES 18-06 MSC that the following be adopted:

We commit ourselves to the ongoing tasks of reconciliation and right relationships and move that the Biennium Reconciliation Initiative Task Force and its mandate become an Advisory Committee (to be named) under the portfolio of the Director of Public Policy and Service Ministries, Eastern Synod, and that,

1. representation come from across our Synod, using available technologies to bridge distance, and includes Indigenous partners,
2. the Truth and Reconciliation Commission 94 Calls to Action  
[http://www.trc.ca/websites/trcinstitution/File/2015/Findings/Calls\\_to\\_Action\\_English2.pdf](http://www.trc.ca/websites/trcinstitution/File/2015/Findings/Calls_to_Action_English2.pdf)  
the United Nations Declaration on the Rights of Indigenous Peoples  
[http://www.un.org/esa/socdev/unpfii/documents/DRIPS\\_en.pdf](http://www.un.org/esa/socdev/unpfii/documents/DRIPS_en.pdf)  
and the ELCIC's Resolution on the Doctrine of Discovery  
<http://elcic.ca/Documents/documents/DoctrineofDiscoveryMotionFINAL.pdf>  
be guiding frameworks in our ongoing work,
3. a budget of \$1,000.00 annually be set for education and resources,
4. resources and information from the advisory committee be regularly posted to the Eastern Synod website and other media, via the Director of Public Policy,
5. and, annual reporting occur from the advisory committee to the Director of Public Policy and Service Ministries.

ES 18-07 MSC that the following be adopted:

We call on the federal government for a timely phase out of the travel loan repayment for all refugees who resettle in Canada, asking that:

1. the Bishop of the Eastern Synod write to the Honourable Ahmed D. Hussen, Minister of Immigration, Refugees and Citizenship Canada urging the phasing out of travel loan repayment;
2. individual members, ministry areas and congregations re-affirm their ongoing work of welcoming refugees with the ELCIC Resolution on Welcoming the Stranger  
(<http://elcic.ca/Public-Policy/documents/WelcomingtheStrangerMotionFINAL.pdf>)  
and the Lutheran World Federation's document Welcoming the Stranger: Affirmations for Faith Leaders  
([https://www.lutheranworld.org/sites/default/files/Welcoming\\_the\\_Stranger.pdf](https://www.lutheranworld.org/sites/default/files/Welcoming_the_Stranger.pdf)).

AmendedSDefeated that the lead paragraph read:

We call on the federal government for a timely phase out of the travel loan repayment, while maintaining an option for repayment if the recipient of the loan so chooses, for all refugees who resettle in Canada, asking that:

ES 18-08 MSC that the following be adopted:

That the Eastern Synod Assembly, congregations and individual members: a) consider the damages created by our ever increasing plastic consumption; b) determine how to best mitigate these damages in their own contexts; and, c) encourage the ELCIC to do likewise.

Bishop Pryse invited Rev. Carla Blakley, Community Relations Director, Canadian Lutheran World Relief, to the dais. She highlighted a few resources available for use in relation to refugee work.

The Secretary announced that the finalized minutes of the sessions are available for review and are found on the Assembly page of the synod web site, in preparation for their adoption and approval later in the assembly.

## *Our Synod Neighbourhood*

Vice-Chairperson Laurie Knott spoke to the delegates about the goals of the synod's Strategic Plan. Assisting her with specific examples of the more highly prioritized goals were: Rev. Katherine Altenburg (Ministry Director of Public Policy and Service), Rev. Dr. Christian Ceconi (Dean of Central Toronto Area) and Rev. Joel Crouse (Ministry Director for Property Transformation).

## *Report of the Committee on Elections*

Iris Schweiger reported on the second ballot elections for Synod Council.

Lay:	To be elected	1
	Ballots cast	178
	Spoiled	0
	Valid ballots	178
	Required to elect	90

Elected: Judy Von Wahl for the term 2018-2021.

Rostered:	To be elected	2
	Ballots cast	178
	Spoiled	0
	Valid ballots	178
	Required to elect	90

Elected: Rev. Janaki Bandara for the term 2018-2021.

The last ballot for synod council took place; delegates voted; balloting was closed.

### ***Report of Synod Council***

Bishop Pryse led the election process for Treasurer and Secretary of Synod.

ES 18-09 MSC that Keith Myra be elected as Treasurer of Synod for a six year term.

ES 18-10 MSC that Rev. Wendell Grahman be elected as Secretary of Synod for a six year term.

### ***Report of the Committee on Elections***

Iris Schweiger reported on the third ballot election for Synod Council.

Rostered:	To be elected	2
	Ballots cast	171
	Spoiled	0
	Valid ballots	171
	Required to elect	86

Elected: Rev. Joanna Miller for the term 2018-2021.

### ***Closing Prayer***

Debbie Lou Ludolph and members of the Worship Team led a closing prayer/song, and delegates were adjourned for dinner.

## **Session Five - Friday, June 22, 2018, 6:30 p.m.**

### ***...to be Neighbour II***

Delegates gathered Friday evening for an interactive program on racial justice.

Inshallah (a community of singers from Waterloo Region sponsored by Waterloo Lutheran Seminary) led off the evening with songs of justice and community.

Prayers and readings were led by Pat Lovell and Rev. Joanna Miller and members of the Racial Justice Task Force.

Dr. Mary (Joy) Philip (Waterloo Lutheran Seminary), led a Bible study using 2 Kings 5:1-15 (the Cleansing of the Leper). Table groups and exercises were used for discussion. The interpretation of the story includes the ability to be in touch with those that might otherwise be deemed insignificant, sensitive to the touch of another.



Session Six, Saturday, June 23, 2018, 8:30 a.m.

*...to be Neighbour III*

The Homeless as Neighbour

Worship began the day and included a memorial for synodical leaders and family members who have died as well as congregations and camps who have closed in the past biennium.

Mark 12:41-44 (the widow's offering)

Allen Jorgenson and Joy Philip offering some insight and interpretation with respect to homelessness, poverty, and economic systems, and invited the assembled to discuss posture, needs and lament.

Rafi Aaron was introduced as the guest speaker. An award winning poet, he has worked with the homeless and Out of the Cold shelters in Toronto, and represents the Interfaith Coalition to Fight Homelessness. He challenged people to use their power to speak on behalf of the homeless, especially the present crisis of people dying due to no shelter and space being available, and safe injection sites.

*Report of the Committee on Reference and Counsel*

Rev. Adam Snook, chairperson of the committee, presented the next report.

ES 18-11 MSC that the following be adopted:

We, as 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 by upholding Eastern Synod Assembly Motion ES 12-06

([http://www.easternsynod.org/sites/default/files/content/assembly\\_2012\\_motion\\_1.3\\_0.pdf](http://www.easternsynod.org/sites/default/files/content/assembly_2012_motion_1.3_0.pdf)), the Statement on Inclusiveness and Diversity: Gifts of God and our commitment to right relationships with Indigenous peoples (<http://elcic.ca/CompassionateJustice/IndigenousRightsandRelationships.cfm>).

We commit ourselves to:

1. in depth self-reflection and learning with respect to the issues of racism, privilege, diversity, and right relationships;
2. individual and corporate confession of racism as a structural sin which exists in our churches and communities;
3. "after the process of confession, repentance, self-learning, and reflection to humbly respond to invitations from communities that experience the debilitating effects of racism and with communities that live with privilege, to find ways to journey together, confronting the reality of racism;"

4. reacquainting and recommitting ourselves with the ELCIC's Statement on Inclusiveness and Diversity, the ELCIC's Resolution on the Doctrine of Discovery (see <http://elcic.ca/Public-Policy/documents/DoctrineofDiscoveryMotionFINAL.pdf>), using them, among others, as tools in the work of dismantling racism;
5. using specially marked times, such as Black History month (February), or the International Day for the Elimination of Racial Discrimination (March 21), National Indigenous Peoples Day (June 21), among others, to corporately focus our work on diversity and inclusiveness;
6. establishing a Racial Justice Advisory Committee under the portfolio of the Director of Public Policy and Service Ministries to provide resources (written, experiential, video, etc.) for the continued work of dismantling racism and privilege; and
7. and, for ministry area representatives to report and provide feedback annually to the Director of Public Policy and Service Ministries on learning, steps, and actions taken on the issues of racism, diversity, culture, and right relationships.

ES 18-12 MSC that the following be adopted:

Recognizing that the federal government has increased its funding and set targeted amounts for mental health and addictions within the Canada Health Transfer, we call on all governments within our jurisdiction to continue to push to erase the difference in funding between physical health and mental health spending, ensuring community-based settings and an evidence-based approach to mental health and addictions. Advocacy continues to be necessary and ongoing by:

1. praying for those who suffer with mental health issues and addictions, and those who work with them;
2. learning as ministry areas, congregations and individual members about mental health and addictions, including, but not limited to, training and obtaining naloxone kits for emergency congregational use;
3. understanding Bill C-37 (An Act to amend the Controlled Drugs and Substances Act and to make related amendments to other Acts) and supporting safe injection sites where identified and needed in our neighbourhoods, recognizing that patient, staff and people's safety is required; and
4. asking the Bishop of the Eastern Synod to write to Prime Minister Trudeau and the Minister of Health, Ginette Petitpas Taylor, thanking them in their efforts thus far and urging them to continue to erase the difference between physical health funding and mental health funding.

ES 18-13 MSC that the following be adopted:

That the Bishop write to the government at various levels to request a commitment towards the increased implementation of means of production of clean energy.

ES 18-14 MSC that the following be adopted:

That the Eastern Synod bring a motion, similar to Assembly motion ES 18-04, to the National Church, and that synod council consult with the indigenous community as to appropriate language.

ES 18-15 MSC that the following be adopted:

That the Eastern Synod in this coming triennial embrace what it means to be congregational neighbours to one another.

That the Eastern Synod, through the office of the Bishop and Ministry Area Deans proactively identify those congregations that may be on a trajectory that would render them unviable and engage those congregations in a process of renewal and revival in an effort to pre-empt the need for engaging in the process of declaring a congregation defunct.

### *Report of the WLS Board of Governors*

Jim Philips, Chairperson of the Board, addressed the assembly with the report of the Board's work and of seminary life (cf BR Section 10). Rev. Dr. Mark Harris, Principal-Dean of the Seminary, introduced a video presentation highlighting some of the seminary's program in relation to the strategic goals of the Synod. He also noted a number of items with respect to the facility, administration and enrollment of the institution, with an emphasis to remind people of the capital redevelopment needs (accompanied by very recent pictures). Mark also announced the new name change of the institution, as of this moment: Martin Luther University College, and unveiled the new logo.

### *Closing Prayer*

Debbie Lou Ludolph led the assembly in song/prayer. The delegates were adjourned for lunch, including the GSI Lunch and Learn Session (by pre-registration).

Session Seven, Saturday, June 23, 2018, 1:30 p.m.

### *Report of Synod Council*

Treasurer of Synod Keith Myra presented the 2018 - 2021 Budget, relating it to the Synod's Strategic Plan.

ES 18-16 MSC that the 2018 Revised Budget and 2019-2021 Proposed Budgets be adopted.

*Report of the Committee on Reference and Counsel*

Adam Snook presented the final report of the committee.

ES 18-17 MSC that the following be adopted:

That any and all appropriate references in the Eastern Synod Constitution and Bylaws of "Waterloo Lutheran Seminary" be changed to "Martin Luther University College."

ES 18-18 MSDefeated that the following be adopted:

That the Eastern Synod Assembly 2018 encourage National Church Council to create a permanent agenda item for all future National Assemblies for reports from the seminaries of this church.

ES 18-19 MSC that the following be referred to Synod Council:

With the sale of Edgewood Camp & Conference Centre, we ask that the Synod divide the proceeds between Lutheran Camp Mush-A-Mush and Lutherlyn Camp & Conference Centre equally for the purpose of supporting capital and/or projects on both sites as a program tribute to the legacy of Edgewood Camp.

ES 18-20 MSC that the following be adopted:

That the Eastern Synod Assembly, Synod Council, Congregations and individual members:

1. Consider the effects of paper waste produced by the Eastern Synod on the environment;
2. Determine ways to further reduce our carbon footprint by limiting the use of paper photocopies, bulletins, and ballots where possible at the synod assembly and in congregations across the synod, for example, distributing materials during the assembly by email or via the synod website, with paper copies available on request;
3. Encourage the ELCIC assemblies to do the same.

ES 18-21 MSC that the following be referred to Synod Council:

That the matter of geographical imbalance of Synod Council members be recognized, and that the principal of more equitable representation be considered in future elections.

ES 18-22 MSC that the following be adopted:

That, at the conclusion of this Assembly, any items of unfinished business be referred to the Synod Council for consideration and action.

***Presentation of Rostered Ministers and Congregations received into the Synod since July 1, 2016***

Bishop Pryse invited all the rostered ministers who have been received into the Synod since the last synod assembly to come to the dais, and each briefly introduced themselves to the delegates and visitors. In addition, the new congregation of All Saints Lutheran Anglican, Guelph was welcomed and received onto the roster of the church.

***Reflections from the Youth Assembly***

Youth delegates presented an interpretation of the parable of the Good Samaritan and what it means to be neighbour. They also spoke of what it means to be church from their generation's experience and hopes.

***Reflections from our Companion Synod***

Rev. Conrad Plummer, the President of the Evangelical Lutheran Church in Guyana, was invited to speak and offer reflections as a partner and companion of our Eastern Synod, and guest of this Assembly.

***Open Mic Sharing***

Bishop Pryse invited delegates to come to the microphones to speak of "what will we take home from this Assembly?".

Jeff Smith gave a few announcements as assembly ended.

***Report of the Committee on Reference and Counsel***

ES 18-23 MSC that the following be adopted:

That the Assembly express its thanks to the Rev. Jeffrey Smith, Assembly Manager, to the Rev. Susan Climo, Assistant Assembly Manager, and to the members of the Local Arrangements Committee, to the Registrar and the Registration Team, to the scores of Stewards and Volunteers and to the Technical Staff for the enormous amount of work that has gone into the planning, conduct, and warm hospitality of this Assembly;

And that this Assembly express its thanks to Debbie Lou Ludolph and the Worship Planning Team, our musicians, lectors, and all whose love and talent has gone into the planning and carrying out of the Assembly's worship life;

And that this Assembly express its thanks to those who reminded us to be a neighbour is as much a verb as it is a noun. They are: Dr. Mary (Joy) Philip and Rev. Dr. Allen Jorgenson, who led the Bible Study, presenters Rev. Dr. Brice Balmer, Mr. Chatter Ahuja, Dr. Sarah Shafiq, Dr. Sarah Chen, Mr. Rafi Aaron and our Eastern Synod family, who led the Friday workshop on racial justice;

And that this Assembly express its thanks to the Rev. Conrad Plummer, President of the Evangelical Lutheran Church in Guyana, who reminded us that God is good all the time;

And that this Assembly express its thanks to our National Bishop, the Rev. Dr. Susan Johnson, the Rev. Dr. Karin Achtelstetter, and to Rev. Carla Blakely, who reminded us that the church is bigger than our congregation and Eastern Synod and that no one is anyone without everyone;

And that this Assembly express its thanks to our Bishop, the Rev. Dr. Michael J. Pryse, to his Assistants, the Rev. Riitta Hepomaki and to the Rev. Douglas Reble, to the Secretary of Synod, the Rev. Wendell Grahman, to the Synod Vice-Chairperson, Laurie Knott, to the Synod Treasurer, Keith Myra, and to the Synod Office Staff, Cathy Caron, Liz Zehr, Stephanie Clayton, Sue Heimpel, and Karen Cross for their tireless partnership in ministry;

And finally, a second thank you to our Bishop Michael: his grace, wisdom, courage, humour and commitment to serve is a witness to us all.

### *Adjournment of Convention Business*

Debbie Lou Ludolph led the assembly in prayer and song.

### **MSC to adjourn Synod Assembly 2018.**

Bishop Pryse declared the Seventeenth Biennial Assembly of the Eastern Synod, ELCIC to be concluded. Amen.

*Eastern Synod Leadership Banquet, Saturday evening, June 23, 2018*

Recognition of service for Synod Council members who finished their term of office:

Rev. Richard Brown  
Jordan Smith  
Valerie Getson  
Rev. Norine Gullons  
Deaconess Pam Harrington  
Rev. Rob Wiesner

Eastern Synod Leadership Award Recipients

Exemplary Service to the Wider Church - Clergy - Rev. Brian Wilker  
Exemplary Service to the Wider Church - Lay - Bruce Cook  
Exemplary Service to the Wider Community - Clergy - Rev. John Polačok  
Exemplary Service to the Wider Community - Lay - Sherry Coman

Pastors/Rostered Ministers Celebrating Anniversaries of Ordination/Consecration

Twenty-Five Years

Rev. Claudine Carlson  
Rev. Rasma Caune  
Rev. Virginia Cookman  
Rev. Friedrich Demke  
Rev. Sonja Free  
Rev. Davis Kaneps  
Rev. David Maginley  
Rev. Doreen McFarlane  
Rev. Jonathan Schmidt  
Rev. Christian Schweter  
Rev. Gregory Smith  
Rev. David Tin  
Rev. Glenn Widdis

Forty Years

Rev. Jacob Dressler  
Rev. Ted Guthrie  
Rev. Beverley Nitschke  
Rev. Dr. David Pfrimmer  
Rev. Glenn Sellick  
Rev. William Shafer  
Rev. Paul Sodtke

### Fifty Years

Rev. Walter Philip Heinze  
Rev. Theodore Heinze  
Rev. Carl Kappes  
Rev. Maris Kirsons  
Rev. Everett Mossman  
Rev. Tonis Nommik  
Rev. Clinton Rohr  
Rev. Gordon Schmidt

### Sixty Years

Rev. Vernon Cronmiller  
Rev. Charles Dechert  
Rev. Dr. William D. Huras (Bishop - Ret.)  
Rev. Barry Lang  
Rev. Joachim Von Schmeling  
Rev. Eric Weber

### Sixty-five Years

Rev. Thomas Ristine

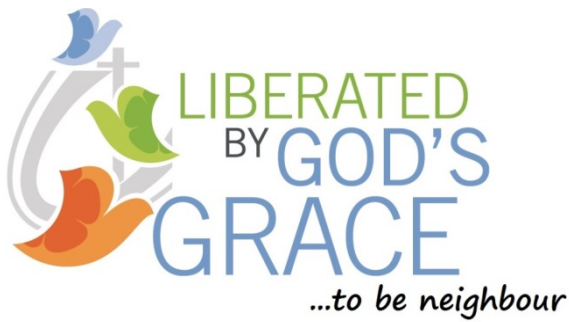
### Seventy Years

Rev. Arthur Conrad

## Sunday, June 24, 2018






Closing Service with Holy Communion  
Installation of Synod Council, Ministry Directors, and Ministry Area Deans  
Bishop Michael Pryse preached; National Bishop Susan Johnson presided.





# **Section 2**

## **Reports of Assembly Committees**

-  **Synod Council Nominations**
-  **Reference and Counsel**
-  **Minutes**
-  **Elections**
-  **Nominations of Delegates to  
the 2019 National Convention**

## Section 2 - Reports of Assembly Committees

### Report of the Nominations Committee

#### Committee Roster

Rev. Katherine Altenburg, Cathy Calvin, Rev. Christian Ceconi, Rev. Joel Crouse,  
Rev. Martin Giebel, Rev. Wendell Grahlman, Rev. Stephen Hoffard, Rev. Pamela Kormano,  
Rev. JoAnne Lam, Rev. Jeff Laustsen, Debbie-Lou Ludolph, Rev. David Malina,  
Rev. Dr Kimberlynn McNabb, Rev. Thomas Mertz, Rev. Brad Mittleholtz, Rev. Christie Morrow-Wolfe,  
Rev. Suzanne Nevile, Rev. Nadine Nicholds, Rev. John Polacok, Rev. Dr Michael Pryse,  
Jeff Pym, Rev. Paul Roellchen-Pfohl, Rev. Laura Sauder, Rev. James Slack, Rev. Stephen Weber

### Nominations for Synod Council

#### Lay Persons (Three to be elected) Term 2018 - 2021

Ben Bestvater  
Selina Broadshaw  
Trudi Inglis  
Carol Meindl  
Judy von Wahl  
David Wilk

#### Rostered Persons (Six to be elected) Term 2018 - 2021

Rev. Anne Anderson  
Rev. Janaki Bandara  
Rev. Dwight Biggs  
Rev. Norine Gullons  
Rev. Catharine House  
Rev. David Malina  
Rev. Joanna Miller  
Rev. Elina Salonen  
Rev. Adam Snook  
Rev. Sylvia Swiatoschik  
Rev. Bruce Thompson  
Rev. Rob Wiesner

### Report of the Reference and Counsel Committee

#### Committee Roster

Rev. Anne Anderson, Bruce Cook, Charlotte Corwin,  
Rev. Tuula Van Gasbeek, Rev. Dr. Mark Harris, Rev. Douglas Reble (Advisory),  
Tim Schaner, Rev. Adam Snook (Chairperson), Julia Wirth

#### MOTION 1.1

**RELATING TO:** Revitalization of the Training of Congregational Leadership of the Eastern Synod in Necessary Ministries

**SUBMITTED BY:** St Luke's, Kitchener

**MOTION:** That the Leadership Team of participating Eastern Synod Ministry Areas appoint two Retired Clergy and/or gifted Laypersons, designate them "Teaching Elders" (T.E.'s), and require them to attend the regular meetings of the Leadership Team in order to be made aware of congregational needs in the areas of Evangelism, Stewardship, and other needs to advance congregational ministries.

That these T.E.'s, under the guidance of the Area Leadership Team, and the Synodical Program Directors and being supplied with available resource materials in the various congregational ministries develop processes, messages and activities to meet to congregational priority needs in our current context, for approval by their Area Leadership Team and the Synod Staff.

That each Area T.E., after approval of a particular program, arrange dates for workshops in her/his area, to be attended by congregational members who have declared an interest and commitment to serve their congregation in that particular ministry. The T.E. may if necessary be requested to attend follow-up meetings to further encourage implementation.

Synod staff, Ministry Directors, Deans and Pastors under call to these congregations shall evaluate the congregation's implementation for internal and external results at six months intervals.

Bishop Dr. Pryse is requested to provide funding for travel only at the rate of \$0.15/km to compensate for fuel purchase. There shall be no salary or stipend paid to the Teaching Elders.

**RATIONALE:** We, the members of our congregation, have come to realize that we are lacking in the skills, deficient in the spirit and in commitment, as Disciples of Christ, in the witness functions of the gospel, the task of being committed stewards of God's generous gifts to his faithful people, the needs of our congregation's organization and the service function to our community.

We believe that God commissions us to "Go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to honour everything I have commanded you."  
(Matthew 28:19)

We wish to serve God in this place by growing in ministry and respond to the One who says: "The harvest is plentiful but the workers are few. Ask the Lord of the harvest therefore to send workers into the harvest field." (Matthew 9:38)

At the same time we are aware of the large contingent of our retired pastors and capable and gifted laypeople who have the knowledge and skills to teach and guide us in the activities of Evangelism and Stewardship.

We also recognize that the re-organisation of the Synod into Ministry Areas affords an easy and affordable opportunity for learning and acquiring these necessary skills.

**RECOMMENDATION:** Defeat

### MOTION 1.2

**RELATING TO:** Loving our LGBTQIA+ Neighbour

**SUBMITTED BY:** Rev. Steve Hoffard, St. Mark's - Kingston, ON  
Rev. Dr. Kristine Lund - Waterloo Lutheran Seminary, Waterloo ON  
Mark Weingartner - St. John's Lutheran Church, Hamilton, ON  
Rev. Lori Pilatzke - St. David's Anglican-Lutheran Church, Orillia, ON  
Rev. Robert Wiesner - Holy Trinity, Belleville, ON  
Miranda Gray - Resurrection Lutheran Church of Orleans, Orleans, ON  
Rev. Dr. Elaine Boone - Advent Lutheran Church, North York, ON  
Rev. Joel Crouse - St. John Lutheran Church, Ottawa, ON  
Rev. Anne Anderson - Third Space, Waterloo, ON  
Rev. Joanna Miller - Zion Lutheran, Philipsburg, ON & St. James Lutheran, Baden, ON  
Rev. Rick Pryce - Zion Evangelical Lutheran, Lunenburg, NS  
Rev. Bruce Thompson - St. Timothy's, Pembroke, ON

**MOTION:** That the Eastern Synod urges congregations to take seriously the commandment to love our neighbour by:

- Finding ways to build relationships with and affirm members of the LGBTQIA+ community.
- Develop and implement a process for reconciliation with those same members as well as those who have left the church.
- Gather and provide resources for educating our members as well as sponsoring educational events, and inviting speakers to adult and continuing education events.
- Speak out against instances of hatred and discrimination and advocate for LGBTQIA+ persons within our communities.
- Work with mental health agencies or groups within the community to support LGBTQIA+ youth.

**RATIONALE:** The Eastern Synod of the Evangelical Lutheran church in Canada recognizes that:

- We are all created in the image and likeness of an eternally expansive, diverse, uncontainable, and indescribable God.
- The gospel of Christ calls us to sacrifice our comfort, our privilege, and our power for the good of the other.
- The gospel we proclaim has to be good news to the poor, liberation to the captive, recovery of sight to the blind, and God's grace for all to be the gospel of Jesus Christ.

While there are some congregations in the ELCIC that have made an effort to welcome LGBTQIA+<sup>1</sup> persons there remains much work to be done to not only welcome but to affirm them, living fully into the Social Statement on Human Sexuality<sup>2</sup>, approved at the 13<sup>th</sup> Biennial Convention of the ELCIC held in Saskatoon in 2011:

- After the passing of the social statement, many congregations continued to not engage or stopped engaging in education and conversation around issues of human sexuality.
- The church has not done the work of reconciliation for the harm it has caused to LGBTQIA+ children of God.
- Many of our LGBTQIA+ siblings still experience exclusion and separation from full membership in the body of Christ.
- LGBTQIA+ youth continue to have higher instances of depression, and suicidal ideation, suicidal attempts or completion.<sup>3</sup>

**RECOMMENDATION:** Adoption

### MOTION 1.3

**RELATING TO:** A timely phasing out of fossil fuel subsidies by the Government of Canada

**SUBMITTED BY:** Director of Public Policy and Service Ministries, Eastern Synod, ELCIC

**MOTION:** We urge the Government of Canada to phase out fossil fuel subsidies and to "commit to undertaking a fossil fuel subsidy review under the G20 process, so that Canadians will finally have a transparent, public-facing, globally-available document that highlights the seriousness of Canada's commitment to transitioning away from subsidized fossil fuel energy, and indicates how this will happen." We ask:

1. That the Bishop of the Eastern Synod, ELCIC, write to the Prime Minister of Canada before the G20 meetings in Buenos Aires, Argentina (November-

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<sup>1</sup> <https://lgbtqiainfo.weebly.com/acronym-letters-explained.html>

<sup>2</sup> <http://elcic.ca/Human-Sexuality/documents/APPROVEDELICISocialStatementonHumanSexuality.pdf>

<sup>3</sup> [https://www.rainbowhealthontario.ca/wp-content/uploads/woocommerce\\_uploads/2013/08/RHO\\_FactSheet\\_LGBTYOUTHSUICIDE\\_E.pdf](https://www.rainbowhealthontario.ca/wp-content/uploads/woocommerce_uploads/2013/08/RHO_FactSheet_LGBTYOUTHSUICIDE_E.pdf)

December 2018) and the COP24 (Conference of Parties) meetings in Katowice, Poland (December 2018) encouraging Canada's role as a Climate Change leader by setting a clear, transparent timeline for the phasing out of fossil fuel subsidies.

2. That congregations, ministry areas and individual members continue to pray for the Earth, our common home.
3. That congregations, ministry areas, and individual members re-acquaint themselves with the ELCIC's Resolution on Climate Justice  
<http://elcic.ca/Documents/documents/ClimateJusticeMotionFINAL.pdf>
4. That congregations, ministry areas, and individual members are encouraged to write to their MP's, MPP's and MLA's calling for an end to government fossil fuel subsidies and urging the transition to a low carbon economy.
5. That congregations, ministry areas, and individual members continue their efforts of reducing their own carbon footprints (see link for resources <http://elcic.ca/stewardship/stewardship-of-creation/default.cfm>).

**RATIONALE:** The Lutheran World Federation (LWF) and its member churches' call to justice with the theme of "Creation Not for Sale" (LWF 12th Assembly, 2017) undergirds advocacy for our only home, the Earth. Recognizing with other partners and organizations, such as Kairos and Citizens for Public Justice, that an urgent call is needed for a timely, peer-reviewed process of phasing out fossil fuel subsidies to Canada's coal, oil, and gas industries.

In 2015, the ELCIC passed a Resolution on Climate Change and stated that as part of our mandate, we: "urge heads of state and key decision makers to make it a personal priority and address the human contribution to Climate Change, and make a firm commitment for deeper cuts in carbon pollution."

The federal and provincial governments of Canada give (CAD) \$3.3 billion annually in subsidies to fossil fuel producers, made up of both extraction incentives and research and development. These subsidies contradict the federal government's own Pan-Canadian Framework on Clean Growth and Climate Change and its efforts at a national carbon pricing plan to reduce greenhouse gas (GHG) emissions from fossil fuel production and consumption. As President of the World Bank, Jim Yong Kim, stated, "Fossil fuel subsidies send out a terrible signal: burn more carbon."

In 2009, Canada, along with other G20 countries, committed to phasing out fossil fuel subsidies. This commitment was reiterated by Prime Minister Trudeau and Finance Minister Bill Morneau at the G7 meetings in March 2017. Though the federal government has moved to implement national carbon pricing in 2018, fossil fuel subsidies continue to undermine climate action in Canada and "more money will flow annually from government to oil and gas producers in Canada than the money collected through carbon pricing between now and 2020."

The effects of Climate Change are being experienced now by all, but they are being experienced most disproportionately by Indigenous Peoples and by those living in northern and in coastal regions of the world. The slow action on the Paris Agreement (2015) by parties, of which Canada is one, is placing the world on a 3 degree Celsius trajectory. To use the federal government's own words, "the cost of inaction is greater than the cost of action."

**RECOMMENDATION:** Adoption

### MOTION 1.4

**RELATING TO:** Confronting and dismantling racism in the Eastern Synod, ELCIC, and upholding the ELCIC's commitment to inclusiveness and diversity.

**SUBMITTED BY:** Director of Public Policy and Service Ministries, Eastern Synod, ELCIC

**MOTION:** We, as 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 by upholding Eastern Synod Assembly Motion 1.3, ([http://www.easternsynod.org/sites/default/files/content/assembly\\_2012\\_motion\\_1.3\\_0.pdf](http://www.easternsynod.org/sites/default/files/content/assembly_2012_motion_1.3_0.pdf)) the Statement on Inclusiveness and Diversity: Gifts of God and our commitment to right relationships with Indigenous peoples. (<http://elcic.ca/CompassionateJustice/IndigenousRightsandRelationships.cfm>)

We commit ourselves to:

1. in depth self-reflection and learning with respect to the issues of racism, privilege, diversity, and right relationships,
2. individual and corporate confession of racism as a structural sin which exists in our churches and communities,
3. "after the process of confession, repentance, self-learning, and reflection to humbly respond to invitations from communities that experience the debilitating effects of racism and with communities that live with privilege, to find ways to journey together, confronting the reality of racism."<sup>4</sup>
4. reacquainting and recommitting ourselves with the ELCIC's Statement on Inclusiveness and Diversity, the ELCIC's Resolution on the Doctrine of Discovery (see <http://elcic.ca/Public-Policy/documents/DoctrineofDiscoveryMotionFINAL.pdf>), using them, among others, as tools in the work of dismantling racism,

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<sup>4</sup> Motion 1.3, Eastern Synod Assembly, 2012

5. using specially marked times, such as Black History month (February), or the International Day for the Elimination of Racial Discrimination (March 21), National Indigenous Peoples Day (June 21), among others, to corporately focus our work on diversity and inclusiveness,
6. establishing a Racial Justice Advisory Committee under the portfolio of the Director of Public Policy and Service Ministries to provide resources (written, experiential, video, etc.) for the continued work of dismantling racism and privilege,
7. and, for ministry area representatives to report and provide feedback annually to the Director of Public Policy and Service Ministries on learning, steps, and actions taken on the issues of racism, diversity, culture, and right relationships.

**RATIONALE:** Understanding that inclusiveness and diversity are gifts of God, as declared and adopted by the ELCIC with the Statement on Inclusiveness and Diversity: Gifts of God (<http://elcic.ca/Public-Policy/documents/900.21984-AStatementonInclusivenessandDiversity.pdf>), that each human being is created in the image of God, and that “all human beings belong to a single species... they are born equal in dignity and rights and all form an integral part of humanity” <sup>5</sup> we acknowledge that:

In Christ, the creation broken by sin is restored to fullness as people are reconciled to God and to one another. Through God’s gift of the Holy Spirit, the people of God’s church are empowered to live as one people celebrating the fullness of God’s creation. In Christ all divisions among people are broken down. The church is God’s instrument for reconciliation in the world also as it witnesses through its life to the new creation in Christ. <sup>6</sup>

Through Christ, we are summoned to live out God’s vision of the dignity and worth of every human being, and, as such, we are urged to stand and work in solidarity with racialized persons or racialized groups within our church and society. As the Eastern Synod, we have begun to take steps in the journey of right relationships with Indigenous peoples through the framework of the 94 Calls to Action from the final report of the Truth and Reconciliation Commission. However, we acknowledge the difficult yet crucial challenges of continuing to dismantle privilege, eliminate racism, and embrace diversity. Confession and repentance of racist attitudes and actions and continued reflection and action are necessary to respond to communities that continue to experience the debilitating effects of racism.

**RECOMMENDATION:** Adoption

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<sup>5</sup> Declaration on Race and Racial Prejudice, General Conference of UNESCO, 20<sup>th</sup> Session, 27 November 1978

<sup>6</sup> Racism in Church and Society” LWF Report: Budapest 1984 Proceedings of the Seventh Assembly. February 1985. No.19/20 p.244



### MOTION 1.5

**RELATING TO:** Closing the funding gap between physical health and mental health/addictions funding in Canada.

**SUBMITTED BY:** Director of Public Policy and Service Ministries, Eastern Synod, ELCIC

**MOTION:** Recognizing that the federal government has increased its funding and set targeted amounts for mental health and addictions within the Canada Health Transfer, we call on all governments within our jurisdiction to continue to push to erase the difference in funding between physical health and mental health spending, ensuring community-based settings and an evidence-based approach to mental health and addictions. Advocacy continues to be necessary and ongoing by:

1. praying for those who suffer with mental health issues and addictions,
2. learning as ministry areas, congregations and individual members about mental health and addictions, including, but not limited to, training and obtaining naloxone kits for emergency congregational use,
3. understanding Bill C-37 (An Act to amend the Controlled Drugs and Substances Act and to make related amendments to other Acts) and supporting safe injection sites where identified and needed in our neighbourhoods, recognizing that patient, staff and people's safety is required,
4. And, asking the Bishop of the Eastern Synod to write to Prime Minister Trudeau and the Minister of Health, Ginette Petitpas Taylor, thanking them in their efforts thus far and urging them to continue to erase the difference between physical health funding and mental health funding.

**RATIONALE:** Mental health and addictions have a personal and a social impact on us all. Statistics taken from the Centre for Addictions and Mental Health indicate that:

- in any given year, 1 in 5 Canadians experience a mental health illness or addiction problem;
- People who have a mental illness are twice as likely to have a substance use problem compared to the general population;
- Among Ontarians aged 25-34, 1 out of every 8 deaths is related to opioid use;
- After accidents, suicide is the second leading cause of death for people aged 15-24;
- First Nations youth die by suicide about 5 to 6 times more often than non-Indigenous youth;
- Suicide rates for Inuit youth are among the highest in the world - 11 times the national average;
- Mental illness is a leading cause of disability in Canada.<sup>7</sup>

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<sup>7</sup> [www.camh.ca](http://www.camh.ca)

Previously, Canada's funding levels for mental health and addictions ranked near the bottom among a list of 37 OECD (Organization for Economic Co-Operation and Development) countries.<sup>8</sup> Currently, in budget 2017, under the Canada Health Transfer, \$37.1 billion goes to the provinces and territories with the federal government committing to \$11 billion over the next 10 years in new targeted funding for provinces and territories to improve access to home care and mental health services for Canadians.<sup>9</sup> This will include \$6 billion over 10 years for home care, \$5 billion over ten years for mental health initiatives, and \$65 million over the next five years for the Canadian Drugs and Substances Strategy to implement its Opioid Action Plan.<sup>10</sup>

Dr. Patrick Smith, national CEO of the Canadian Mental Health Association (CMHA), states "this is the first time we have seen targeted mental health funding of this magnitude. The underfunding cannot be fixed overnight, but this is a significant leap forward in transforming Canada's universal medical care system into a truly universal health care system."<sup>11</sup> While the increased targeted funds and bi-lateral agreements between the federal and provincial and territorial governments are to be lauded and encouraged, mental health and addictions are still not viewed or funded on the same level as physical health in Canada.

**RECOMMENDATION: Adoption**

**MOTION 1.6**

**RELATING TO:** The Biennium Reconciliation Initiative Task Force move to an Advisory Committee under the Director of Public Policy and Service Ministries, Eastern Synod, ELCIC, to continue the work of reconciliation and right relationships with Indigenous Peoples.

**SUBMITTED BY:** Director of Public Policy and Service Ministries, Eastern Synod, ELCIC

**MOTION:** We commit ourselves to the ongoing tasks of reconciliation and right relationships and move that the Biennium Reconciliation Initiative Task Force and its mandate become an Advisory Committee (to be named) under the portfolio of the Director of Public Policy and Service Ministries, Eastern Synod, and that,

1. representation come from across our Synod, using available technologies to bridge distance, and includes Indigenous partners,
2. the Truth and Reconciliation Commission 94 Calls to Action  
[http://www.trc.ca/websites/trcinstitution/File/2015/Findings/Calls\\_to\\_A](http://www.trc.ca/websites/trcinstitution/File/2015/Findings/Calls_to_A)

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<sup>8</sup> Globe and Mail, August 28, 2016, Keith Doucette

<sup>9</sup> [www.budget.gc.ca](http://www.budget.gc.ca)

<sup>10</sup> [www.budget.gc.ca](http://www.budget.gc.ca)

<sup>11</sup> [www.cmha.ca](http://www.cmha.ca)

[ction\\_English2.pdf](#) the United Nations Declaration on the Rights of Indigenous Peoples  
[http://www.un.org/esa/socdev/unpfii/documents/DRIPS\\_en.pdf](http://www.un.org/esa/socdev/unpfii/documents/DRIPS_en.pdf) and the ELCIC's Resolution on the Doctrine of Discovery  
<http://elcic.ca/Documents/documents/DoctrineofDiscoveryMotionFINAL.pdf>  
be guiding frameworks in our ongoing work,

3. a budget of \$1,000.00 annually be set for education and resources,
4. resources and information from the advisory committee be regularly posted to the Eastern Synod website and other media, via the Director of Public Policy, and
5. annual reporting occur from the advisory committee to the Director of Public Policy and Service Ministries.

**RATIONALE:** The Biennium Reconciliation Initiative task force (BRITF) is grateful for the support of the Eastern Synod, for the establishment of the initiative and for the two year extension of its mandate at last Synod Assembly (2016), moving together toward reconciliation and right relationships between Indigenous and non-Indigenous peoples in Canada.

Across our Synod, ministry areas, congregations, and individual members have taken up the necessary challenge of learning about our collective history regarding residential schools, their aim of cultural genocide<sup>12</sup>, and the traumatic legacy (social, psychological, spiritual, economic) on Indigenous peoples and communities.

We are grateful for the work of our National church in repudiating the Doctrine of Discovery<sup>13</sup> as being "fundamentally opposed" to the gospel of Jesus Christ and a spurious justification to take land and to eradicate peoples. We are grateful that our seminary, Waterloo Lutheran Seminary, has offered ways into right relationship for students, faculty and staff. We are grateful for the challenging yet life-giving work that ministry areas, congregations, individual members have undertaken to foster right relationships by adopting a posture of listening, by planning and working *with* Indigenous partners rather than *for*, by stepping into the discomfort of unfamiliarity, and by a willingness to learn what it means to be neighbour. We are grateful for the many Indigenous partners who have graciously entered into relationship with us on this journey toward reconciliation.

As grateful as we are, we recognize the dire need to continue the work of undoing the devastating effects of colonization, of dismantling racist and oppressive structures, policies, behaviours and attitudes, and of how to "walk with Indigenous peoples in their ongoing efforts to exercise their inherent

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<sup>12</sup> [http://www.trc.ca/websites/trcinstitution/File/2015/Findings/Exec\\_Summary\\_2015\\_05\\_31\\_web\\_o.pdf](http://www.trc.ca/websites/trcinstitution/File/2015/Findings/Exec_Summary_2015_05_31_web_o.pdf)

<sup>13</sup> <http://elcic.ca/Documents/documents/DoctrineofDiscoveryMotionFINAL.pdf>

sovereignty and fundamental human rights and renew our commitment to truth, reconciliation and equity.”<sup>14</sup>

We know we still have much work to do. The national inquiry on Missing and Murdered Indigenous Women and Girls is hoping for an extension to its mandate. Should it not receive an extension its report is due November 2018. Bill C262 - An Act to ensure that the laws of Canada are in harmony with the United Nations Declaration on the Rights of Indigenous Peoples - has reached third reading in the House of Commons and now moves to the Senate for review. These two important processes will continue to broaden and inform our common life together, our ministries, and our relationships as Indigenous and non-Indigenous peoples.

**RECOMMENDATION:** Adoption

### **MOTION 1.7**

**RELATING TO:** Phasing out the travel loan repayment for refugees to Canada.

**SUBMITTED BY:** Director of Public Policy and Service Ministries, Eastern Synod, ELCIC

**MOTION:** We call on the federal government for a timely phase out of the travel loan repayment for all refugees who resettle in Canada, asking that:

1. the Bishop of the Eastern Synod write to the Honourable Ahmed D. Hussen, Minister of Immigration, Refugees and Citizenship Canada urging the phasing out of travel loan repayment,
2. Individual members, ministry areas and congregations re-affirm their ongoing work of welcoming refugees with the ELCIC Resolution on Welcoming the Stranger (<http://elcic.ca/Public-Policy/documents/WelcomingtheStrangerMotionFINAL.pdf>) and the Lutheran World Federation's document Welcoming the Stranger: Affirmations for Faith Leaders ([https://www.lutheranworld.org/sites/default/files/Welcoming\\_the\\_Stranger.pdf](https://www.lutheranworld.org/sites/default/files/Welcoming_the_Stranger.pdf)).

**RATIONALE:** The Immigration Loans program has undergone some beneficial changes since February 21, 2018, under Immigration, Refugees and Citizenship Canada. The changes in effect - that repayment of the loan begin after twelve months, are interest free, that loans already existing will have no further accumulation of interest, and that the repayment period has been extended by two years (to reduce the size of monthly installments)<sup>15</sup> - are all welcome changes. However, 98% of users of this loan program are refugees to Canada.<sup>16</sup> Refugees leave their home countries not by choice, but by necessity, most often due to

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<sup>14</sup> ibid

<sup>15</sup> [www.canada.ca](http://www.canada.ca)

<sup>16</sup> [www.cpj.ca](http://www.cpj.ca)

serious human rights abuses; “no one leaves his or her homeland without a reason... persecution, violence or exploitation... natural disaster...”<sup>17</sup> Travel loan repayment hinders a refugee’s ability to settle into Canadian society more quickly and adds stress to daily living while trying to start over. The Canadian Council for Refugees estimates that refugee families begin their new life in Canada with a debt of up to \$10,000.<sup>18</sup>

There is already a precedent for waving the travel loan repayment: between November 4, 2015, and February 29, 2016, the Government of Canada resettled 25,000 Syrian refugees and exempted them from the financial stresses associated with travel loans.<sup>19</sup> It is possible to welcome refugees to Canada without making them pay for their travel. Citizens for Public Justice, an ecumenical, non-profit organization, estimates that for only 40 cents annually per Canadian such travel costs could be absorbed.<sup>20</sup>

**RECOMMENDATION:** Adoption

### MOTION 1.8

**RELATING TO:** Plastics Consumption

**SUBMITTED BY:** Synod Council

**MOTION:** That the Eastern Synod Assembly, congregations and individual members a) consider the damages created by our ever increasing plastic consumption, b) determine how to best mitigate these damages in their own contexts and c) encourage the ELCIC to do likewise.

**RATIONALE:** Estimated decomposition rates of common marine debris items (Ranked from most common to least common based off of the findings from the International Coastal Cleanup hosted by the [Ocean Conservancy](#)):

1. Cigarettes/Cigarette Filters - 1-5 years to biodegrade
2. Plastic Food Wrapper/Containers - 20-30 years
3. Plastic water bottles - 450 years
4. Plastic bags - 10-20 years
5. Plastic caps and lids - 450-1,000 years
6. Plastic utensils - 450 years
7. Plastic straws and stirrers - up to 200 years
8. Glass bottles - 1 million years (estimated, exact time unknown)
9. Aluminum cans - 80-200 years
10. Paper bags - 1 month <https://4ocean.com/blogs/blog/how-long-does-it-take-trash-to-biodegrade>

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<sup>17</sup> [www.lutheranworld.org](http://www.lutheranworld.org)

<sup>18</sup> [www.ccrweb.ca](http://www.ccrweb.ca)

<sup>19</sup> [www.cpj.ca](http://www.cpj.ca)

<sup>20</sup> *ibid*

From poisoning and destroying marine life to disrupting human health and hormones, from littering our beaches and landscapes to clogging our waste streams and landfills, the plastic pollution is now threatening the survival of our planet and everything on it. <http://www.pachurchesadvocacy.org/join-campaign-end-plastic-pollution/>

Plastic has been highlighted as one of the biggest environmental threats facing the world by the UN in a call to action issued to mark [World Environment Day](#). While emphasizing the success of many international efforts to tackle [plastic waste](#), the organization described how the “scourge of plastic” has reached every corner of the Earth. Levies and bans ... were found to be among the most effective strategies for dealing with the problem. Presenting case studies from more than 60 countries, the UN analysis explored the different strategies being implemented and suggested measures that policymakers can take to curb the problem. Bans on products such as styrofoam and plastic bags in parts of the world as diverse as New York City and Rwanda have proved highly effective. The report found 30 per cent of the nations that had introduced restrictions on plastic bags had seen substantial declines in bag consumption in the first year following the action.

<https://www.independent.co.uk/environment/world-environment-day-un-plastic-pollution-waste-ban-bags-recycling-a8384311.html>

Estimates show up to 10 million tonnes of plastic garbage ends up in the oceans each year, and across the oceans there are multiple islands of trash, including one in the Pacific that rivals the size of the province of Quebec. <https://globalnews.ca/news/4250508/canada-recycle-plastics-85-percent-2025/>

If current pollution rates continue, there will be more plastic in the sea than fish by 2050, said the United Nations Environment Programme (UNEP) ... Eight million tonnes of plastic - bottles, packaging and other waste - are dumped into the ocean every year, killing marine life and entering the human food chain, UNEP added. <https://www.reuters.com/article/us-environment-un-pollution/nearly-200-nations-promise-to-stop-ocean-plastic-waste-idUSKBN1E02F7>

There are two heartbreaking images on the internet with regard to the damages that plastics do to marine life:

- <http://www.plasticpollutioncoalition.org/pft/2015/10/27/the-turtle-that-became-the-anti-plastic-straw-poster-child>
- <https://www.smithsonianmag.com/smart-news/whale-dies-thailand-80-plastic-bags-its-stomach-180969232/>

### POLITICAL ACTIONS:

Canadian Prime Minister Justin Trudeau said in a joint communiqué at the end of the [June 2018 G7] summit that he and the leaders of France, Germany, Italy and the U.K. agreed to a [non-binding, voluntary] plastics charter that would deal with the pollution created by single-use plastics items like bottles,

cups and bags that have become everyday items of modern life (Japan and the US did not commit). <https://www.cbc.ca/news/canada/british-columbia/plastics-charter-g7-reaction-1.4699860>

Environment Minister Catherine McKenna launched consultations for a national plastics strategy in April [2018], but has set no deadlines for when one might be produced. <https://globalnews.ca/news/4250508/canada-recycle-plastics-85-percent-2025/>

Nearly 200 countries signed a U.N. resolution in Nairobi [in December 2017] to eliminate plastic pollution in the sea, a move some delegates hoped would pave the way to a legally binding treaty. If current pollution rates continue, there will be more plastic in the sea than fish by 2050, said the United Nations Environment Programme (UNEP) which organized the meeting. Eight million tonnes of plastic - bottles, packaging and other waste - are dumped into the ocean every year, killing marine life and entering the human food chain, UNEP added. <https://www.reuters.com/article/us-environment-un-pollution/nearly-200-nations-promise-to-stop-ocean-plastic-waste-idUSKBN1E02F7>

On December 28, 2015, President Obama signed the [Microbead-Free Waters Act of 2015](https://oceanservice.noaa.gov/facts/microplastics.html), banning plastic microbeads in cosmetics and personal care products. <https://oceanservice.noaa.gov/facts/microplastics.html>

### IDEAS FOR SYNOD ASSEMBLY, CONGREGATIONS AND INDIVIDUAL MEMBERS:

- Learn about microplastics, microbeads and microfibers, what types of products they are found in and what their effects are. <https://oceanservice.noaa.gov/facts/microplastics.html>, <https://www.theguardian.com/environment/2016/jun/20/microfibers-plastic-pollution-oceans-patagonia-synthetic-clothes-microbeads>
- Use this grid to find out which products are red/orange/green re the inclusion of microbeads. <http://www.beatthemicrobead.org/product-lists/>
- Check your city's recycling rules as to what can and can't be recycled. Just because something's metal or glass or plastic doesn't mean it can be recycled. <https://ottawa.ca/en/residents/garbage-and-recycling/recycling> <http://www.cbc.ca/news/technology/recycling-blue-box-challenges-evolving-tonne-1.4584484> <http://www.cbc.ca/news/technology/10-kinds-of-packaging-that-are-a-pain-in-the-blue-box-1.4658988>
- Stop using disposable plastics, especially single-use plastics like bottles, bags and straws. Instead use reusable water bottles, mugs, fabric lunch bags, canvas shopping bags. Buy solid shampoo and conditioner bars instead of liquid. Make your own dishwashing soap, toothpaste, sunscreen and store in a glass container. Beeswax food wraps are an excellent



alternative to plastic wrap.

<http://www.sustainablebabysteps.com/alternatives-to-plastic.html>

<http://www.sustainablebabysteps.com/homemade-toothpaste.html>

- Take a plastics inventory of your house and try to find alternatives to your plastic items.
- Take a plastics inventory of your church and try to find alternatives to your plastic items (e.g. single-use plastic common cups).
- Consider petitioning grocery stores to offer food packaging alternatives. Check if there's a zero waste grocery store in your area or an environmental directory. <https://nugrocery.com/>

**RECOMMENDATION:** Adoption

### MOTION 2.1

**RELATING TO:** The name change of Waterloo Lutheran Seminary

**SUBMITTED BY:** Legal & Constitutions Committee of Synod Council

**MOTION:** That any and all appropriate references in the Eastern Synod Constitution and Bylaws of "Waterloo Lutheran Seminary" be changed to "Martin Luther University College".

**RATIONALE:** Making the name change at this assembly will avoid the delay until the next assembly in three years.

**RECOMMENDATION:** Adoption

### MOTION 2.2

**RELATING TO:** The implementation of clean energy initiatives

**SUBMITTED BY:** Rev. Martin Malina, Rev. Roy Thakurdial, Klaus Uhlig

**MOTION:** That the Bishop write to the government at various levels to request a commitment towards the increased implementation of means of production of clean energy.

**RATIONALE:** This motion is related to Motion 1.3 passed earlier in this assembly, wishing to further encourage the government towards positive action on clean energy initiatives.

**RECOMMENDATION:** Adoption



### MOTION 2.3

**RELATING TO:** “Loving Our LGBTQIA+ Neighbour” and our National Church

**SUBMITTED BY:** Steve Hoffard, St. Mark’s - Kingston, ON and André Lavergne, Christ Lutheran (ELCIC National Office) - Waterloo, ON

**MOTION:** Request that the Eastern Synod bring a motion, similar to motion 1.2, to the National Church, and that synod council consult with the indigenous community as to appropriate language.

**Rationale:** National Bishop Susan Johnson expressed a desire that a similar motion come up at the 2019 National Convention.  
The Motion “Loving Our LGBTQIA+ Neighbour” was strongly endorsed by the Synod Assembly.

**RECOMMENDATION:** Adoption

### MOTION 2.4

**RELATING TO:** Deeming our congregations defunct

**SUBMITTED BY:** Rev. Mavis Fung, Rev. David Tin, Rev Gigi Young, Rev. Mei Sum Lai, Andrew Slonetsky, Rev. Christian Ceconi, Rev. Jun Gao, Rev. Dawn Hutchings

**MOTION:** That the Eastern Synod in this coming triennial embrace what it means to be congregational neighbours to one another.

That the Eastern Synod, through the office of the Bishop and Ministry Area Deans proactively identify those congregations that may be on a trajectory that would render them unviable and engage those congregations in a process of renewal and revival in an effort to preempt the need for engaging in the process of declaring a congregation defunct.

**Rationale:** We recognize that our Bishop and Deans are in a position to encourage revival and renewal in ways that individual pastors and congregations may not be able to.

We recognize that congregations facing various crises that may threaten their viability may be overwhelmed in ways that make it difficult for them to see or realize their own potential for renewal.

It is our hope that every effort is made to achieve renewal and revival as together we live into our call to be the Church in Mission for Others!

**RECOMMENDATION:** Adoption

### MOTION 2.5

**RELATING TO:** Provision for seminary updates to National Assembly

**SUBMITTED BY:** Jordan Smith, Synod Council, St. Ansgar Lutheran Church, Toronto; Janelle Lightbourne, Trinity Lutheran, London; Margaret Christenson, Zion Lutheran, Sault Ste. Marie

**MOTION:** That the Eastern Synod Assembly 2018 encourage National Church Council to create a permanent agenda item for all future National Assemblies for reports from the seminaries of this church.

**RATIONALE:** While overseen by the synod, guidelines for maintaining a theological seminary are provided by the ELCIC (ES Constitution XVII Section 1). As stated by the ELCIC Candidacy Manual 2017, "Candidates are considered for service according to national standards and by means of common procedures." (6). Candidates of either seminary are expected to be qualified to serve across the ELCIC (Candidacy Manual, 6). While the board of governors of Waterloo Lutheran Seminary is required to report to the Eastern Synod Assembly, it would be beneficial for the national assembly to also hear about the changes, dreams, and successes happening at both of the church's seminaries. This report would be for information purposes only, in much the same way NCC at Assembly 2017 was directed to hear reports from LCBI and Luther College at future assemblies.

**RECOMMENDATION:** Adoption

### Motion 2.6

**RELATING TO:** The Sale of Camp Edgewood and the Division Of Proceeds

**SUBMITTED BY:** Rev. Paul Roellchen-Pfohl, Zion, Pembroke  
Randy Zimmerling, St. John's, Arnprior  
Rev. Bonnie Schelter-Brown, St. James, New Dundee  
Rev. Tanya Ramer, Trinity, New Hamburg  
Rev. Lori Pilatzke, St. David Anglican-Lutheran  
Angie Connors, Mt. Calvary, Upper Northfield  
Rev. Brian Wilker, Faith, Brantford  
Sandra Powell, Resurrection, Halifax  
Lawrence Lupton, St. Timothy's, Pembroke  
Fred Nolting, Good Shepherd, Brockville  
Rev. Kimberlynn McNabb, Resurrection, Halifax

**MOTION:** With the sale of Edgewood Camp & Conference Centre, we ask that the Synod divide the proceeds between Lutheran Camp Mush-A-Mush and Lutherlyn Camp & Conference Centre equally for the purpose of supporting capital and/or projects on both sites as a program tribute to the legacy of Edgewood Camp.

**RECOMMENDATION:** Referral to Synod Council

### MOTION 2.7

**RELATING TO:** Paper Waste and Consumption

**SUBMITTED BY:** The Youth & Young Adults Ministry Delegates

**MOTION:** That the Eastern Synod Assembly, Synod Council, Congregations and individual members:

1. Consider the effects of paper waste produced by the Eastern Synod on the environment
2. Determine ways to further reduce our carbon footprint by limiting the use of paper photocopies, bulletins, and ballots where possible at the synod assembly and in congregations across the synod, for example, distributing materials during the assembly by email or via the synod website, with paper copies available on request.
3. Encourage the ELCIC assemblies to do the same.

**RATIONALE:** Estimated paper use at this year's conference exceeds 6000 pieces of paper, and it takes between 2-6 weeks for the paper to biodegrade in landfills. Even when recycled, an abundance of chemical products, plastics, and water is used to fully recycle the paper. Forty-two percent of all trees in use are used in the production of paper, and the paper and pulp industry is the largest industrial user of water and one of the largest water polluters. (<http://www.stopwaste.org/preventing-waste/impact-paper-waste>) To mitigate detrimental effects on the environment it is critical to adopt alternative means of distributing information, many of which are already in place but made redundant with the usage of paper copies. With the strong commitment of the ELCIC and the Eastern Synod in the reduction of waste, in the protection and stewardship of creation, and to ensuring a sustainable future for the church and the world, we propose the following motion.

**RECOMMENDATION:** Adoption

### MOTION 2.8

**RELATING TO:** Geographical Imbalance of Synod Council

**SUBMITTED BY:** Rev. Karen Kuhnert, St. James, St Jacobs  
Rev. Chun Zhang, St. John's, Hamilton  
Rev. Mike Lees, Trinity, Windsor  
Rev. Catherine House, Trinity, Walkerton  
Miranda Gray, Resurrection, Orleans  
Ben Cameron, Holy Cross, Burlington  
Rev. Christian Ceconi, Martin Luther, Toronto  
Kristina Kuhnert, Mt. Zion, Waterloo  
Rev. Sebastian Meadows-Helmer, St. Matthew's, Kitchener  
Deacon Scott Knarr, Mt. Zion, Waterloo

**MOTION:** That the matter of geographical imbalance of Synod Council members be recognized, and that the principal of more equitable representation be considered in future elections.

**RECOMMENDATION:** Referral to Synod Council

### MOTION 2.9

**RELATING TO:** Thanks

**SUBMITTED BY:** Reference and Counsel

**MOTION:** That the Assembly express its thanks to the Rev. Jeffrey Smith, Assembly Manager, to the Rev. Susan Climo, Assistant Assembly Manager, and to the members of the Local Arrangements Committee, to the Registrar and the Registration Team, to the scores of Stewards and Volunteers and to the Technical Staff for the enormous amount of work that has gone into the planning, conduct, and warm hospitality of this Assembly;

And that this Assembly express its thanks to Debbie Lou Ludolph and the Worship Planning Team, our musicians, lectors, and all whose love and talent has gone into the planning and carrying out of the Assembly's worship life;

And that this Assembly express its thanks to our Bishop, the Rev. Dr. Michael J. Pryse, to his Assistants, the Rev. Riitta Hepomaki and to the Rev. Douglas Reble, to the Secretary of Synod, the Rev. Wendell Grahman, to the Synod Vice-Chairperson, Laurie Knott, to the Synod Treasurer, Keith Myra, and to the Synod Office Staff, Cathy Caron, Liz Zehr, Stephanie Clayton, Sue Heimpel, and Karen Cross for their tireless partnership in ministry.

**RECOMMENDATION:** Adoption

### MOTION 2.9.2

**RELATING TO:**

**SUBMITTED BY:**

**MOTION:** That the Assembly express its thanks to the Rev. Jeffrey Smith, Assembly Manager, to the Rev. Susan Climo, Assistant Assembly Manager, and to the members of the Local Arrangements Committee, to the Registrar and the Registration Team, to the scores of Stewards and Volunteers and to the Technical Staff for the enormous amount of work that has gone into the planning, conduct, and warm hospitality of this Assembly;

And that this Assembly express its thanks to Debbie Lou Ludolph and the Worship Planning Team, our musicians, lectors, and all whose love and talent has gone into the planning and carrying out of the Assembly's worship life;

And that this Assembly express its thanks to those who reminded us to be a neighbour is as much a verb as it is a noun. They are: Dr. Mary (Joy) Philip and Rev. Dr. Allen Jorgenson, who led the Bible Study, presenters Rev. Dr. Brice Balmer, Mr. Chatter Ahuja, Dr. Sarah Shafiq, Dr. Sarah Chen, Mr. Rafi Aaron and our Eastern Synod family, who led the Friday workshop on racial justice;

And that this Assembly express its thanks to the Rev. Conrad Plummer, President of the Evangelical Lutheran Church in Guyana, who reminded us that God is good all the time;

And that this Assembly express its thanks to our National Bishop, the Rev. Dr. Susan Johnson, the Rev. Dr. Karin Achtelstetter, and to Rev. Carla Blakely, who reminded us that the church is bigger than our congregation and Eastern Synod and that no one is anyone without everyone;

And that this Assembly express its thanks to our Bishop, the Rev. Dr. Michael J. Pryse, to his Assistants, the Rev. Riitta Hepomaki and to the Rev. Douglas Reble, to the Secretary of Synod, the Rev. Wendell Grahman, to the Synod Vice-Chairperson, Laurie Knott, to the Synod Treasurer, Keith Myra, and to the Synod Office Staff, Cathy Caron, Liz Zehr, Stephanie Clayton, Sue Heimpel, and Karen Cross for their tireless partnership in ministry;

And finally, a second thank you to our Bishop Michael: his grace, wisdom, courage, humour and commitment to serve is a witness to us all.

**RECOMMENDATION:** Adoption

**MOTION 2.10**

**RELATING TO:** Unfinished Business

**SUBMITTED BY:** Reference and Counsel

**MOTION:** That, at the conclusion of this Assembly, any items of unfinished business be referred to the Synod Council for consideration and action.

**RECOMMENDATION:** Adoption

### Report of Minutes Committee

#### Committee Roster

Rev. Wendell Grahlman (Advisory), Rev. Richard Kwiatkowski,  
Judy Lindeman (Chairperson), Lawrence Lupton, Rev. Sylvia Swiatoschick

The committee reviewed the drafts from sessions one through five, which were subsequently affirmed by the delegates. Sessions six and seven were reviewed by the Bishop and the Secretary of Synod following the Assembly.

## Report of the Elections Committee

### Committee Roster

Rev. Hans Borch, Rev. Riitta Hepomaki (Advisory),  
Peggy Read, Rev. Laura Sauder, Iris Schweiger (Chairperson),  
Rev. Heather Spencer-Stoltz, Randy Zimmerling

### First Ballot for Bishop, 2018-2024

There were 18 names on the nominating ballot; those receiving more than ten votes were:

Bishop Michael J. Pryse	143	<b>Elected</b>	Number of ballots cast	189
Rev. Tuula Van Gaasbeek	13		Number of spoiled ballots	6
			Number of eligible ballots	183
			Number needed to elect	138

### First Ballot for Vice-Chairperson, 2018-2024

There were 21 names on the nominating ballot; those receiving more than ten votes were:

Laurie Knott	115	<b>Elected</b>	Number of ballots cast	183
			Number of spoiled ballots	42
			Number of eligible ballots	141
			Number needed to elect	106

### First Ballot for Synod Council - Lay

Term: 2018-2021

Ben Bestvater	120	Elected	Number of ballots cast	178
Selina Broadshaw	66		Number of spoiled ballots	0
Trudi Inglis	61		Number of eligible ballots	178
Carol Meindl	63		Number needed to elect	90
Judy Von Wahl	65			
David Wilk	105	Elected		

### Second Ballot for Synod Council - Lay

Term: 2018-2021

Selina Broadshaw	78		Number of ballots cast	178
Judy Von Wahl	97	Elected	Number of spoiled ballots	0
			Number of eligible ballots	178
			Number needed to elect	89



### First Ballot for Synod Council - Rostered

Term: 2018-2021

Rev. Anne Anderson	101	Elected	Number of ballots cast	180
Rev. Janaki Bandara	83		Number of spoiled ballots	10
Rev. Dwight Biggs	90	Elected	Number of eligible ballots	170
Rev. Norine Gullons	49		Number needed to elect	86
Rev. Catharine House	52			
Rev. David Malina	105	Elected		
Rev. Joanna Miller	83			
Rev. Elina Salonen	65			
Rev. Adam Snook	103	Elected		
Rev. Sylvia Swiatoschik	65			
Rev. Bruce Thompson	64			
Rev. Rob Wiesner	60			

### Second Ballot for Synod Council - Rostered

Term: 2018-2021

Rev. Janaki Bandara	103	Elected	Number of ballots cast	178
Rev. Joanna Miller	81		Number of spoiled ballots	0
Rev. Elina Salonen	67		Number of eligible ballots	178
Rev. Bruce Thompson	87		Number needed to elect	89

### Third Ballot for Synod Council - Rostered

Term: 2018-2021

Rev. Joanna Miller	94	Elected	Number of ballots cast	171
Rev. Bruce Thompson	77		Number of spoiled ballots	0
			Number of eligible ballots	171
			Number needed to elect	86

## Election of Delegates to the 2019 ELCIC National Convention

### Youth

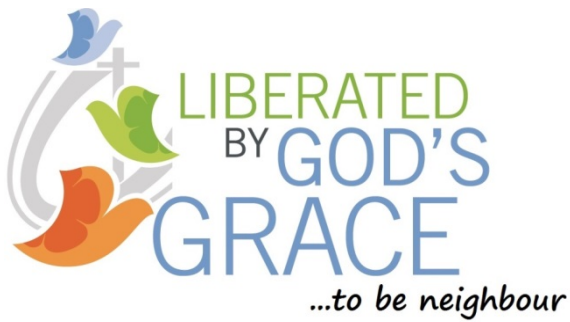
Ben Cameron  
Megan Famme  
Julia Wirth

### Rostered

Hans Borch  
Christian Ceconi  
Steve Hoffard  
Jennifer Hoover  
Scott Knarr  
Ann Krueger  
Karen Kuhnert  
JoAnne Lam  
Mike Lees  
Martin Malina  
Kimberlynn McNabb  
Daniela Mertz  
Joanna Miller  
Laura Sauder  
James Slack  
Annette Smith  
Adam Snook

### Lay

Gail Bennie  
Nancy Cook  
Denise Dennis  
Susan Dupuis  
Edward Evans  
Carol Fairbrother  
Karen Field  
Dorothy Frook  
Brenda Grebinski  
Jan Hansen  
Brian Janzen  
E. Joanne Klein  
Laurie Knott  
Jim Krats  
Uli Kuebler  
Miriam Lapp  
Janelle Lightbourne  
Lawrence Lupton  
Fred Nolting  
Marilyn Raaflaub  
Peggy Read  
Ron Roeder  
Susan Seifert  
Ingrid Sladeczek



# **Section 3**

## **Reports of the National Bishop and Canadian Lutheran World Relief**

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



### Report of the National Bishop

#### Liberated by God's Grace

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

As I think back on the past two years since your last Synod Convention, the first thing that comes to mind is the commemoration of the 500<sup>th</sup> anniversary of the Lutheran Reformation and the lasting impact it will have on the ELCIC. The commemoration of the Reformation may be officially over but the way it has strengthened our Lutheran identity, the way it brought us together in common witness and service through the Reformation Challenge, and its core message of being *Liberated by God's Grace* will continue to shape our life together as a church in Canada.

In September of 2017, our National Church Council began working on a new five-year strategic plan. The National Office uses this strategic plan to help shape and focus our work. We are energized by the new four areas of focus in our strategic plan: Reconciled Relationships, One Body Working Together, Courageous Innovation, and Empowered Disciples. I would invite you to look at these four areas and consider how you, your congregation and your community might be engaged in one or more of these priorities.

The following is a small glimpse at the work of the National Office reported around these four new strategic areas, and how we carry out our call to be a church *In Mission for Others*.

#### Reconciled Relationships

In 2011, the ELCIC made a commitment to promote right and renewed relationships between non-indigenous and Indigenous Peoples within Canada. In July 2015, the ELCIC renewed this commitment to truth, reconciliation and equity by repudiating the Doctrine of Discovery. At this year's National Convention delegates welcomed Kaila Johnston, research coordinator for the National Centre for Truth and Reconciliation (NCTR). The NCTR opened in the summer of 2015 and was created to preserve the memory of Canada's Residential School system and legacy. It is the permanent home for all statements, documents, and other materials gathered

by the Truth and Reconciliation Commission of Canada (TRC). In her presentation to delegates, Johnston shared that she is frequently asked what people can do to be involved in reconciliation. She listed several actions of reconciliation, including: "Learn the history of Indigenous and nonindigenous peoples, understand the history and legacy of Residential schools, explore the unique intersections between treaty, constitutional Indigenous and human rights, recognize the rich contributions Indigenous peoples have had to this country, take action to address historical injustices and present-day wrongs, as well as teach others." I encourage you to consider how you and your congregation can learn more about the TRC's 94 Calls to Action and how you can be involved in the important work of reconciliation.

The 2017 ELCIC National Convention affirmed *A Statement to Muslims in Canada by the Evangelical Lutheran Church in Canada*

(<http://elcic.ca/ecumenical/documents/StatementtoMuslimsinCanadabytheEvangelicalLutheranChurchinCanada.pdf>) and a new resource titled *Encountering People of Other Faiths - Interfaith Guidelines*

(<http://elcic.ca/ecumenical/documents/EncounteringPeopleOfOtherFaiths-InterfaithGuidelines.pdf>). These are important documents for our church given the fact that hate crimes are rising within Canada. Following the January 2017 fatal attack at le Centre Culturel Islamique de Québec, I called on the members of our church to reach out in a genuine expression of love for our neighbour (<http://www.elcic.ca/news.cfm?article=459>). I continue to urge you to speak out against all forms of racism and violence against Muslims and to work to build relationships with your interfaith neighbours.

The 500<sup>th</sup> anniversary of the Reformation provided the opportunity to strengthen relationships with Roman Catholics in Canada and around the world. There were services of Common Prayer co-sponsored by Lutherans and Roman Catholics all across the country, from Whitehorse to Vancouver, Sault Ste. Marie to Halifax. Other events that took place as part of the commemoration of the Reformation gave us the opportunity to strengthen relationships with many of our ecumenical partners. This was evidenced at the 2017 National Convention, where partners from the Canadian Council of Churches, Presbyterian Church in Canada, United Church of Canada, Canadian Conference of Catholic Bishops, Anglican Church of Canada, Evangelical Lutheran Church in America, and Mennonite Church Canada participated in an ecumenical panel on the convention floor and then participated in our National Service of Commemoration of the 500<sup>th</sup> anniversary of the Reformation.

At the 2015 National Convention we adopted an "ELCIC Resolution on Climate Justice." This action expanded the commitments we made in 2007's resolution on the Stewardship of Creation. Our continued commitment to working for reconciliation with all of creation is done at the congregational level through efforts like the tree-planting component of the Reformation Challenge, and nationally and internationally through work with partners.

### One Body Working Together

To be a fully functioning church we need to have effective working relationships between congregations, synods, national church, and national and international partners. The body of Christ is bigger than any one of its component parts.

The Synodical and National Officers met at the beginning of December 2017 to look at ways we can work more closely together. At a time of challenge and opportunities, with fewer resources, we need to work together to set focused priorities that will enhance our ability to fulfill the mission to which God is calling us.

Shared vision and mutual trust is not only important within the church, but also among our church and our various partners. We are currently working towards a new *Memorandum of Understanding* with our partner Canada Lutheran World Relief (CLWR). We give thanks for the wonderful leadership Robert Granke has provided to the organization and offer our prayers on his retirement. At the same time, we welcome Rev. Karin Achtelstetter and look forward to our ongoing partnership in the ministry of CLWR.

In May of 2017, I had the privilege of participating in the global life of our church through The Lutheran World Federation Assembly in Windhoek, Namibia. As we gathered from many churches and countries and spoke and sang in many languages, I was reminded again of how much we gain when we are one body working together.

I was honoured to preside at communion at our Sunday worship service, a global celebration of the reformation anniversary. To look out over the crowd of 10,000 and see Lutherans gathered from around the world, worshipping God, commemorating our shared history, joining with ecumenical partners and celebrating the steps towards reconciliation we have shared, lifting up our shared mission and ministry - it was a spiritual highlight for me!

I had a similar spiritual highlight when I presided at our national commemoration service in July. Seeing our church gathered from across the country along with her ecumenical partners reminded me of my Windhoek experience. What a joy to feel the Spirit alive and in our midst whether carrying out ministry in our local communities or gathered together at a convention.

### Courageous Innovation

We recognize that we are in a time of change and that we are going to need to be flexible and patient with one another as we discover together how God is calling us to be the Lutheran church in Canada at this time.

The ELCIC's Church Extension and Capital Fund (CECF) is in the middle of a five-year initiative where they are doing experimentation to figure out new ways of doing ministry given that the old model of congregational development has proven to be too expensive and/or no longer effective. CECF has provided a total of \$300,000 to each synod for Synod Mission initiatives. Funds will be used for activities that are experimental in spirit and genuinely seek to explore what it means to participate in God's mission in the world today.

We are excited about walking with synods in this process. Each of the synods are allocating their funds in different and creative ways. In your synod, one example is St. John's, Hamilton - Mission Outreach: a 3-year project that is building relationships with agencies and individual, particular newcomers to Canada, and also encouraging and fostering spirituality of mission and behavior towards mission in the congregation.

Being courageous innovators involves balance - on the one hand we need to remember the boundaries we live in as expressed in the constitution and bylaws of this church and on the other hand allow for the freedom of colouring outside the lines. We need to hold these together in a healthy and creative tension as we continue to discern possibilities and try out new ministries across the church.

By naming Courageous Innovation as one of our strategic priorities, National Church Council is recognizing that God may indeed be calling us to new things and new ways and we may have to try things and fail and learn from our failures as part of our faithful discipleship.

### Empowered Disciples

Now as in all times of the church there is a need to create and nurture faithful participation in God's mission in the world. In an effort to inspire a church that is prophetic, missional, and diaconal, the ELCIC's Faith, Order and Doctrine committee has published *Public Ministry in the ELCIC: A preliminary draft* for review, reflection and response by September 30, 2018.

At the same time, we are looking at new ways of calling and equipping Rostered leaders in our church for specific ministries. We believe the new *Congregational Employment Agreements* and updated *Letters of Call* will enhance the quality of your vocational relationships and deepen the bonds of mutual care and accountability.

And, in this year of synod conventions, we also look forward to two national gatherings - the Canadian Lutheran Anglican Youth (CLAY) gathering ([www.claygathering.ca](http://www.claygathering.ca)) and the National Worship Conference ([www.nationalworshipconference.org](http://www.nationalworshipconference.org)). Both of these Lutheran/Anglican events serve to strengthen faith and empower people in witness and service.

Thank you for your participation in the ELCIC Reformation Challenge. I was overwhelmed and proud by the contributions, large and small, that individuals, congregations and synods make to help us meet our goals. We may not have met all of our challenge goals but together we raised the equivalent of about four million dollars for ministry in Canada and around the world. How amazing is that!

In his 2018 New Year's message to the Lutheran World Federation, General Secretary Martin Junge declared that despite the many challenges we face, there is no better time than now to be the church. By acknowledging these challenges, it reminds us to stay focused on what has been given to us without cost, and share it with the thirsty in the world - offering a life-giving witness. "It is a good year to be the church. We have our hands filled with gifts to share," says Martin! And I agree.

Friends, it's a good year to be the church. We too have our hands filled with gifts to share.

Yours in Christ,







## Canadian Lutheran World Relief

We want to thank you. You are creating hope in the world.

Your generosity each year means that more children learn in safe and healthy environments, providing them with a strong foundation for the future. You make it possible for refugees—many of whom have had to leave everything behind—to have a new home and the basic supplies they need to care for themselves. Along with volunteers all across Canada, you create beautiful quilts that are sent overseas, providing thousands of people with warmth and comfort. Many others receive the We Care kits you packed, filled with essential supplies.

Thanks to you, Fort McMurray residents are receiving support as they adjust to life after wildfires swept through the region in 2016. More than 270 refugees began new lives in Canada in 2017 because Canadian Lutherans like you responded.

For all these reasons and many more, we say thank you. And we're not the only ones.

Around the world, people are thanking you. At the time of writing, you are creating life-changing hope in Canada, Cuba, the Democratic Republic of the Congo, Ethiopia, Jordan, Myanmar, Nepal, Nicaragua and Palestine and more.

Thank you!

I wish to express gratitude to Robert Granke, our Executive Director, who retired at the end of March 2018. He has held this title since 2006 and has a more than 40-year history with CLWR. We deeply appreciate his strong and wise leadership, his commitment to CLWR's mission and his vision for nurturing future humanitarians.

Robert Granke's legacy of life-changing leadership will be continued through the Intern Support Fund, which will be established in his name. You are invited to nurture future leaders of CLWR by considering a contribution to the Fund. Your gift will support interns as they prepare for a future of humanitarian service. Donations to the Fund may be made online anytime at: <http://bit.ly/clwr-isf>

CLWR's Board of Directors is pleased to announce that Rev. Dr. Karin Achtelstetter has been appointed CLWR's incoming Executive Director Designate. Previously the General Secretary of the World Association for Christian Communication, Rev. Dr. Achtelstetter has extensive experience working with CLWR partners including The Lutheran World Federation, ACT Alliance and the World Council of Churches. As an ordained Lutheran pastor and through her years of executive leadership experience, she has firsthand experience working with churches, grassroots communities and project partners around the world.

Beginning April 1, 2018, she will assume the position of Executive Director. Please join us in welcoming her to CLWR.

I am pleased to share about several other staff transitions in our Community Relations department. Fikre Tsehai, formerly our Development Manager—Refugee Resettlement, has transitioned to the position of Refugee & Migration Policy Advisor. He will remain based in our western office in New Westminster, BC.

Senait Biadgilign, also working out of our western office, has begun the position of Refugee Resettlement Officer. If you are interested in refugee sponsorship and are in the British Columbia Synod or Synod of Alberta and The Territories, please contact Senait Biadgilign at 1 (888) 588-6686.

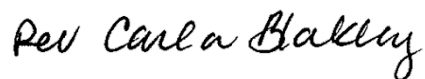
Jennifer Ardon, based out of our office in Waterloo, ON, is our new Refugee Resettlement Manager. If you are interested in refugee sponsorship, and are in Saskatchewan, Manitoba and the Eastern Synods, please contact Jennifer Ardon at 1 (888) 255-0150. Additionally, we are pleased to welcome Hoda Al-Obaidi to the position of Refugee Program Assistant in the eastern office.

These changes are designed to provide increasing support for the refugee sponsorships made possible by Canadian Lutherans like you each year. Along with the transitions, these staff will now focus specifically on refugee sponsorship. If you would like to arrange for someone to speak with your congregation or group, please contact me at 1 (800) 661-2597 and I would be happy to make arrangements with you.

We are so thankful for your desire to create a world where people live in justice, peace and dignity. Visit our website at [www.clwr.org](http://www.clwr.org) and join the conversation with us on Facebook, Twitter, Instagram and LinkedIn to find out how you are making a difference in the lives of people around the world.

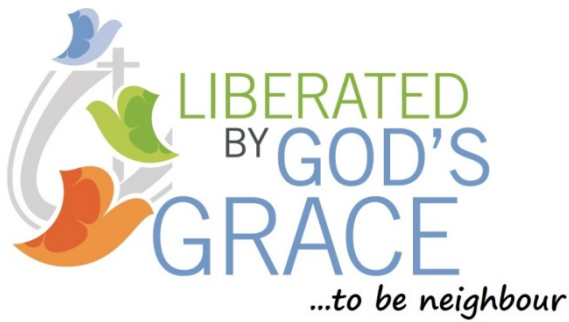
I would like to hear from you about what CLWR means to you. We would love to feature your congregation's stories. I can be reached at [carla@clwr.org](mailto:carla@clwr.org).

God bless,



Rev. Carla Blakley  
Community Relations Director

On behalf of  
Robert Granke and Karin Achtelstetter



# 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

I have presented several of these reports to you over the course of my tenure of service as your bishop. And it's always a challenge to determine what it is that needs to be said; what would be most helpful for you, the delegates who constitute this Assembly, to hear from your bishop in this particular moment. So I will try and focus these remarks on a few key observations on where I think we are in the life of the synod and where I think we need to be headed.

Allow me to begin with a preface. I have a pretty unique perspective on our life. I interact with an amazingly wide variety of congregations and rostered leaders. I visit your churches. I worship with you. I share food and drink with you. I counsel with you. I celebrate your joys and mourn your losses.

Week in and week out I gather with you around Word and Sacrament. And whether the setting is rural or urban; the congregation large or small; I consistently hear the clarion call of the Gospel being proclaimed loud and clear with that wonderfully distinctive Lutheran grace note! "Salvation by grace, through faith." We share such a rich and inspiring faith tradition and perspective. I feel so blessed to be a Lutheran Christian. Our shared tradition is rich beyond measure!

I also get to meet with partners in the wider church and in civil society who express such deep appreciation for what our church, the ELCIC, its synods, congregations, rostered leaders and individual members contribute to the greater well-being of the world. As Bishop Susan reminds us, "We are not a small church; we are a medium-sized church." And we are a medium sized church that punches way above its weight; a church whose presence and participation is sought and welcomed at any number of tables, ecclesial and civic, both domestically and abroad. It makes me so proud of you and proud of the wonderful things we are able to do together.

I love our church. I'm so proud of what it is and what it does and I hope that you are too! That does not, however, mean that we don't face many significant challenges; challenges which also, I believe, contain great opportunities. I will address three such challenge/opportunities in my remarks today.

The first of these is accented by our Assembly theme, "Liberated by God's Grace ... to be Neighbour." In our worship, theme presentations and conversations throughout this gathering we will reflect on questions related to "neighbourliness." Who is my neighbour? What does it mean to be a neighbour? Who are the neighbours that God is calling us to encounter anew? Who are the neighbours we have avoided or harmed and why is that the case? What might we do to seek reconciliation with neighbours from whom we have been estranged?

We will hear the voices of some of those neighbours during this time together; indigenous neighbours, neighbours from other faith traditions, neighbours who live in poverty, neighbours whose skin colour is different from mine, different from most of us!

Some of those conversations may be difficult. But the intent is not to shame or belittle, but to challenge and motivate. The hope is that we will leave this assembly feeling more inspired and better equipped to engage our neighbours in the places we come from; to experience and express anew the liberating power of God's grace to grow and bless human community beyond the lines of kinship, ethnicity and class by which we have typically defined ourselves.

Jesus was a poor and often homeless, brown-skinned refugee; an indigenous man who lived under colonial occupation. Truthfully, there is not much about that profile that is represented in our typical neighbourly networks, much less in the composition of our worshipping assemblies. Why is that? Is it simply the result of a few accidents of history and dominant immigration patterns? That's certainly part of it. But that's not all of it, not by a long shot. I'm hoping we can unpack some of that during these days together.

The second challenge/opportunity that I see is likewise related to the theme of neighbourliness. We are not reaching out in ways that would inspire others to join us in our discipleship. We're not growing the church. I do, however, continue to believe that we have the capacity to do so.

The baptized membership of the ELCIC is approximately half of what it was in 1986. Funerals are by far outpacing baptisms. The trajectory is as clear as it is startling.

I understand when people say "it's not about bums in pews." And on one level I completely agree. But on another level it is about "bums in pews." In case you've not noticed, our "bum to pew ratio" is heading south fast!

A big part of our Christian vocation is about enlisting others to join us in supporting and engaging God's mission to love and save the world. We have been given the both the means and the mandate to heal the sick, free the captives and feed the hungry. We have also been given both the means and the mandate to invite others to join us in this work

In order to do that more effectively, we need to be able to articulate a more compelling rationale for our continued existence. It is not enough to invite people to become a part of the church if all that means is maintaining or preserving the status quo – about getting "bums", or more precisely, wallets, into pews. People are not interested in adding one more obligation to an already too long list much less in supporting a tottering institution whose purpose and mission seems unclear beyond its own continued existence or survival.

They may, however, be interested in becoming part of a movement whose core mission has the capacity to be life-changing and world-changing. They may be interested in experiencing the blessings – the value-added – that discipleship in support of that kind of mission can bring to their lives.

We've got to turn the operational focus of this enterprise on its head. Our mission is not the business of supporting and maintaining the institutional church. The business of the institutional church, rather, is the service and support of God's mission. It's about the enlistment and support of disciples who aid and advance God's mission to love and save the world.

And as much as we might know that and believe that, our actions and public witness aren't demonstrating that truth anywhere near as effectively as they need to. To the extent that anyone beyond the church is paying attention to us, they are not seeing it. Our own kids aren't seeing it. We've got to change the channel; change the defaults and make it absolutely clear

that in everything we do; the use of resources, the deployment of personnel; the engagement of causes; the forging of partnerships – that it is all about the mission; about making a positive difference in the world. It's not about us. Full stop!

Tomorrow morning we're going to spend the better part of an hour hearing your stories of how you have been doing that work; initiating new ministries and engaging crossroad decisions. We want to hear from as many of you as possible, so we're looking for elevator speeches! Three minutes at most. How have you been changing the channel? How have you been encountering your neighbours? Where and how have you made challenging decisions in support of God's mission? A lot of you are doing these things and we want to hear from you. We need the encouragement and hope you can bring to these conversations! So start getting your thoughts together!

Many of those stories have been expressed in your efforts to engage the third challenge/opportunity I see; getting our economy in order. You've heard me say many times before that we are among the richest Christians who have ever lived on planet earth. This is true for most of us as individuals and it is most certainly true for us collectively. Our conservative estimate of the value of our cumulative real estate holdings in the Eastern Synod, for instance, is 250 million dollars. Regrettably, we are not using our accumulated resources as effectively or responsibly as we can. And therein lays an opportunity.

Several years ago, at a Lutheran Life lecture, Rev. Dr. George Regas reminded us to “never underestimate the power of dollars to heal human lives.”

While our core business is not the “church business” that does not mean that there aren't matters of business that need attention. Many of us are recognizing that we are depending on an economic model that is no longer effectively serving our mission. The single pastor/single congregation economic system that served us so well in the latter half of the last century, is failing and failing fast.

Many congregations are struggling to find the resources needed to provide fair and reasonable compensation to their rostered leaders and other paid staff. Remedial actions typically lead to a common narrative where savings get depleted, property maintenance is deferred and church wide support offerings reduced. And then, once those scenarios have played themselves out, and often only then, comes the call to the bishop's office. “We couldn't pay our pastor this month and we don't know what to do.”

However, at the same time, we've also witnessed a rapid escalation in the value of property and real estate that have revealed vast pools of accumulated wealth. Urban and suburban congregations, many of whom are increasingly income poor, have now become asset rich. We need to be much more creative and imaginative in putting those assets to work in ways that establish income streams that can support ministry in the 21<sup>st</sup> century. Tomorrow afternoon you will hear some of what your synod is doing to help you begin the process of engaging this opportunity.

We also need to redouble our efforts toward being the church in the places where God is calling us to be; not necessarily where we are most comfortable being. We need to take a good hard look at where our churches are physically located, how they are staffed and whether or not our current profile is still serving our shared mission. Our standard ministry model does and will



continue to work in some settings, but is under increasing stress in many others, both urban and rural.

Does it really make sense to maintain and support three or more church buildings, each utilized at about 5%, that are located just a few miles, or even a few blocks, from one other? Doesn't it make sense to consolidate those assets? Does it really make sense to have most of our rostered ministers working alone and in single ministry settings independent of one another? Wouldn't it make more sense to build ministry teams where individual members could be given the opportunity to excel in leading different aspects of a fuller ministry profile within a particular region, town or municipal district?

In the Gospel of John we hear a story where Jesus tells the disciples to put out into the deep and fish on the other side of the boat after a long night of fishing to no avail. Wouldn't it be exciting to have resources and personnel that could help us do that, to experiment with new models, to gather communities of disciples in new places and new ways that look quite different from our standard template of what constitutes church?

The time to have those conversations is now, before the economic storms that some of us are facing becomes an economic tsunami that's going to swamp us all. We need to urgently engage in serious conversations about reconfiguring and right-sizing our ministries. If you're waiting until the day you're not sure if you can meet payroll you have waited way too long. Your capacity to make smart and mission focussed decisions will be heavily compromised. All of us; every congregation and ministry, every expression of the church needs to take a critical look at how we fund this enterprise. All of us need to feel an increased sense of urgency to help establish conditions wherein we, and the generations following us, can engage God's mission in the most faithful way possible.

Yes, the generations following us.

I am a very different man than the one who you first elected to serve as your bishop. I'm 58 years old now. And, with the passage of time and the experience of numerous life lessons, I have begun to think more and more about those who are coming behind us. I know firsthand how much the church of my generation has benefited and been generously blessed by the gifts carefully stewarded and transmitted to us by the generations that served before us. Their legacy and generosity have positioned us to be faithful in our time and I am determined that the choices we make today will create the most favourable conditions possible for those disciples who will be working to serve and support God's mission, 20, 50 and a hundred years hence. They too are our neighbours and will be profoundly impacted by the decisions we are making today. We must never lose sight of them.

Like the generations of the faithful who preceded us, we have numerous challenges in this day; but we have an even greater abundance of opportunities. We have options available to us that could not have been imagined even fifty years ago. But options need to be chosen and acted upon and the time to do so is now! Dear people, we have been liberated by God's grace! We have nothing to fear and everything to gain. Do we dare to believe it and act upon it? I think we can. I think we will.

Please allow me to conclude with some words of thanks to key members of our synod's leadership team. I would like to acknowledge the very talented and committed team of colleagues who have served with me in our synod office during this biennium. Assistants to the

Bishop Riitta Hepomaki and Douglas Reble are incredibly gifted and committed servants of our synod. I feel so richly blessed to be able to work with each of you.

Heartfelt thanks also go out to our outstanding support staff of Cathy Caron, Liz Zehr, Stephanie Clayton, Sue Heimpel and Karen Cross. Thank-you for everything you do to help advance God's mission through the life of our synod. Thank-you for your hard work, your good humour and faithful partnership!

Thanks also to our Ministry Directors Joel Crouse, Christie Morrow-Wolfe, Debbie Lou Ludolph, Katherine Altenburg, Jeff Pym and Cathy Calvin. You extend our vision and breadth of ministry in so many wonderful ways. I also extend my heartfelt appreciation to those who have served as Area Ministry Deans; Bonnie Schelter-Brown, Jeff Laustsen, Elina Salonen, David Malina, Martin Malina, Joanne Lam, John Polacok, Christian Ceconi, Glenda Morrisette, Brad Mittleholtz, Laura Sauder, Steve Johnston, Thomas Mertz, Jim Koellner, Steve Weber, Thomas Arth, Pamela Kormano, Nadine Nicholds, Sue Neville, Paul Roellchen Pfohl, Jim Slack, Steve Hoffard, Anne Krueger and Martin Giebel. Each of you has served so faithfully and generously!

I would also like to thank 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. Thank-you to Mark Harris and the gifted team at Waterloo Lutheran Seminary. You have all given so much to our church, to our synod and to the communities within which you serve! Thank-you so very, very much!

Thanks to the members of the Synod Council for the wonderful work they have done during this biennium. Thank you for providing clarity and direction to our work. And deepest thanks to my fellow officers, Laurie Knott, Keith Myra and Wendell Grahlman for your faithful and committed leadership. Your wisdom, kindness and devotion are a great blessing to me and to the entire synod.

I wish to thank my family, Lois, our daughters, sons-in-law and grandkids for supporting me and giving me the space, time and latitude to do this work. You challenge, inspire and bless me in more ways than you will ever know.

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. Most days I like you; but every day, I love you. May our forthcoming days together serve to strengthen the bonds that unite us and better equip and inspire us to follow our God in mission and ministry for the love of our neighbours and the love of the world!

### Report of the Vice Chair

Laurie Knott

It has been a joy to serve as vice-chair of the Eastern Synod for the last two years. I have participated in a wide range of activities — from reviewing and updating personnel policies to being involved in the strategic planning process — all of which, have broadened my understanding of the work and life of the Eastern Synod.

Leadership has continued to be a particular area of interest and I have remained on the Recruiting task force as we look for ways to identify, encourage and support new leaders for



rostered ministry. It has been inspiring to hear the missional work occurring across our Synod through my participation on the Mission Committee and I am excited about the work being done to explore new ways of doing ministry.

As I write this report, I am preparing for a trip to Guyana to experience what it means to be Lutheran in our companion synod and to learn how we can best journey together in our ministries.

I have enjoyed working with the people in the Synod office and I am particularly grateful to my fellow officers — Bishop Michael Pryse, Keith Myra and Rev. Wendell Grahlman. They have guided me in my work and made it fun to serve! Thank you for this opportunity and should it be the desire of the assembly, I would be willing to serve another term.

### Report of the Atlantic Ministry Area

Atlantic Ministry Area Dean  
Rev. Dr. Kimberlynn McNabb

The past biennium has been spent taking steps to create the Ministry Area envisioned in the future; a Ministry Area that is pro-active, healthy, and life-giving.

#### Significant Aspects of the work have included:

- Continued work towards Community Parishes- Congregational groupings were proposed at a Ministry Event and Consultation. Groups worked together to explore the possibilities of combining/sharing ministries. Some conversations have continued in the configurations suggested, others formed into different relationships. First Lutheran Community Parish is the first to be a Community Parish on paper, representing five congregations committed to doing ministry together.
- Pastoral leadership and succession has been addressed through:
  - Having a pastor with a Special Call to non-stipendiary work within the Ministry Area. The pastor contributes to the health of clergy and congregations, being versed in areas of trauma and counselling. The pastor provides pulpit supply, consulting, and emergency on-call services to cover vacation times. The installation of this pastor included: First Nation's smudging/blessing, a delegation of bikers (yes, wearing their leather and arriving on bikes), firefights, and Lutheran congregation members.
  - The Ministry Area, in partnership with the Atlantic School of Theology, WLS, and Synod Office, home-growing a Pastor (to be ordained later this spring), having a specific intention of possible call placement before their internship began.
  - Clergy are participating in chaplaincy in the community. Two examples include: police, fire department.
- Clericus meets once a month and is intentional on building leadership skills. Ministry Area clergy read, study, and discuss books to help become better leaders. This biennium: Luther Snow's *Asset Making*, and Friedman's *Failure of Nerve*.

#### Significant Events in the Atlantic Ministry Area:

- Hosted CLAY 2016 in PEI - as there are no Lutheran churches in PEI, this was quite an undertaking. Atlantic Canadian youth -Anglican and Lutheran- were able to access a

larger tradition, meet Bishops and youth from across the country, bear witness to the work of Christ among them and in “holy” moments that could only happen interacting with the people and landscape of PEI.

- The 500<sup>th</sup> Reformation commemoration was an incentive to learn and grow together as a community, not just for ourselves, but, in partnership:
  - Inshallah East - The Inshallah Choir came to the East Coast. Their time with us included: workshops, concert, tree blessing ceremony in Lunenburg, First Nations relationship building. The event was planned by an ecumenical committee and partnered with the Atlantic School of Theology, Mahone Bay Three Churches Foundation, Town of Lunenburg, Boxwood Festival. Local artists participated as did the 36<sup>th</sup> Halifax Pipers, United Universalist Church Halifax, Lunenburg town crier.
  - Living Traditions Symposium - Oct. 2017 was held at the Atlantic School of Theology with a presentation of papers related to re-forming Christian tradition. Two local Lutheran clergy presented papers and will have their papers in the Symposium publication scheduled for Oct. 2018.
  - Common Prayer Service - This service was prepared in partnership with the Roman Catholic Archdiocese of Halifax/Yarmouth. The event was at Zion Lunenburg, with participants from throughout the Ministry Area and RC Diocese. It opened with prayer from the Mi'kmaq community.
- Atlantic Lutheran Campus ministry continues to offer a chaplain presence on campus and to students in various Atlantic institutions. Some resources have been directed to Interfaith Harmony Week and the work of “Justice and Action” presentations by students hired to prepare the events.
- Camp Mush provides continued summer ministry. Meeting the needs of local families, a day camp option and a part week registration for first time campers, has been a welcomed addition to their ministry. EPIC, a weekend for older teenagers, has been a powerful ecumenical partnership and event for area youth work.

### Future direction and goal---

- Ministry Area congregations continue conversations and building relationships with neighbouring Lutheran congregations to implement the proposal of Community Parishes, fine tuning the idea into reality. As this report is being written some congregations are actively discerning divesting buildings and land.
- Partnerships continue with the Anglican Diocese of NS and PEI, and the Anglican Diocese of Fredericton. Currently there is a sharing of priests/pastors. The Diocese of NS/PEI has Lutheran clergy supervising Anglican interns, as well as, forums for students to learn about Full Communion and Lutheran liturgical rites.

### Report of the Central Toronto Ministry Area

Central Toronto Ministry Area Dean  
Rev. Dr. Christian Ceconi

The Central Toronto Ministry Area is probably the most diverse ministry area of the Eastern Synod: 20 congregations preaching the gospel in nine languages in different urban contexts. We understand the new ministry area structure as a platform to bring congregations together to

learn from each other, to be inspired by each other's perspectives and to cooperate wherever we can work together. Since the last Synod assembly we have tried to live out our Mission: "Working together: creating a vibrant church, relevant in our communities" in many ways.

The decline in membership in the past years can't be overlooked. In Dec. 2017 one of our congregations closed. Others are in serious condition or struggling. Only a few thrive. We think it's time to focus on re-formation. With conversations in our ministerial in January 2018, we began to look at ways to support each other more than we have. Our focus now is to find and pursue ways of reviving our congregations. We are tired of dying and we are longing for resurrection.

We will begin with a lunch & learn event for lay leaders and pastors on May 26. We invited Susan Bell, Missioner of the Anglican Diocese of Toronto and bishop-elect for the Diocese of Niagara, as our keynote speaker. Having eight years of experience in church planting in urban contexts we will benefit from her knowledge and wisdom. Following this event, we will help congregations to build partnerships, to visit each other, inspire each other and hold each other accountable to their plans for renewing the church. We will pray more and walk alongside each other in the complex challenges we are facing. Even though we don't know what the path and solutions will be, we are determined to find life-giving and relevant ways of being church.

If you are interested to learn and see more, please go to our website [LutheransToronto.ca](http://LutheransToronto.ca). We will report about our journey and share what we will learn.

In 2017 we hosted again an Area Workshop to share best practice. Several Workshops attracted around 40 participants.

Reformation Events held in our Area were Lutheran-Catholic Service in Commemoration of the Reformation, the Joint Area Reformation Service and a conference on Reformation Theology, hosted by our German congregations. The inspiring joint service for the area attracted around 500 participants filling St. James Anglican Cathedral. Under the theme "living justice" we were opened on new perspectives on how to be a church of the reformation in the 21st century. After an inspiring sermon from Jennifer Henry we marched to First Lutheran church, holding up banners with the subthemes for the reformation year. The march concluded at First Lutheran where Bishop Mark MacDonald shared his perspectives on how we can work towards social justice.

Members of the Ministry Area Leadership Team are currently: Rev. Mavis Fung, David Berg and Andrew Slonetsky.

### Report of the Georgian Ministry Area

Georgian Ministry Area Dean  
Rev. John Polačok

<sup>3</sup>And I heard a loud voice from the throne saying, "See, the home of God is among mortals. He will dwell with them as their God; they will be his peoples, and God himself will be with them; <sup>4</sup>he will wipe every tear from their eyes. Death will be no more; mourning and crying and pain will be no more, for the first things have passed away." <sup>5</sup>And the one who was seated on the throne said, "See, I am making all things new." *Revelation 21: 3-5a*

It's been a very difficult 2017 - 2018 for us in Georgian Bay. Two of our friends and colleagues died while serving. Rev. Edward Chad Honneyman and Rev. Robert "Bob" Bouchard. We love them, we miss them, and we trust the Lord is with them.

Both deaths were similar in their suddenness which made them all the more difficult to accept. Yet we've supported one another, and have received support from countless people throughout our church and others. On behalf of everyone in the GBA, I say thank you to all who reached out in love. Since then, we have done what we all do when grief visits - wake up the next day, take one foot, and put it in front of the other and have continued doing what we have to do.

The following is an outline of some of the projects and programs our Ministry Area was involved with in 2017-2018. As early as the fall of 2016, our Area Leadership Team began meeting to organize our Reformation Worship Event. It meant a lot of meetings, and a few logistical nightmares to get passed, but in the end it couldn't have gone any better. On November 12, more than 450 people gathered in the Neustadt Arena for worship and nearly 350 attended the supper afterward. It was wonderful to have Bishop Michael with us, along with our wonderful mass choir. The response of those in attendance was overwhelming and there seemed to be as one statement on their lips, 'we need to do this more often.' The Area Leadership Team is working on that.

The individual churches handled The Reformation anniversary and commemoration in a variety of ways. For any of them to come to fruition, however, many groups of dedicated women and men willing to take time out of their schedules were necessary. From the purchase of new banners for a sanctuary, to arranging a Luther Pub Crawl, to taking pictures with the Little Luther figurine all over the country world and posting them online, congregations came up with wonderful ideas on how to celebrate.

On a national and international level, the people of Georgian Bay succeeded in reaching the goals set out by the National Church as we helped settle refugees, planted trees, provided money to LWF and educational scholarships to young men and women in Jordan and the Holy Land. Today, all the GBA congregations remain committed to the wider church by being avid supporters of our local food banks, chaplaincy programs, ecumenical initiatives, affordable housing programs, women's shelters, and by making quilts and teddy bears for CLWR and support the "Sleeping children Around the World" organization among others.

Right in the middle of all this activity are the women of the GBA. They continue to be an amazing part of our Ministry Area and 2017-2018 was no exception. They continued to take on new projects and bolster old ones with bake sales, dinners, lunches for funerals, supporting the ministries of the various churches and gathering to support one another on a regular basis.

The ministries of our churches, are of course, vitally important. From the education for our youth such as Sunday School programs, confirmation, the messy church and Godly play to our mid-week adult learning programs, people of all ages are actively involved in growing in their faith through education. Many of our congregations also offer movie nights, often around a theme, followed by lively discussion. Finally, we are involved in some way, both clergy and lay in reaching out to people in a myriad of ways. We are reaching people in our local nursing homes and extended care facilities. We are conducting regular worship and bringing communion to the residents and by calling on our respective shut-ins. We are assisting people of all ages with special needs and creating lovely quilts, blankets and prayer shawls for the sick and elderly, as well as stuffed toys for babies and young children. Some of these will go to local families and others overseas in

cooperation with our many partner organizations. Many of our worship services can also be found on television as well and the GBA churches have embraced this as a wonderful way of engaging in outreach.

Blessings and peace to you from the folks in the Georgian Bay Ministry Area.

### Report of the GTA East Ministry Area

GTA East Ministry Area Dean  
Rev. Suzanne Neville

What a great year it has been! Our area kicked off 2017 - 500 Years of Reformation with an amazing joint service attended by all five of the churches in our area. Services were cancelled in four of the churches and we gathered at Christ the King - Whitby, for a rousing worship that included a joint choir, guitar, violin and guitar anthems, followed by a traditional Lutheran pot luck. We were blessed to have Bishop Pryse preach and our offerings were designated towards Scholarships in the ELCJHL.

Our theme of 500 Years of Faith continued throughout the year as our congregations worked together to grow in community and in faith. The five women's groups gathered at Peace, Pickering, for a Ladies Day Away that had many reminiscing about spring ELW conferences. Christ, Peterborough hosted an GTA East Area picnic at the Peterborough Zoo. We welcomed 2 new pastors to our area and had a beautiful installation service at Peace, Pickering. As we got closer to October 31st we were thrilled to have our first joint OKTOBERFEST event at the local German Cultural centre - Club Lorelei, in Oshawa - with schnitzel, cabbage, strudel and a German DJ! There were many OOM PAH PAHs and polkas throughout the night.

Once again we gathered to worship together on Reformation Sunday. This time we were grateful to have Rev. Dr. Allen Jorgenson who spoke about where we have come from and where we are headed.

Spring 2018 brought the 5 GTA East churches together again for a joint service - which we plan to hold as an annual event travelling each year to a different host congregation. We are looking forward to the 2nd Ladies Day Away in June - a day planned and hosted entirely by the women of the GTA East. In the fall (2018) we are hoping to have another Oktoberfest celebration as well as a Community Impact Event that will take place at each of our congregations simultaneously. And while a date has not yet been selected we are excited to be making plans for an old fashioned Tent Revival at a local Peterborough farm.

I'd like to thank the our area committee members as well the people and pastors of Epiphany - Scarborough (Rev. Rasma Caune), Peace - Pickering (Rev. Hilla Lahtinen & Rev. Ronnie Smith), Christ The King - Whitby, Faith - Oshawa (Rev. Denis Becker), and Christ - Peterborough (Rev. Scott Schellenberger) for all the work and cooperation that has gone into planning events and activities that have made our worship, outreach and fellowship so meaningful.

Here's to another 500 Years of Faith!

### Report of the GTA West Ministry Area

GTA West Ministry Area Dean  
Rev. Nadine Nicholds

The GTA West ministry area is comprised of four congregations: Augsburg Lutheran, Brampton; Holy Spirit of Peace Anglican Lutheran, Mississauga; Grace Lutheran, Oakville; and St. Philip's Lutheran, Etobicoke.

Here are a few things that we have done in the past two years: two congregations meet together for weekly Bible study; the senior's groups from the congregations have met on occasion; there is an open invitation from one congregation to an annual Christmas carolling event; two congregations sponsored and settled a refugee family of five.

The clergy are a supportive group. We meet regularly to share information and are attentive to each other spiritually and emotionally. At the moment we are trying to decide what our next common congregational event will be: cultural? fellowship? education? A meeting has been set to discuss.

Peace to you.

### Report of the Huronia Ministry Area

Huronia Ministry Area Dean(s)  
Rev. Martin Giebel (current) and Rev. Ann Krueger (past)

Our ministry area, the smallest in the Synod, consists of three churches: St. David's Anglican-Lutheran Church in Orillia, St. Mark's Anglican-Lutheran Church in Midland, and Westside Evangelical Lutheran Church in Barrie.

Out of our common interest in learning more about our indigenous brothers and sisters, we hosted a learning event called "Connecting Our Roots" at the Huronia Museum in Midland on May 6, 2017. We welcomed an Ojibwe elder from Nipissing First Nation as our morning guest. We were all enthralled by her storytelling style, and the deep and wise answers to our many questions. In the afternoon, Rev. Karen Kuhnert, our synod's historian, helped us to better understand the connections between our peoples.

We are also beginning to make friendships between our churches through music. St. David's Anglican-Lutheran joined Westside at their annual spring concert in 2017.

The pastors in the area meet occasionally for mutual support. One change in the past year: Pastor Ann Krueger resigned as dean due to workload in the parish and her PhD, and Pastor Martin Giebel accepted the appointment of dean.

### Report of the Grand River Ministry Area

Grand River Ministry Area Dean  
Rev. Stephen Weber

The Grand River Ministry Area now consists of 11 congregations serving Kitchener, Cambridge and Guelph. In the past 2 years, we have seen significant changes. Maranatha Mission, serving primarily Caribbean and African communities, concluded its ministry, as did St. James in Cambridge. St. Paul's in Guelph has become part of a Lutheran Anglican parish, now called All



Saints. St. Philip's in Kitchener is merging with St. Luke's. St. Mark's and Reformation, both in Kitchener, are working on a merger with St. John's in Waterloo.

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

- Clergy continue to meet monthly. Active clergy have been surveyed to find the best time to meet each month, and will have resumed their meetings by the time of Assembly. Collegiality and openness among clergy has provided opportunities to celebrate the high points of life and ministry, and to support one another in dealing with ministry challenges.
- 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.
- The Leadership Team continues to work well together. By the time we gather for Assembly 2018, we will have held our Second Annual GRMA Picnic. In 2017, more than 400 of us gathered for an outdoor worship and lunch. This year our Bishop will preach; we anticipate that over 500 will attend. In addition to the annual picnic, we are planning a Reconciliation event, likely held over two Saturdays.
- Confirmation Youth Activity Days were held several times over the past two years with nearby Ministry Areas and the Rev. Anne Anderson of thirdspace\_.
- Several congregations continue to gather together for fellowship and worship during the season of Lent, while others work with local churches in a ministry of community outreach.

I want to give a special word of thanks to the members of the Leadership Team - Rev. Richard Schwass (St. Stephen, Kitchener), Rev. Jennifer Hoover (now at Bethany, Woodstock), Fay Albrecht (St. Mark's, Kitchener), and Shirley Mitchell-Grumme (St. Paul's, Cambridge) - and to our former Dean, Pastor James Koellner (St. Luke's, Kitchener), for their ongoing support and guidance. By the time this report is published, we hope to have a representative from All Saints Lutheran-Anglican in Guelph.

### Report of the Montreal Ministry Area

Montreal Ministry Area Dean  
Rev. James Slack

The Montreal Ministry Area is comprised of nine congregations, which worship in seven different languages.

A great deal of our focus in 2017 was on the celebration of the 500<sup>th</sup> anniversary of the Reformation. In May a concert featuring Connie Kaldor was held in Dollard-des-Ormeaux, complete with stories and songs about life in Lutheran congregations on the Prairies. In the same month a symposium on *Luther and the City* was held at Concordia University, with several Lutherans from across North America among the presenters. In October we organised a concert of Reformation music at a local Catholic church/concert hall, which was paired with by a concert/service of Evensong at the Presbyterian Church of St. Andrew and St. Paul. In November Bishop Pryse and Archbishop Christian Lepine presided over the service *From Conflict to Communion*, with a reception hosted by the German consulate. And in December Maestro Kent Nagano and the orchestra of the University of Montreal presented a concert of traditional and modern Reformation themes. Funds raised through these events, and from congregations have been directed to the Reformation Challenge. (A speaking tour, featuring the Bishop of

Greenland, Sophie Petersen, was planned for the spring, but illness prevented her from being with us.)

The Ministry Team is supported by the Montreal Lutheran Council, a board of clergy and lay leaders from our congregations, which meets five or six times a year. We host a website, welcome the participation of the Ecumenical Officer of the Anglican Diocese of Montreal, participate in the Montreal Christian-Jewish Dialogue, sponsor a spectacular Easter Vigil at St. John's, and hold an annual service and picnic in August (this year in Noyan). As dean I also sit as a member of the Diocesan Council, and attend synod gatherings.

In the year to come we hope to work together to nominate clergy, lay and youth delegates to the ELCIC convention. And will continue to meet among ourselves and synod leaders to consider new forms of cooperative ministry. Several of our congregations have also become part of the Lutheran-Anglican Refugee Alliance of Montreal (LARAM), which seeks to bring a family of six to Montreal from Rwanda.

### Report of the Niagara Ministry Area

Niagara Ministry Area Dean  
Rev. Pamela Korman

My sisters and brothers in Christ, last fall I accepted the appointment of Dean of the Niagara Ministry Area. I have the honour and privilege of working with three devoted colleagues Rev. Julio Romero, Rev. Jukka Saarinen, and Rev. Dr. Doreen McFarlane within this Area and also presently there are five dedicated people Bette Rempel, Dianne Yungblut, Suzanne McClennan, Sheila Fretz, and Pastor Julio Romero, who serve with me on the Niagara Area Leadership Team! Since the beginning of the Niagara Ministry Area a number of years ago, we have had representatives from each of the congregations serving on this team at some point in time.

The Niagara Ministry Area is a small Area as far as the number of congregations and yet they are spread out into the Niagara Peninsula. This Area consists of seven congregations: Rev. Julio Romero serves as the Pastor to Trinity Evangelical Lutheran Church in Fort Erie and also Faith Evangelical Lutheran Church in St. Catharines, Rev. Jukka Saarinen serves as the Pastor for St. Matthew's Evangelical Lutheran Church in Welland and First Evangelical Lutheran Church in Port Colborne, Rev. Dr. Doreen McFarlane is the Pastor for St. Paul's Evangelical Lutheran Church in Niagara Falls, and myself, Rev. Pamela Korman the Pastor for Lutheran Church of the Good Shepherd in Niagara Falls and St. Luke's Evangelical Lutheran Church in Ridgeway.

We seek to develop and strengthen loving and helpful relationships between the seven Lutheran congregations, their communities and the global community.

On September 24th, 2016, the Niagara Area ELCIC congregations hosted a Gala Family Concert for the people of the Niagara Peninsula. We were blessed with the participation of the Strong Water Woman of the Fort Erie Native Friendship Centre, and also one of their sons, who lovingly gifted us an incredible experience with their drumming and singing. Emma Wright, a young upcoming soloist from Meaford, Ontario gave everyone a wonderful performance of her incredible singing. The very talented Niagara Area Lutheran Choir sang a number of beautiful pieces for those of us who were gathered together for the concert that evening. We had an intermission for a time of fellowship! A freewill offering of \$917.00 was gathered for the Reformation challenge to plant trees- of which part was gifted to Heartland Forest in Niagara



Falls and part gifted to CLWR for trees to be planted in Africa and a part gifted to the ELCIC to be directed for trees to be planted in Palestine.

On April 22, 2017 trees were planted at Heartland Forest in Niagara Falls. A pine was planted in thanks to the Strong Water Woman of the Fort Erie Native Friendship Centre for their friendship and participation in our Concert the previous fall. Fruit and nut trees were planted there as a gift to creation and in response to the ELCIC Reformation Challenge.

On September 24, 2017, the Niagara Area ELCIC congregations came together at Heartland Forest in Niagara Falls for a 500th year commemoration of the Reformation with a Worship Service and Supper. Designated offerings in the amount of \$1,654.00 were collected that enabled one full Scholarship of \$1,400.00 and a bit more for the Evangelical Lutheran Church in Jerusalem and the Holy Land (ELCJHL) Schools in response to the ELCIC Reformation Challenge. The Area Pastors and persons of all ages from each of the congregations worked together to prepare for this day, participated in the spirit filled worship which included a choir with people from the seven congregations, Bishop Pryse gifting us a sermon and presiding over communion, there were parts of the wonderful Luther Drama performed, and then all enjoyed the bounty of tasty dishes people prepared for the supper and helped to dismantle and clean-up! It was a wonderful time of worship and fellowship for the over one hundred people who attended!

We are currently working toward another gathering on September 29th of this year, 2018. Bishop Pryse has accepted our invitation to speak to those who will gather and then we will open up the floor to have an opportunity for questions from those who have gathered. We will have snacks and beverages available. Our hope is also to have an additional component to this gathering which has not yet been firmed up at this time.

We seek to be open to how the Holy Spirit guides us within our ministry to the congregations and communities of this Niagara Peninsula Area and within the larger Global Community!

Peace and Blessings.

### Report of the Nith Valley Ministry Area

Nith Valley Ministry Area Dean  
Rev. Jeff Laustsen

The Nith Valley Ministry Area consists of fourteen congregations in portions of Perth and Oxford Counties and the Waterloo Region. These congregations were brought together from the former Kitchener-Waterloo and London conferences; during its first years of existence, Nith Valley has worked 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 **"Fourteen Congregations - God's love in action."**

One of the highlights of this past year was our commemoration of the 500th Anniversary of the Reformation. We gathered for a Reformation Ministry Fair and Feast on Saturday, November 18 in the Shakespeare Community Centre; on Sunday, November 19, our Reformation worship celebration was attended by over 250 persons from congregations throughout Nith Valley. This was the second conference-wide worship service that has gathered during our existence as a ministry area; both worship experiences were well-attended and well-received.

Thanks to a grant from the Eastern Synod Mission Fund, Nith Valley has been blessed with a Youth Worker who is serving with us this year. Heidi van Schaik brings a great deal of experience and enthusiasm to her role, and will be working with us through August, including the CLAY gathering in Thunder Bay. Congregations within the ministry area also cooperate in summer Confirmation camps and retreats and will continue to work to establish relationships and partnerships throughout Nith Valley. Several of our congregations hosted Vacation Bible School sports camps in the summer of 2017.

Several of our congregations have been in discussion on cooperative/shared ministries. The ACTION Committee ("Acting Courageously Together") is exploring models of ministries that will strengthen our ministry and witness both as congregations and as a ministry area. A steering committee consisting of members from congregations throughout Nith Valley has been formed to investigate how multiple congregations pooling resources to work together might strengthen ministries and promote church growth throughout the ministry area. Many of our congregations have committed to participating in this process.

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

- Pastor Tanya Ramer completed her ministry as pastor of Bethany, Woodstock as she began her new call as pastor of Trinity, New Hamburg.
- St. James, Perth East (North Easthope) called Pastor David Hammer to serve as its pastor.
- Pastor Barry Boeckner has served as interim pastor at St. James, Perth East and at St. Peter's, Milverton.
- Pastor Jennifer Hoover accepted the call to serve as pastor of Bethany, Woodstock.
- Pastor Bonnie Schelter-Brown of St. James, New Dundee completed her ministry as dean of the Nith Valley Ministry Area; Pastor Jeff Laustsen of Zion, Stratford has been appointed as dean.

Our rostered clergy meet monthly for mutual support and discussion in the ministry we share here in Nith Valley. Our gatherings include pastors under call, retired pastors, pastors under special call, as well as two members of the Deaconess Community. In January, we welcomed Bishop Pryse to our monthly meeting, and look forward to working with our partners in ministry both in Nith Valley and throughout the Eastern Synod.

We are thankful to all of our sisters and brothers in Christ who have blessed us with their presence and the offering of their gifts during the first years of the Nith Valley Ministry Area's existence. We are looking forward to working together so that we all might experience "God's love in action."

### Report of the Northern Ministry Area

Northern Ministry Area Dean  
Rev. Brad Mittleholtz

The Northern Ministry is one of the largest geographically reaching from Sault Ste. Marie in the west to North Bay in the east to South Porcupine in the north to Magnetawan in the south. In that area our 8 worshipping communities are served by a diversity of faithful rostered and lay leaders. Distance is a constant challenge as is weather (snow gear doesn't usually get put away until well

into April or even May). Even with our challenges we commit to doing our best to connect and be in relationship with one another as often as is possible.

During this past biennium we have gathered a number of times. Our spring gathering in Magnetawan featured learning about Reformation principles by the Rev. Dr. Joy Philip and the work of the TRC and our role with the Rev. Karen Kuhnert. This event also foreshadowed an even larger event that celebrated the commemoration of the 500th Anniversary of the Reformation: Nord500North. This event held in Sudbury in September 2017 had leadership from many denominations including: Lutheran, Roman Catholic, Anglican, United, Free Methodist, Mennonite and Pentecostal. The two day event featured lectures, sharing and fellowship. A highlight was a Common Prayer worship service held at St. Patrick's Roman Catholic Church in Sudbury.

There have been several changes in our ministry area since the last Synod Assembly. We have welcomed the Rev. Mira Salmelainen to New Hope Lutheran in Sudbury, we joined the Rev. Charles Nolting whose interim call was affirmed when New Hope Lutheran invited him to accept a full call to ministry. Our faithful dean for many years, the Rev. Glenda Morrisette in 2017 chose to step down as the dean along with resigning as pastor of Trinity Lutheran in Sudbury. I thank Glenda for her dedicated and passionate service to the people of Trinity and to the Northern Ministry Area.

With a new dean and with a new member of the team we have agreed to focus on what we can do well in the north: gather when we can, connect as often as possible, and pray all the time.

### Report of the Ottawa Ministry Area

Ottawa Ministry Area Dean(s)  
Rev. JoAnne Lam (current) and Rev. Martin Malina (past)

#### 2017 Highlights

##### **Catholic-Lutheran Ecumenical Studies, Sept 27 - Oct 25**

Five sessions of discussions, presentations, and Bible studies were instrumental in bringing together Catholics and Lutherans who were open to discover the various components of the bi-lateral document of From Conflict to Communion. The average attendance ranged from 30-50 individuals from many Catholic and Lutheran parishes. The series were co-facilitated by Pr. Martin Malina of Faith Lutheran and Dorothy Wood of Canadian Martyrs Catholic Parish. The participants expressed interest to continue gathering and building on the momentum from this series to establish common ground for building relationships.

##### **Reformation 500 Documentary: Impact of the Reformation Today, Sept 30**

Several *Missouri* Synod Lutherans initiated an education event and it took place at St. Paul Presbyterian Church. There were more than 70 participants and the event was led by Rev. Jorge Rohl of Christ Risen as the Lutheran Scholar and also Rev. Dr. Rolland Miller as a retired professor from various Lutheran seminaries. Katie Luther made an appearance and several volunteers from Ottawa Lutherans participated in the planning and coordinating of this event.

### Reformation 500 Commemorative Event, Oct 29

*With excerpts from St. Peter's Newsletter and notes from Anna Koolstra*

On October 29, 2017, our eight ELCIC congregations gathered to commemorate the 500th anniversary of the Reformation. We started first at St. Peter's for the Music and Word of the Reformation and then we processed to Christ Church Cathedral for a Eucharist Liturgy led by National Bishop Susan Johnson and Synodical Bishop Michael Pryse.

Not only were we honoured to have join us that day, Nation Bishop Rev. Susan Johnson and the Eastern Synod Bishop Michael Pryse, but Minister of Parliament the Honourable Andrew Leslie brought greetings from the Prime Minister of Canada too. As well, the Ambassador of Latvia, His Excellency Kārlis Eihēnbaums and his wife Ināra Eihēnbaums were also able to be with us in the morning, as well as Algonquin Elder Barbara Dumont-Hill who opened our day in a good and special way.

There were a few other special guests who came and shared a few words from their respective Ottawa ridings; Ministers of Provincial Parliament Nathalie Des Rosiers and John Fraser, as well as The Mayor Jim Watson and City Councillor Jean Cloutier.

The attendance of the day was remarkable. There were approximately 350 people at St. Peter's for the first service, and over 600 people who joined us at Christ Church Cathedral. All offerings will be calculated and forwarded to the ELCJHL (Evangelical Lutheran Church in Jordan and the Holy Land) Scholarships - one of the ELCIC's Reformation Challenges. Please feel free to visit the Ottawa Lutheran's website to see photos from the day. [www.ottawalutherans.org](http://www.ottawalutherans.org)

The liturgy for the day was a combination from the global commemoration liturgy from the Lutheran World Federation headquarters and various resources from other Reformation 500 commemoration liturgies used in Canada and in USA.

Our choir made up of members of our eight parishes as well as members from the Concordia Choir who rehearses at German Martin Luther Church.

The Reformation 500 event also produced thirty professionally prepared posters on the history and contemporary impact of the Reformation. These were produced in partnership with St. Paul University who eventually took on the full cost of printing the posters and are now the owner of these Reformation posters. There is a suggestion to engage the university to use these posters on an exhibition tour with a final destination of the posters to the Waterloo Lutheran Seminary. Further conversations are necessary to explore this suggestion.

We had a gathering of non-profit organizations who are active and partnering with our parishes at the Reformation 500 event. We hope to continue engaging these ecumenical advocacy partners in future activities and events.

Finances will be reported separately by our event's treasurer, Heather Bent.

The Reformation 500 Organisation Team members include Anna Koolstra (St. Peter's), Heather Bent (German Martin Luther), Saralyn Lichty (St. John), and Pr. JoAnne Lam (Mt. Calvary). Thank you to the team for picking up the project in April and to bring everything to a faithful completion.

### **Catholic-Lutheran Joint Common Prayer, Nov 25**

The Archdiocese of Ottawa and Ottawa Lutherans gathered at the Notre Dame Basilica for a prayer liturgy. This liturgy was based upon the Common Prayer used in 2016 in Lund, Sweden for the joint commemoration of the Reformation. Music selection included many songs from the ecumenical Taizé community in France.

The Cathedral Choir was joined by several members from Ottawa Lutherans to provide musical leadership. Bishop Michael Pryse and Pr. JoAnne Lam joined Archbishop Terrence Prendergast, Ecumenical Officer Fr. Jacques Kabangu of St. Gabriel Parish, and Deacon François Lortie to lead this prayer service. More than twenty volunteers participated by reading in English and French, and lighting the five commitment candles. Bishop Pryse and Archbishop Prendergast shared a joint sermon on the hopes of moving closer to a possibility of a visible unity among Catholics and Lutherans.

Reception was hosted by the Archdiocese of Ottawa and the Reformation posters were made available for this occasion by St. Paul University.

### **Advent Midweek Services, Dec 6, 13, 20 at 7 p.m., Mt. Calvary Lutheran Church**

We will continue to host midweek Holden Evening Prayers at Mt. Calvary this Season of Advent. We have opened this to participants of Catholic-Lutheran Ecumenical Studies. Our hope is that it will offer an opportunity for us to gather together to pray and to worship together.

### **Youth and CLAY 2018 Planning, Aug 15-19 in Thunder Bay**

*Notes from Ken Grahman*

- The gathering will take place at Lakehead University, in Thunder Bay, August 15-19
- There is a transition in leadership from Ken Grahman who has taken on other commitments and will no longer be able to serve as the coordinator of youth events and especially participants for CLAY 2018.
- There is a remaining balance from CLAY 2017 at St. John. We will receive an update of the balance and then plan ahead to see how that will contribute to the expenses for CLAY 2018 participants.
- There was a bottle drive in the fall as an initial fundraiser.

### **Mt. Calvary Lutheran Church and German Martin Luther becoming one community**

As of January 1, 2018, the two faith communities will move to become one congregation. It has been a long process of getting to know one another and finding common ground. Mt. Calvary celebrated their 60th anniversary of serving the community near Elmvale. Bishop Pryse preached at the celebratory worship and the German Martin Luther Council Chair presented a plaque in honour of the ministries of Mt. Calvary to name the hall "Mount Calvary Hall." It was an end but also a beginning to a courage step forward to rebuilding a renewed presence at 933 Smyth Road.

### Transitions

During this past biennium, St Peter's Lutheran Church and the Ottawa Ministry Area bid farewell to the Rev. Barton Beglo who retired at the end of 2017. Over the past couple of decades, Pastor Beglo served faithfully the congregation of St Peter's as well as in the capacity of Dean of the former Ottawa/St Lawrence Conference and various Synod committees. He joins the company of retired ELCIC pastors living on the territory of the Ottawa Ministry Area: The Revs. Arthur Conrad, Ted Heinze, Stanley Johnstone, Jan Malina, Joanna Malina, Diane Raddatz, and Silvia Zalts.

Continuing to serve actively the congregations in the Ministry Area are: The Revs. Joel Crouse, Friedrich Demke, Mei Sum Lai, Martin Malina, Elina Salonen, Ed Bastian, Stephen Silverthorne and Ilmars Zvirgds; and, The Rev. JoAnne Lam, Dean.

### Report of the Ottawa Valley Ministry Area

Ottawa Valley Ministry Area Dean  
Rev. Paul Roellchen-Pfohl

In the past biennium the UOVMA began to work on local ministry needs as we have come to face changing situations. As well most of the parishes have seen to local opportunities to serve our communities in which we live. There have been celebrations and sorrows, arrivals and leavings.

Like many ministry areas we celebrated the 500th Anniversary of the Reformation celebrating our unity with Lutheran, Roman Catholic, and Anglican participation in a joint worship service following the Liturgy of the service held in Lund, Sweden. We were pleased to have Bishop Pryse and Father James Beanish of St. Columbkille Cathedral share the preaching. We were delighted with special unexpected guest Bishop Susan Johnson as she participated sharing with us the benediction. A combined choir of close to 50 members led the congregation of close to 300 in spirited singing of praise to God for many blessings throughout the years. A freewill offering was received to support the local food bank. Following worship we continued to celebrate with fellowship in the cathedral's lower hall. During that time many people commented that they never thought a day like this could be possible! Many thanks go to Pr. Bruce Thompson for his coordinating efforts and ability to tie up loose ends quickly and neatly.

Some examples of parishes meeting local needs are taking place in Eganville and Pembroke. Grace, Eganville has opened the Soul Cafe. It is a worship experience for those who have found it difficult to feel comfortable in a regular worship service as well as an opportunity for a denominationally neutral setting. It is outreach to a segment of the community whose ideas of church and their relationship to church has been broken and wounded. Recently, Zion, Pembroke has become the home of Music Healing Veterans. MHV is a veteran run operation which seeks to offer veterans and others suffering from post traumatic stress the means of healing through the gift of music. Upwards of 40 people gather each week to learn how to play instruments in one to one lessons and group jam sessions. A highlight for Zion and MHV was their participation within our worship on Remembrance Day weekend as a group of Vets played and sang "Highway of Heroes." These are two examples of the church meeting the needs of the local community being church where you are.

We have welcomed Pr. Albert Romkema as pastor to St. John's Petawawa and Deaconess Pam Harrington to Pembroke. We are excited to have them among us as we work together. On March



21st we said farewell to our brother, friend and colleague Pr. Fred Haak who joined the saints triumphant!

### Report of the Seaway Ministry Area

Seaway Ministry Area Dean  
Rev. Steve Hoffard

The Seaway ministry area formed logically from the old Seaway ministry cluster and geographically finds itself stretched along the St. Lawrence Seaway. We are made up of Holy Trinity - Belleville, St. Mark's - Kingston, Good Shepherd - Brockville, South Dundas Lutheran Community Church Parish (formed from the prior congregations of St. Peter's - Williamsburg and St. Paul's - Morrisburg), St. Luke's Dunbar and the specialized prison ministry of Rev. Sylvia Poetschke.

St. John's - Riverside Heights, which began in the late 1700s, was the oldest Lutheran congregation in what was once Upper Canada. They held their final service on Sunday, July 17, 2016.

The distance we are apart from one another is a challenge and we do not have the resources to engage beyond our own local contexts.

However, even with the challenges we stay connected to one another through the communication of the pastors. We also continue to host the annual "All Saints Clergy Retreat" for Eastern Synod Pastors which is always a time of learning and renewal for those who attend.

### Report of the Thames Ministry Area

Thames Ministry Area Dean  
Rev. Laura Sauder

The Thames Ministry Area is made up of eight congregations from city, small town, and rural communities that span from Windsor and Leamington east to London and Aylmer, and north to Zurich and Brodhagen. We are a diverse group and geography makes it difficult to do many things face-to-face. In 2017 we made the difficult decision to disband our leadership team and we continue to discern how we might best pool our resources and support one another in ministry. Highlights from the past couple of years include:

- Our Thames Ministry Area Reformation 500 worship service which was held on September 25, 2016. About 150 people gathered to sing and worship, and a supper was held following. Enough funds were collected to cover one scholarship for ELCJHL schools for the ELCIC Reformation Challenge.
- A Thames rostered leaders Advent retreat in 2017, with two more retreats planned for 2018.
- Almost monthly get-togethers for our active and retired rostered leaders (for mutual support and encouragement).
- Steps forward in the Biennium Reconciliation Initiative: we've made some new contacts with one of the indigenous communities in our area and as of the writing of this report are planning a second area-wide Blanket Exercise on April 14, 2018.

Transitions and ministry changes: as of January 2018 St John's, Aylmer is now in a shared ministry partnership with Trinity Anglican, Aylmer, with Rev. John Goldsworthy serving both parishes. From June 2016 - August 2017 Rev. Laura Sauder was on parental leave. Thank you to

Rev. Harold Brill who served as interim pastor at St Peter's, Brodhagen, and thank you to Rev. Steve Johnston who served as interim dean during that time.

### Report of The Bay Ministry Area

The Bay Ministry Area Dean  
Rev. Thomas Mertz

The Bay Area congregations in Burlington, Hamilton and Brantford continue to grow together as churches united in "Mission for Others." On many occasions our congregations came together to worship, work and play and a lead group of representatives from each church meets regularly to share about their local ministries, support each other and plan for the numerous joint events throughout the year.

During the Week of Prayer for Christian Unity in January we hold our annual Sunday pulpit exchange with each pastor officiating and preaching at a different Bay Area church. Four Hamilton City congregations take turns hosting the Ash Wednesday evening service. In the summer we all come together for our Area Picnic at one of the local parks.

Many of our 2017 events commemorated the 500th Anniversary of the Reformation. We welcomed Rev. Dr. Michael Pryse to an "Afternoon with the Bishop" in April. Earlier that month 70 volunteers from our various congregations gathered at Bow Park Farm in Brantford to plant 2000 trees as a response to the ELCIC Reformation Challenge.

The Bay Area initiated and helped plan two ecumenical services. Along with other protestant denominations we invited the public to an outdoors service at Gage Park, Hamilton in May. Guest preacher on this occasion was Rev. Dr. Lois Wilson, the first female Moderator of the United Church of Canada and former president of the Canadian Council of Churches.

Bishop Pryse returned to Hamilton for the Common Prayer service at Christ the King Cathedral in November. He co-presided at the service with Bishop Crosby of the Roman Catholic Diocese of Hamilton. A dialogue sermon was delivered by Sister Eileen Schuler and Rev. Daniela Mertz of St. John's The Bay Area Massed Choir conducted by Heide Lang, Music Director of St. John's sang at this and other occasions in 2017.

For the third time we held the annual Lutherfest Dinner and Reformation Service at Faith, Brantford as Bay Area events and welcomed Rev. Dr. Oscar Cole-Arnal as our guest preacher.

The Reconciling Circle, a group of Lutheran and Anglican pastors in the area planned Treaties Recognition Week activities in Brantford, including a presentation by two survivors of the Residential School system, held at the Woodland Cultural Centre. We thank the Synod for a grant we received in support of this annual event.

Also with generous support of the Eastern Synod mission fund St. John's, Hamilton continues its community outreach project in Ward II of Hamilton for the third year. The funds allow the congregation to employ Rev. Chun Zhang as a part-time missionary.

Faith, Brantford called Rev. Brian Wilker as their new pastor and Redeemer, Fisherville welcomed Rev. Kevin McLeod as interim minister.

Grace Lutheran Church, Hamilton sold their property on Main Street - to be vacated in the summer of 2020 - and joined Transfiguration, Faith and St. John's Lutheran churches in



amalgamation talks. The four churches appreciate the support of the Synod and particularly Rev. Doug Reble in this process. They also contracted Janet Marshall and Ron Ewart of the Toronto United Church Council Centre for Church Development and Leadership to facilitate the conversation. A work plan has been laid out with the goal of having a decision on amalgamation by the end of 2018.

### Report of the Two Rivers Ministry Area

Two Rivers Ministry Area Dean  
Rev. David Malina

The eleven congregations of the Two Rivers Ministry Area (TRMA) are located in the vicinity of the confluence of the Conestogo and Grand Rivers, on the original lands of the Six Nations. TRMA consists of both rural and urban congregations, from St. Peter's Lutheran Church in Linwood in the west, to Faith Lutheran Church in Fergus in the northeast, to St. John's Lutheran Church, Waterloo in the south.

I was appointed Dean in January 2017 when Pr. Elina Salonen concluded her call to Faith Lutheran Church in Fergus to accept the call to the parishes of Mildmay and Neustadt, Ontario, thereby stepping down as Dean, a position she held since the formation of Ministry Areas in 2014. We're grateful for her leadership in the first years of the Ministry Areas. Thank you Pr. Elina!

Since the beginning of TRMA, the Leadership Team consisted of members Barb Finn, Jackie Nunns, and Monika Wiesner, with ex-officio Scott Knarr. Today, the Leadership Team members are Barb Finn, Robyn Gromeder, and Mary Thompson, with ex-officio Scott Knarr. I'm very grateful for their wise and enthusiastic contributions. I'm also grateful to the people of my home church, Christ Lutheran Church, Waterloo, who've let me exercise the role of Dean: attending TRMA events, meetings, synod Dean/Directors meetings, installations of pastors, council exit interviews, pastoral visits and attending to communication and administrative tasks for the MA. Specifically, I conducted in January 2018 the installation of Rev. Karen Kuhnert as pastor of St. James, St. Jacobs. In February 2018, I facilitated the exit interview of retiring Rev. Monika Wiesner at St. Matthew's, Conestogo.

On the whole, I've found this work energizing, particularly in the tasks of bringing people together, who'd otherwise have remained in their silos. As I see it, a major purpose of the work of the Leadership Team, and by extension, the MA, is to help excite the imaginations of all of our members for mission and ministry work that is happening, and can happen, beyond the walls of our own local congregations. The Ministry Area is by no means the only vehicle for such a purpose. Our personal involvements - church and otherwise - which help do this for us, are many. But the MA is one such vehicle.

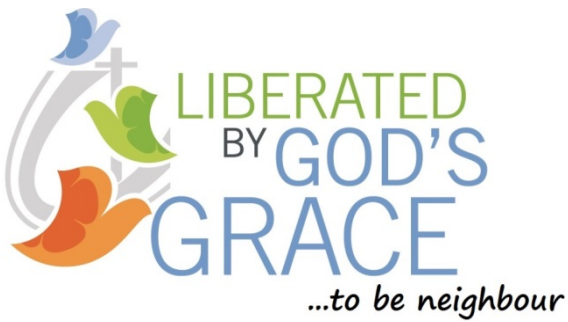
The Leadership Team and I have helped convene a number of TRMA gatherings over the past year and a half - mainly for the purposes of education, mutual support, and prayer -- comprised of both rostered and lay members of TRMA churches. We gathered weekly during the month of May 2017 with Roman Catholics in the area to study together the Together in Christ resource prepared for the occasion of the 500th Anniversary of the Commemoration of the Reformation. We've pondered together, encouraged by the leadership of Deacon Scott Knarr and Henriette Thompson, what it means for us to have a reconciling relationship with indigenous people, and what watershed discipleship means. We visited the local masjid and imam, considering our relationship with Muslim neighbours. We've developed relationships with Anglican and Lutheran churches in the city of Waterloo during Lent 2018, praying, and studying together the

relationship between Indigenous theology and the Christian Church. In January 2017, church councils of four TMRA churches came together to share their situations and consider their futures. In January and February 2018, we held a series of “clergy reunion” meetings of active and non-active rostered ministers.

We’ve shared, through the “Two Rivers Lutherans” website ([www.waterlooonorthlutherans.ca](http://www.waterlooonorthlutherans.ca)), the “Wading in the Water” e-newsletter, and periodic email fan-outs, the many learning, music, and service events happening in our churches and wider community.




The Two Rivers MA has been a major sponsor and supporter (through the receiving of Synod Mission Grants) of the work of Deacon Scott Knarr at Six Nations through his music ministry there, and as he’s endeavoured to build bridges of understanding and relationship between members of Two Rivers, the wider Eastern Synod, and indigenous peoples.

Over the next three years, we hope to continue to support the work of education and relationship-building with indigenous people, particularly Six Nations, to continue informing and communicating with our member churches, to continue bringing us together for education, support and prayer, and to continue to excite our imaginations around mission and ministry possibilities.



# **Section 5**

## **Statistical Reports**

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

## Section 5 - Statistical Reports

### Report of the Secretary

Secretary  
Rev. Wendell Grahlmán

### Changes in the Roster of Synod since Assembly 2016

#### Rostered Ministers Received into Synod

##### By Transfer

Rev. Richard Kwiatkowski from the Upstate New York Synod, ELCA effective September 15, 2016  
Rev. Moses Prashad from the Evangelical Lutheran Church in Guyana effective October 16, 2016  
Rev. Mira Salmelainen from Evangelical Lutheran Church of Finland effective January 16, 2017  
Rev. Paul Sodtke from the Manitoba Northwestern Ontario Synod, ELCIC effective March 6, 2017  
Rev. Jeffrey Hosick from the Convention of Atlantic Baptist Churches, effective April 27, 2017  
Rev. Doreen McFarlane from the United Church of Christ, effective June 6, 2017  
Rev. Jim Halmarson from the Saskatchewan Synod, effective August 31, 2017

##### By Ordination

Rev. Hilla Lahtinen  
Rev. Albert Romkema  
Rev. Ronnie Smith  
Rev. Chris Krejlgaard  
Rev. Elaine Boone

#### Candidates Approved for Ordination upon Receiving a Call

Jason Ashby  
Leena Jensen  
William (Bill) Macintyre

#### Anglican Clerics serving Synodical Parishes

Rev. Judith Alltree at Redeemer Evangelical Lutheran Church, Toronto  
Rev. Stephen Croft at Evangelical Lutheran Church of Our Saviour, Dartmouth  
Rev. Perry Chuipka at Lutheran and Anglican Ministries of the Bruce Peninsula  
Rev. Patricia Dorland at St. John's Lutheran Church, South Porcupine  
Rev. Dawn Leger at First Evangelical Lutheran Church, Toronto  
Rev. Stephen Silverthorne at Good Shepherd Barrhaven Anglican Lutheran Ministry, Ottawa  
Rev. Edward Wagner at St. Mark's Evangelical Lutheran Church, Chesley  
Rev. Henk Willems at Zion Lutheran Church, Massey and Faith Lutheran Church, Elliot Lake

#### Pastors on Leave from Call Status, July 1, 2017 - June 30, 2018

##### First Year

Rev. Debra Johnston  
Rev. Rebecca Klages  
Rev. Gloria Ryder

##### Second Year

Rev. Neil Thomsen  
Third Year  
Rev. Peter Kuhnert  
Fourth Year  
Rev. John Jacobs

### **Pastors on Leave from Call Status, July 1, 2018 - June 30, 2019**

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

Second Year  
Rev. Rebecca Klages  
Rev. Gloria Ryder

Third Year  
Rev. Neil Thomsen

### **Rostered Ministers Removed from the Roster of Synod**

Rev. John Jacobs

#### **By Transfer**

Rev. Michael Macintyre to the Alberta and the Territories Synod effective August 1, 2016  
Rev. Mark Van House to the Southeast Minnesota Synod, ELCA, effective August 16, 2016  
Bishop (Ret.) Stephen Kristenson to the Alberta and the Territories Synod, effective October 1, 2017  
Rev. Debra Johnston to the Manitoba/Northwestern Ontario Synod, effective December 31, 2017  
Rev. Gary Barr to the Anglican Diocese of Nova Scotia and P.E.I. effective 2018

#### **By Constitutional Directive**

#### **By Request**

Rev. Herbert Harms, effective April 1, 2017  
Rev. Sara Faulhafer, effective April 15, 2017

#### **By Death**

See Necrology Report

### **Changes in the Roster of Congregations and Synodical Missions**

- St. Timothy's Evangelical Lutheran Church, Copper Cliff and St. Matthew's Evangelical Lutheran Church, Sudbury merged to become New Hope Lutheran Church, Sudbury, effective April 9, 2016

- St. Paul's Lutheran Church, Guelph merged with St. David Anglican Church and St. Patrick's Anglican Church, Guelph to become All Saints Lutheran Anglican Church, Guelph, effective June 4, 2016
- Edgewood Camp and Conference Centre concluded operations on May 28, 2017
- St. James Evangelical Lutheran Church, Cambridge dissolved June 25, 2017
- St. John's Evangelical Lutheran Church, Riverside Heights dissolved August 31, 2017
- Mount Calvary Lutheran Church, Ottawa merged with German Evangelical Martin Luther Church, Ottawa: December 31, 2017
- Lithuanian Lutheran Church of the Redeemer, Toronto dissolved on December 31, 2017
- Maranatha Mission, Kitchener concluded on December 31, 2017
- St. Philip's Lutheran Church, Kitchener merged with St. Luke's Lutheran Church, Kitchener, effective June 17, 2018
- Faith Lutheran Church, Deep River (and Trinity Lutheran Church Cemetery) merged with St. John's Lutheran Church, Petawawa, effective June 30, 2018

### **Rostered Ministers Requesting to be Excused from Assembly 2018 Sessions**

Rev. Matthew Anderson  
Rev. Kevin Baglole  
Rev. Richard Brown  
Rev. Virginia Cookman  
Rev. Tim Dawkins  
Rev. Mark Ehlebracht  
Rev. David Hammer  
Rev. Patricia Jackson  
Rev. Loretta Jaunzarins  
Rev. Ilze Kuplens-Ewart  
Rev. Hilla Lahtinen  
Rev. JoAnne Lam  
Rev. Kevin McLeod  
Rev. Sue Nevile  
Rev. Nadine Nicholds  
Rev. Albert Romkema  
Rev. Mira Salmelainen  
Rev. Jerry Slote  
Rev. Capt. Stephan Wagner  
Rev. Henk Willems  
Rev. David Wirt

### **Rostered Ministers Celebrating Anniversaries of Ordination/Consecration during Assembly 2018**

#### **Twenty-five Years**

Rev. Claudine Carlson  
Rev. Rasma Caune  
Rev. Virginia Cookman  
Rev. Friedrich Demke  
Rev. Sonja Free  
Rev. Davis Kaneps

Rev. David Maginley  
Rev. Doreen McFarlane  
Rev. Jonathan Schmidt  
Rev. Christian Schweter  
Rev. Gregory Smith  
Rev. David Tin  
Rev. Glenn Widdis

### **Forty Years**

Rev. Jacob Dressler  
Rev. Ted Guthrie  
Rev. Beverley Nitschke  
Rev. Dr. David Pfrimmer  
Rev. Glenn Sellick  
Rev. William Shafer  
Rev. Paul Sadtke

### **Fifty Years**

Rev. Walter Philip Heinze  
Rev. Theodore Heinze  
Rev. Carl Kappes  
Rev. Maris Kirsons  
Rev. Everett Mossman  
Rev. Tonis Nommik  
Rev. Clinton Rohr  
Rev. Gordon Schmidt

### **Sixty Years**

Rev. Vernon Cronmiller  
Rev. Charles Dechert  
Rev. Dr. William D. Huras (Bishop - Ret.)  
Rev. Barry Lang  
Rev. Joachim Von Schmeling  
Rev. Eric Weber

### **Sixty-five Years**

Rev. Thomas Ristine

### **Seventy Years**

Rev. Arthur Conrad

### Concluding Remarks

If you've ever wondered what I do...

Minute recording at Synod Council and Officer meetings, correspondence and any required action related to those Minutes, custodian of the Roster of Synod for Rostered Ministers and Congregations, the On Leave from Call annual process, overseeing the nomination work for Synod Council and the synodical delegates to National Convention, and of course, responsibility and caretaker of constitutional records for congregations and the synod. (And I think the Bylaws indicate something like "other duties as assigned.")

I have now served sixteen years as Secretary of the Eastern Synod. These years have been a gift to me in many ways; at the same time, I have been very honoured and appreciative to be able to serve the synod with my gifts. This assembly year marks a change in the way that the Synod Assembly elects a Secretary, i.e. through an affirmation of the Synod Council's nomination. Synod Council's nomination of my name implies my willingness to continue serving, and I would be pleased, should it be the Assembly's affirmation, to do so.

Allow me to express my great appreciation and thankfulness for the other Officers of the Synod: Bishop Michael Pryse, Vice-Chair Laurie Knott, and Treasurer Keith Myra. And no less for the members of Synod Council who have served in this past biennium, with a special nod to those who served with me on the Legal and Constitutions Committee; and of course, for those who work at the synod office and keep synodical things humming more than you can imagine; and for Cathy Caron, the long-time serving administrative support to this Secretary, who will soon join me in a new lifelong wedded partnership! To be able to serve alongside them and be a recipient of their wisdom and partnership is awesome!

What do I do? For all this, and more, I offer a grateful: Thanks be to God!



## Necrology Report

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

In this biennium, the deaths of seven pastors, and ten spouses are recorded.

### **The Rev. James Dookram - November 13, 1930 - July 26, 2016**

Rev. James Dookram, was the loving father of Sandra (Bob) Dewar of Walkerton, Linda (Bill) Becker of Corunna, Walter (Linda) Dookram of Barrie, Gavin (Debbie) Dookram of Fergus and Rosemary (Jason) Chow of Guelph. Cherished grandfather of Olias, Alyssa, Renata, Steven, Alaina, Devon, Destiny, Bethany, Benjamin, Senna, Haleigh and Brandon and great-grandfather of Xayden, Masyn, Molly, Zackery, Colby, Aadison and Denny. Dear brother of Bethlyn (David) Peters. He was predeceased by his beloved wife Lucille (nee Bohen), his parents, as well as his other siblings.

Born in Guyana, South America and a graduate of Waterloo Lutheran University (BA); Waterloo Lutheran Seminary (BD). James was ordained May 30, 1962 and served the Evangelical Lutheran Church in Guyana as Parish Pastor, Secretary and President, 1962 - 1972; Trinity, Walkerton, 1972 - 1995 when he retired. He also served on the Synod Life Committee; World Mission Committee; Synod Council; and as Dean of the Georgian Bay Conference.

Funeral service was held at Trinity Lutheran Church, Walkerton on Wednesday, August 3, 2016 with Bishop Michael Pryse and Rev. Catherine House officiating. Interment in Walkerton Cemetery.

### **Elizabeth Joan Diegel - July 24, 1936 to September 10, 2016**

Elizabeth Diegel, was the wife of the Rev Calvin Diegel, and dear mother of Reverend Matthew Diegel (Kaija Ranta), Reverend Michael Diegel (Anna Skogsrud) and David Diegel (Martha Terdik). Dear grandmother of Elina, Stacie, Alexa, Thomas, Samuel and Hannah. Special "mom" of Xuandong Zhu (Hui Yao) and their children Debbie and Christina. She is survived her sister, Carole Arndt (Mel). Predeceased by her parents, Helen and Ion Hartman.

Elizabeth graduated from Stratford Teachers' College. She was an English as a second language teacher for many years and a long-time community volunteer.

Funeral Service was held at Faith Lutheran Church, Brantford on Friday September 16, 2016. Interment at Mount Hope Cemetery.

### **Elaine Marguerite Grosz - September 2, 1923 to October 25, 2016**

Elaine Grosz was the loving wife of the late Rev. Roy Norman Grosz and mother of Jane Grosz of Waterloo, Philip Grosz of Kitchener, and Nancy Bergey of Waterloo. Lovingly remembered by granddaughter Leigh (Grant) Lovell, great-grandsons William and Brian, and great-granddaughters Elleigh-Jane and Waverley. Survived by brother-in-law, Ken DeCoppel.

She was born in Kitchener, a daughter of the late Clarence Oswald and Caroline nee Chesney. Predeceased by infant son, Robert and sisters Doris Bornhold (Robert) and Marian DeCoppel, by son-in-law Brian Bergey, and Jane's friend Debbie Gordon.

Funeral service was held at the Erb & Good Family Funeral Home, Waterloo on October 28, 2016 with Rev. Joanne Peppler officiating. Interment at St. Peter's Lutheran Cemetery, Kitchener.

### **The Rev. Calvin Diegel – September 30, 1933 – November 21, 2016**

Rev. Calvin Diegel, predeceased by his loving wife Elizabeth (Betty). Dear father of Reverend Matthew Diegel (Kaija Ranta), Reverend Michael Diegel (Anna Skogsrud) and David Diegel (Martha Terdik). Beloved grandfather of Elina, Stacie, Alexa, Thomas, Samuel and Hannah. Special "dad" of Xuandong Zhu (Hui Yao) and their children Debbie and Christina. Dear brother of Arthur (Esther) Diegel and Marleen McLaughlin.

Cal was a graduate of Waterloo Lutheran Seminary and Waterloo College (Waterloo Lutheran University). Together with Betty, he served parishes in Geraldton, Nakina, Longlac, Owen Sound, Wiarton and Collingwood before settling in Brantford as Pastor of Faith Lutheran Church. He proudly served the congregation of Faith Lutheran for 30 years and received the honorary title of Pastor Emeritus upon his retirement. He and Betty enjoyed many summers at their cottage in Sauble Beach, and it was there he gathered friends and support to establish Christ the King Lutheran Chapel.

Funeral Service was held at Faith Lutheran Church, Brantford on November 25, 2016 with Rev. Kevin Baglole officiating. Inurnment at Mount Hope Cemetery.

### **The Rev. Dr. David Granskou – September 5, 1927 – December 19, 2016**

Rev. Dr. David Granskou, is survived by Charlotte, their five children John, Janet, Sonja, Sarah and Mary; their partners Trevor, Andrew and Dennis; and grandchildren Natalie, Grace, Soren and Solveg. He was predeceased by his artist daughter, Joanie; parents Clem and Ella and sisters Ruth and Evie.

David was born in Yankton, South Dakota. He graduated St. Olaf College, Minnesota; Lutheran Seminary, Minnesota and Princeton Theological Seminary. He was ordained March 25, 1957. He served First Lutheran Church, Albert Lea, Minnesota (1956-59); Secretary, Department of Theological Co-operation, National Lutheran Council, NY, NY (1960-63); Professor, Maywood Lutheran Seminary (1963-71); Professor, Waterloo Lutheran Seminary (1971-73); Professor, Wilfrid Laurier University (1973-93).

A Memorial Service was held in the Keffer Chapel, Waterloo Lutheran Seminary on December 30, 2016.

### **Ruth Magda Kjaer – January 10, 2017**

Ruth Kjaer, was wife of the late Rev Jens Kjaer. She was the loving mother of Erik, Peter and Paul and loving grandmother of Erin, Jordan and Jonathan.

A memorial service took place on January 21, 2017 at The Danish Lutheran Church of the Niagara Peninsula, Grimsby.

### **Alma Catherine Caroline Janke (nee Lantz) - April 28, 2017**

Alma Janke, was the wife of Rev. Melvin Janke (and the late Wilfred Weppler), and loved mother of Carol Heard (James), Susan Thompson and the late Dale Weppler and mother-in-law of Shirley Weppler. Cherished grandmother of eight grandchildren and fourteen great-grandchildren.

A Memorial Reception was held at Erb & Good Family Funeral Home, Waterloo on May 7, 2017.

### **Grethe (Cookie) Edna (nee Kristiansen) Crouse - May 26, 2017**

Grethe Crouse, was the wife of Rev. Keith Crouse, and mother of Dan (Lisa, Anders, Emma); Joel (Erin, Noah, Samson); Ted (Marcy).

She leaves behind her sister-in-law Mona Dennison (Ozzie); her brother-in-law Kevin Crouse (Becky) and her many nieces and nephews. Grethe was predeceased by her first born son, Kelly, parents, brother, son and her sisters-in-law Judy Tanner and Valerie Crouse.

A service honouring the spirit and resolve of Grethe was held at Good Shepherd Lutheran Church, Brockville on May 29, 2017. The interment will take place at Hillcrest Cemetery in Lunenburg, N.S.

### **The Rev. Joachim Knaack - July 25, 1932 - June 22, 2017**

Rev. Joachim Knaack is survived by his wife, Ursula; his two sisters, Brigitte Laewen and Monika Schaller; his sons, Stephen (Joanne nee Desgroseilliers) and Peter (Lana nee Asal) and his two grandsons, Geoffrey and Dennis. He was predeceased by his father, Arthur Willy and his mother, Frieda (nee Klaipedat).

Born in Berlin, Germany, Pastor Knaack studied at the Kirchliche Hochschule in Berlin, the Lutheran Theological Seminary at Gettysburg, PA and the University of Saskatchewan where he achieved a Bachelors of Arts Degree in 1959. Pastor Knaack together with his wife Ursula (nee Kind) served Ponoka-Rimbey Parish, AB; St. Mark's Lutheran Church, Markinch, SK; St. Peter's Lutheran Church, Winnipeg, MB; St. John's Evangelical Lutheran Church, Aylmer; ON; St. George's Evangelical Lutheran Church, Toronto, ON; Tabor Lutheran Church, Philadelphia, PA and First Evangelical Lutheran Church, Toronto, ON.

Funeral Service was held on June 27, 2017 at Martin Luther Evangelical Lutheran Church, Etobicoke with Bishop Michael Pryse and Rev. Christian Ceconi officiating. Burial at Bethesda Lutheran Cemetery in Unionville.

### **Eva Slack - January 14, 1927 - September 26, 2017**

Eva Matilda Slack (nee McCay), was the wife of the late Rev. James Slack Sr. She is survived by sons, Rev. James Slack Jr. (Natalie) of Montreal; Stephen of Halifax; daughters, Kathy, Georgetown, ON; Barbara (Carlos) Homosits, Mississauga, ON; Virginia Slack, Waterloo, ON and Carol Slack-Wamboldt (Jeff Cotter) of Conquerall Bank, NS. She is also survived by 11 grandchildren and 3 great-grandchildren.

She was the daughter of the late Thomas and Mary (Fischer) McCay and predeceased by husband, Rev James Slack Sr., son-in-law, Philip Wamboldt, brother, Thomas and sister, Margaret.

Funeral service was held on October 2, 2017 at Zion Lutheran Church, Lunenburg, Rev Rick Pryce and Rev. Svante Olson officiating

### **The Rev. Edward (Chad) Honneyman - February 16, 1979 - October 3, 2017**

Rev. Edward 'Chad' Honneyman was husband and best friend of Kim Honneyman (nee Barclay). He was the son of Sharon and Edward Honneyman, son-in-law of Holly Devlin and Ed Barclay, loved brother-in-law of Geoffrey Barclay and his partner Mary Anne Reid and Jennifer Barclay, all of Owen Sound. Remembered by his church families, his motorcycle riding association, the Owen Sound gaming community and many friends.

Funeral service was conducted from St. George's Anglican Church, Owen Sound on October 11, 2017 with Bishop Linda Nicholls and Bishop Michael Pryse officiating.

### **Doris Stockman (Nee Metzger) - June 23, 1927 - December 16, 2017**

Doris Stockman, was the wife of the late Rev. Martin Stockman, and mother of Suzanne Coubrough (Malcom), Linda Hood and Timothy (Jo-Anne). Cherished Oma of Taryn McKinnon (Donald), Melissa Coubrough, James Hood, Peter Hood (Jayne), Katie Hood, Andrew Stockman (Bonnie), Angela Stockman and Christine Stockman and special Great Oma of Rhys, Zane, Tessa, Willow, Myers, Linley, Elsie and William.

Doris was predeceased by her parents Norma and Herbert Metzger, brother Harvey, sister Marie Dwyer, and her granddaughter Zanne. She will be missed by her cousins, nieces and nephews.

A memorial service was held on January 6, 2018 at Mt. Zion Lutheran Church, 29 Westmount Rd. South, Waterloo.

### **Thylamay Sheila Munro (Nee Padavatton) - December 29, 2017**

Thylamay Munro, was the wife of the late Rev. Victor Roy Munro Sr. She is survived by her children Victor Jr. (Jackie), Mark (Phyllis), Kevin (Elaine), Leland, and Lauren Bourdon (Graeham). Devoted grandmother of Samuel, Ashlyn and Aidan. Dearly missed by her brothers, sisters and extended family.

Funeral Service was held at Advent Lutheran Church, Toronto on January 8, 2017.

### **The Rev. Capt. Robert Earle Bouchard - April 22, 1951 - February 25, 2018**

Rev. Capt. Robert Bouchard was the loving Dad of Ryan and his spouse Michelle Vandenakker, and Lynn Bouchard and her spouse Jacob Arnold. Beloved and devoted grandfather of Myra. Dear brother of Mary-Lou Paryniuk and her husband Bill, and Cathy Lintula and her husband Matt. Bob will be fondly remembered by Laura. Predeceased by his parents John and Lucille.

In addition to his role as Military Chaplain with the Canadian Armed Forces, Padre Bob served the congregations of St Peter's, Wiarton; Lutheran Church of Our Saviour, Owen Sound and Faith, Port Elgin.

Funeral service was held on March 7, 2018 at Faith Lutheran Church, Port Elgin, with Bishop Michael Pryse, Rev. Darlyne Rath and Rev. John Polacok officiating.

### **The Rev. Frederick Emil William Haak, Jr. - June 13, 1938 - March 14, 2018**

Rev. Frederick Haak, Jr. was the beloved husband of Grace Haak, and caring father of Natalie (Mike Jamieson) and Angela Haak. Survived by his brother, Martin (Audrey) and sisters, Marie (Charlie Blum), Ruth (Len Young), Lillian Haak and Minna (Rob Peever). Predeceased by a

brother in infancy, Emil, as well as his sisters, Miriam and Lois. Fred will be dearly missed by his many nieces, nephews, cousins and friends.

Rev. Haak served as Pastor for 39 years in the Parishes of Grattan, Elmwood-Brant, St John, Petawawa, Grace, Hamilton, St John, Arnprior, and Trinity, Ayton. Following his retirement he continued to serve locally throughout Eastern Ontario and Western Quebec for the Parish of St. John's, Ladysmith and Zion, Schwartz. This brought his faithful service record to more than 50 years.

Funeral service was held at Grace Lutheran Church, Eganville, on March 21, 2018 with Bishop Michael Pryse and Rev Gregory Smith officiating.

### **Alice Anna Christine Lang (nee Bald) - March 18, 2018**

Alice Lang, was the wife and partner of Rev. Barry Lang, and loving mother of Kirk, Hans and Mark Nathan. Alice will be sadly missed by her family and friends.

A memorial service took place on Easter Sunday (April 1, 2018) at 5:00 p.m.

### **Selma Ristine - June 7, 2018**

Selma Ristine, wife of our beloved brother and colleague, Rev. Dr. Thomas Ristine, died on June 7, 2018. Selma was the loving mother of Carol, Ruth, Paul and Anthony.

A private service was held on Monday, June 11, 2018 at Forest Lawn Funeral Home and Cemetery.

## Report of the Archivist

Archivist  
Rev. Karen Kuhnert

This biennium marks the 400<sup>th</sup> anniversary of Lutherans in the Eastern Synod! With recent commemorations of 500 years of the Lutheran Reformation and 150 years “of Canada,” the Archives show that we have become mindful to learn more about ourselves and to reconnect to our neighbours by grace. I commend to you this Report, the Report and display by Laurier Archives that will be available on-site at Synod Assembly 2018 and the publications of Synod Office on-line.

### 400th Anniversary - Our Eastern Synod story begins with the Innu in 1619

On May 7, 1619, Danish explorer Jens Munck and Rev. Rasmus Jensen sailed from Copenhagen. These Danish Lutherans landed that summer in the Eastern Synod trading European manufactured items for food and traditional goods with the Innu. Blocked in by ice, they wintered in Port Churchill (MNO Synod). Jensen and most of the crew and cargo never left. The social and environmental legacy of this 400 year-old encounter is well remembered in history books and the oral tradition of the First Peoples. On January 11, 2018, it was my honour to have KAIROS Board Member Deborah Tagornak, an Inuk from Naujaat, offer a Blessing of Ministry in Inuktitut to those gathered at St. James in St. Jacobs. Descended from umiak whalers indigenous to the locations where Munck landed, Deborah shared at length about Climate Change and environmental impacts upon our common Arctic home.

### 500th Year of the Reformation - From Conflict to Communion

Indeed, our Lutheran history goes back beyond 400 years. In our Synod this biennium there were eight Lutheran-Catholic Commemorations connecting our local contexts to the unity shown by Pope Francis and LWF President Bishop Munib Younan in Lund, Sweden (birthplace of the LWF, 1947). These events brought out liturgical excellence and rich relationship building. In the Northern MA, what began as a two-leader RC-Lutheran worship planning group ended up as a twenty-leader two-day Ecumenical-Indigenous transformational engagement. Forty people attended Sunrise Ceremony led by Elders Julie and Frank Ozawagosh followed by a KAIROS Blanket Exercise with students. Then the Anishinabe Elders, Christian leaders and students together processed the Sacred Fire to a conference location. There, two hundred delegates participated in two days of learning and dialogue about Reformation and Reconciliation. Powerfully, this flowed into the pre-release screening of the local movie *Indian Horse*. In the Opening-evening Commemoration worship, three hundred people were present as the Anishinabe Eagle Staff and Sacred Medicines were thoughtfully located along with the cross and ecumenical banners. The Service in the Catholic Cathedral was co-presided over by female and male priests. The days concluded with a Drum-Circle Round Dance and presentation of an Eagle Feather with Honour and Unity Songs. This event had what Finns call *sisu*!

Members of our Synod were also part of breaking down barriers beyond our national borders. Rev. Stephen Larson of Nith Valley MA Chaired the Worship Team for the LWF gathering in Namibia, Africa, and attended the historic Lutheran-Catholic Commemoration in Lund, Sweden. He was also one of two Keynote Speakers at the 2016 *National Worship Conference* held in Waterloo that with heightened clarity and intention linked local and global worship with social justice. Toronto Area leaders used our Archives for displays at the *Canada Pavilion* in Wittenberg Germany. Along with Deborah Tagornak, I participated in statement writing for the *UN Climate Change Conference (COP24, Bonn, Germany)* at the 2017 WCC and Arctic Circle



Conferences in Iceland. Our commitment to *Just Peace with the Earth* was signed at Parliament Plains (Thingvellir, established by Vikings in 930AD). His All Holiness, Ecumenical Orthodox Patriarch Bartholomew I, referred to as “the Green Pope,” historically held open-Communion for ALL assembled.

## Coming Home to Canada 150 - remembering who we have been and are again becoming

Many Lutherans explored their local histories as Canada celebrated 150 years of Confederation. Huronia held their Spring meeting in the Midland museum led by Nipissing Elder Gertie Beaucage. Huronia and Georgian Bay leaders Acknowledged the Chippewas of Rama and Saugeen-Ojibway First Nations on Canada Day. Ottawa Lutherans participated in the *Kitchie Blanket Exercise* on Parliament Hill with Algonquian, Mi'kmaq and Metis Leaders Barbara Hill, Billy Lewis and Gabrielle Fayant. The Bay hosted Chief Ava Hill of Six Nations in Hamilton and went to Ohsweken and Hagersville for learning from Haudenosaunee and Mississaugas Elders and academics.

On Reformation Sunday in St. James Cathedral, Toronto, there was a noteworthy anamnesis (*imperative*) among the four hundred Lutherans and Anglicans festively gathered. How so? Colonial documents show that earliest Canada was ethnically and religiously diverse. Later pre-Confederation Lutherans experienced intense pressure to assimilate into a constructed “British” North America. In Atlantic and Seaway congregations there were property seizures of land, buildings and even communion ware. It became against the law for our long-established Seaway congregations to have clergy perform marriages and baptisms. *Clergy Reserves* were shifted to finance only Anglican Church advancement. John Strachan, located out of the Seaway at Kingston and Cornwall then later Toronto, became Bishop of highest Canadian Order. Strachan was a primary force of assimilation. On the 500<sup>th</sup> anniversary of the Reformation, only feet from Strachan’s interred remains in his own Anglican Cathedral, a Lutheran Pastor of German heritage spoke words of reconciliation and forgiveness at the altar. Together Anglicans and Lutherans drank for the first time from the pre-Confederation Silver chalices of the Loyalist Lutherans of the Seaway who resisted assimilation forces and eventually by action of Parliament had their land and silver repatriated with compensation from the Anglican Church. Though hidden for decades, preserving memories of conflict, these cups now contain our common covenant to be Christ’s broken, forgiven and blessed disciples together. Perhaps one day these chalices will sit alongside a wash-bucket and olive oil recalling Mennonite-Lutheran Reconciliation (LWF, 2010). Some leaders have begun to prepare for 2025, the 500<sup>th</sup> Anniversary of Anabaptism and Lutheran persecution of Anabaptists.

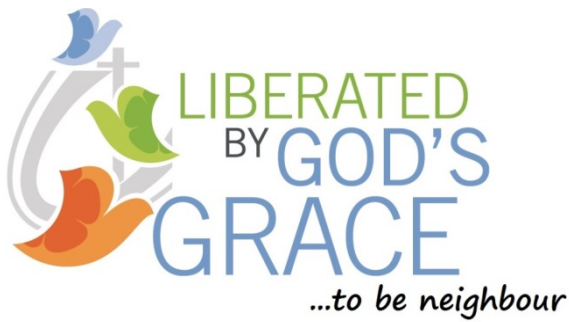
Coming to be faithful together has been a theme of this biennium. As Archivist, I recount with pride the records of Zion, Maple and Trinity, Tavistock/Sebastapol thick with commitment of founding families to build a Lutheran Synod that brings people together across diversities and divides. These pioneers, with Markham Lutherans and others, invested greatly to bring our Synod into being and to preserve the freedom of “justification by grace through faith” in Canada.

We and our nation are turning again to embrace diversity, perhaps even decolonizing relationship with land, air and creatures lost in establishing the *Dominion of Canada*. We are more than meeting our Muslim, Jewish, Orthodox and Indigenous neighbours now, we are forming relationships again! Other movements of grace include the street-outreach in Montreal, *Stronger Together 2017* the on-Reserve residential program with Grand River, Two Rivers and

Nith Valley, anti-poverty solidarity in Toronto and Kitchener, the *Women's March* in Thames and synod-wide refugee resettlement. Our Young Adults have been leading us out of establishment and resourcing our intersectionality.












All of these stories matter! Please share your local, national and international lives with Laurier Archives who expertly safekeep our documents, photos, artifacts and digital footprints. They too share Good News that touches lives and changes the world. By our actions together, generations will remember... Waterloo Lutheran Seminary reforming into Martin Luther University College and Maranatha Lutheran Caribbean Mission, for 25 years our most diverse congregation who hosted an annual *Black History Month* Service and feast for more than a decade.... Together we will remember all the gains and losses for the future we cannot see, a future safe in our timeless God's loving care.





# **Section 6**

## **Report of Synod Council**

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-  **Part A – Eastern Synod Council Recommendations Requiring Action**
-  **Part B - Amendments to Eastern Synod Constitution and Bylaws**
-  **Part C – Assembly 2016 Resolutions referred to Synod Council**
-  **Appendix A - Chronological listings of Synod Council and Officer Motions**
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-  **Appendix D – Congregational Fixed Asset Distribution Policy**
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-  **Appendix G – Deeming a Congregation Defunct: Policy and Procedures**

## Section 6 - Report of Eastern Synod Council

### Directory of Synod Council 2016-2018

#### Officers:

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

#### Synod Council:

##### *Term Ending Convention 2018*

Rev. Dr. Dwight Biggs  
Rev. Richard Brown  
Valerie Getson  
Rev. Norine Gullons  
Deacon Pam Harrington  
Rev. David Malina  
Jordan Smith  
Rev. Robert Wiesner  
David Wilk

##### *Term Ending Convention 2021*

Margaret Christenson  
Anne Drouillard  
Bonnie Wepler

#### Assistants to the Bishop:

Rev. Riitta Hepomaki  
Rev. Douglas Reble

#### Ministry Directors:

Rev. Katherine Altenberg (Public Policy and Service)  
Cathy Calvin (Women)  
Rev. Joel Crouse (Property Transformation)  
Debbie Lou Ludolph (Worship)  
Rev. Christie Morrow-Wolfe (Youth and Young Adults)  
Jeff Pym (Stewardship and Resource Development)

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### *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, Waterloo Lutheran Seminary, 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 biennial 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 first reading for the amendment to the Constitution of the Eastern Synod, Article VI Section 9, be adopted. (see Part B)
2. That the amendment for the Bylaws for the Eastern Synod, Part V Section 12b, be adopted. (see Part B)
3. That the 2018 Revised Budget and 2019-2021 Proposed Budgets be adopted. (see Section 8)
4. That Keith Myra be nominated for election as Treasurer of Synod for a six year term. (refer to ESC 18-01, page 6-25)
5. That Rev. Wendell Grahman be nominated for election as Secretary of Synod for a six year term. (refer to ESC 18-02, page 6-25)

## Part B

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

That the Eastern Synod Constitution, Article VI Section 9 be amended (first reading):

~~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 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.~~

That the Eastern Synod Constitution, Article XVII Sections 2 and 3 references to Waterloo Lutheran Seminary be changed to Martin Luther University College (first reading):

Section 2. The Board of Governors of ~~Waterloo Lutheran Seminary~~ Martin Luther University College, Waterloo, Ontario shall control and manage the seminary and determine its academic and administrative affairs.

Section 3. Terms of reference for, and membership on, the Board of Governors of ~~Waterloo Lutheran Seminary~~ Martin Luther University College shall be defined in the constitution of ~~Waterloo Lutheran Seminary~~ Martin Luther University College subject to synod council approval.

### B.2 Amendment to the Eastern Synod Bylaws

That the Eastern Synod Bylaws, Part V Section 12b be amended by removing the following:

- b. The Committee on Nominations shall provide the following information for each nominee: ~~address, occupation,~~ area, church/community involvement and vision for the church.

That the Eastern Synod Bylaws, Part II Section 6 and Part IX Sections 1 and 2 be amended by changing references to Waterloo Lutheran Seminary to Martin Luther University College:

Part II Section 6. a. The ownership of ~~Waterloo Lutheran Seminary~~ Martin Luther University College shall be vested in this synod.

b. Synod Council shall appoint members to ~~Waterloo Lutheran Seminary~~ Martin Luther University College Board of Governors, Waterloo, Ontario, according to the terms determined by the Board and its constitution.

Part IX Section 1. The property of ~~Waterloo Lutheran Seminary~~ 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 ~~Waterloo Lutheran Seminary~~ Martin Luther University College shall be determined by a process of consultation between the board of governors and synod council.

## Part C

### Assembly 2016 Resolutions referred to Synod Council

#### C.1 ES 16-01 MSC that the following be referred to Synod Council:

*That the Bylaws of the Eastern Synod, Part V, Section 3, be amended by adding the following and re-numbering the remaining sections:*

*c) Retired rostered ministers whose numbers may constitute up to 10 percent of all eligible rostered voting delegates. Retired rostered ministers will be elected by their peers through a nomination and balloting procedure determined by the Synod Council.*

ESC 16-36 MSC to refer ES 16-01 to the Legal and Constitutions Committee to recommend possible action for the Synod Council.

ESC 18-28 MSC that regarding the referral of ES 16-01 to Synod Council, no further action be taken.

#### Background:

- 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 (Constitution Article V Section 1). That is to say that delegates are not involved as interested individuals, but are representative of their investment and participation in various ministry places.
- Assembly 2014 chose specifically that voting members of convention (Assembly) includes "rostered ministers serving under call or appointment." Assembly 2016 affirmed the action of Assembly 2014.
- It's been a longstanding ELCIC principle that the balance of the voice between lay and rostered is an important value in our makeup and an integral expression of our theology. Making a change to increase the rostered participation could reduce the percentage of lay voices and influence.
- As recent trends have indicated, assemblies are becoming smaller; fewer people, and notably lay people, are attending. A motion to increase the rostered membership can lead to an imbalance of rostered and lay delegates.
- We have had a long practice of all rostered ministers, regardless of professional activity, to be delegates. However, being a delegate is not an inherent privilege of ordination.
- At the national church level there is some consideration being given to some conversation regarding some of these constitutional issues; it would be timely for us to allow that conversation to unfold.
- This recommendation of "no action" is in no way intended to downplay or ignore the gifts, value, wisdom and contribution of those who have chosen or come to a retired status. We would do them a disservice of making this a token action that occurs so infrequently.
- What might be considered as missing significant voices will always be considered as such by some perspectives; there's no perfect system. A bylaw amendment doesn't promise, guarantee or deliver an improvement.

### C.2 ES 16-09 MSC that the following be referred to synod council:

*That the Eastern Synod of the ELCIC no longer require nominations or resumes for various roles and elected or appointed positions to include information that is prohibited by Federal or Provincial Acts or Regulations.*

ESC 16-37 MSC to refer ES 16-09 to the Secretary to procure a legal opinion.

#### Summary:

1. While PIPEDA (*Personal Information Protection and Electronic Documents Act*) does not apply to the synod in this case since the personal information is not being “collected, used, or disclosed in the course of a commercial activity,” the synod has a Privacy Policy which states in part:
  - personal information of an individual that is to be placed on the synod website is to have express consent to do so, or the individual will be given the option to have their personal information suppressed;
  - all personal information is destroyed, erased or made anonymous as soon as the purpose for which it was collected is no longer relevant.
2. “The Eastern Synod may want to consider the purpose of disclosing certain information on forms used that contain personal information that would be publically available.”
3. The Ontario Human Rights Code applies to volunteers. Therefore, the Nomination Form should eliminate the question that asks for a candidate’s gender and birthdate. (The form can ask if a candidate falls within the youth category, and be confirmed upon election. A candidate’s gender should only be asked if the question is a reasonable and *bona fide* qualification for the work.)

#### Therefore:

1. Information on nomination forms that is on the synod website is to be removed when no longer needed.
2. Future forms, especially for ELCIC delegate nomination purposes, should:
  - clarify the Privacy Policies available to the public via the website;
  - eliminate the question about gender;
  - eliminate the question about birth date (have the candidate confirm date of birth following election);
  - provide an area for express consent to comply with the Eastern Synod Privacy Policy.
3. Amend Synod Bylaw Part V Section 12b:

The Committee on Nominations shall provide the following information for each nominee: address, occupation, area, church/community involvement and vision for the church.



## Appendix A

### 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 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 26, 2016

*(E-mail vote of October 10, 2016)* MSC that the August 25th, 2016 Managed Fund Agreement between the synod and ELFEC be ratified.

*(E-mail vote of October 10, 2016)* MSC that the Congregational Moving Expense Policy be amended as follows:

*(Revised October, 2016)*

c) synod will share in the cost remaining after deducting \$6.00 per confirmed member according to the latest published statistics of the requesting congregation, from the total cost incurred. In those multiple congregation parishes serviced by a team ministry, the number of confirmed members shall be divided by the number of ministers, and the deduction calculated accordingly. *For merged Anglican/Lutheran congregations, for the purposes of this calculation the cost of moving the pastor shall be divided by two and the number of confirmed members shall be divided by two.*

*(E-mail vote of October 10, 2016)* MSC that the synod provide a \$1,500 subsidy to St. Mark's Anglican Lutheran Church, Midland to help defray the costs associated with Rev. Martin Giebel's move.

MSC that the officers recommend that 10% of the latest installment of the Emily Brown estate be directed to the National Church: \$20,000 to the Praise Appeal, and \$30,000 to the Reformation Challenge.

MSC that the officers recommend to the synod council that the Eastern Synod Strategic Plan 2017-2021 be adopted.

MSC that the non-stipendiary call to special service be renewed for Rev. Karen Kuhnert to serve as the Eastern Synod Archivist and as a Synodical Interim Minister.

MSC that the following be nominated for election by synod council as delegates to the 2017 ELCIC National Convention: Lay: Gary Barling, Joanna Coombs, Maria Featherston, Charlotte

Corwin and Lawrence Lupton, and Rostered: Rev. Thomas Arth, Rev. Glenda Morrisette, Rev. Dr. Mark Harris, Rev. Kevin Baglole, Rev. JoAnne Lam.

### **Synod Council Meeting - November 3-5, 2016**

ESC 16-34 MSC that 10% of the latest installment of the Emily Brown estate be directed to the National Church: \$20,000 to the Praise Appeal, and \$30,000 to the Reformation Challenge.

ESC 16-35 MSC that the following be elected as delegates to the 2017 ELCIC National Convention: Lay: Gary Barling, Joanna Coombs, Maria Featherston, Charlotte Corwin and Lawrence Lupton, and Rostered: Rev. Thomas Arth, Rev. Glenda Morrisette, Rev. Dr. Mark Harris, Rev. Kevin Baglole, Rev. JoAnne Lam.

ESC 16-36 MSC to refer ES 16-01 to the Legal and Constitutions Committee to recommend possible action for the Synod Council.

ESC 16-37 MSC to refer ES 16-09 to the Secretary to procure a legal opinion.

ESC 16-38 MSC that Synod Council direct the Officers to amend the December, 2007 agreement with ELFEC to incorporate recommendations by legal counsel that would strengthen the liability firewall, conditional on ELFEC's agreement.

ESC 16-39 MSC that Synod Council direct the Officers to apply to CRA for associated charity status with ELFEC, conditional on ELFEC's agreement.

ESC 16-40 MSC that the lease agreement between the Synod and Edgewood Camp and Conference Centre be terminated effective December 31, 2016.

ESC 16-41 MSC that the Eastern Synod Council consider recommendations made by the Membership of the Edgewood Corporation for the disbursement of assets related to the sale of the property after the \$15,000 loan repayment of November 23, 2013; the \$20,600 emergency loan of February 4, 2015; and the repayment of redevelopment funds up to the amount of \$100,000 from designated accounts.

ESC 16-42 MSC that block funding for Edgewood in the amount of \$24,000 be removed from the ES-YAYA budget for 2017.

ESC 16-43 MSC that \$13,000 be used from the interest income of the YAYA Endowment Fund to pay the insurance for Edgewood in 2017.

ESC 16-44 MSC that the Eastern Synod Council authorize the YAYA ministry director to proceed with the decommissioning of six septic systems on Edgewood property.

ESC 16-45 MSC that authorization be given to the YAYA ministry director to list the Edgewood property for sale in the new year.

SC 16-46 MSC that the Eastern Synod Strategic Plan 2017-2021 be adopted, subject to the inclusion of the financial plan to be presented at the spring 2017 synod council meeting. (see *Appendix B*)

ESC 16-47 MSC that pursuant upon receipt and acceptance of a call, that Candidate Elaine Boone be approved for reception onto the roster of ordained ministers in the Evangelical Lutheran Church in Canada and that this approval remains in effect until December 31, 2018.

ESC 16-48 MSC that pursuant upon receipt and acceptance of a call, that Candidate Albert Romkema be approved for reception onto the roster of ordained ministers in the Evangelical Lutheran Church in Canada and that this approval remains in effect until December 31, 2018.

ESC 16-49 MSC that pursuant upon receipt and acceptance of a call, that Candidate Chris Krejlgaard be approved for reception onto the roster of ordained ministers in the Evangelical Lutheran Church in Canada and that this approval remains in effect until December 31, 2018.

ESC 16-50 MSC that the revised budgets for 2017 and 2018 be adopted.

ESC 16-51 MSC that the following people be appointed to the Youth and Young Adult Committee for 2017: Katerina Kuhnert, Tia Oxner, Julia Wirth, Jonathan Hopkins, Emily Wuschnakowski, Holly Lohnes, Isabel Hilgendag, Kelsey Nowlan, and Josee Ernest.

ESC 16-52 MSC that Bonnie Weppler be appointed as the Synod Council representative on the Youth and Young Adult Committee for a one year term ending December 31, 2017.

ESC 16-53 MSC that the following people be appointed to the Candidacy Committee: Rev. Shirley Ruller for a first term ending December 31, 2018; and James Diehl for a first term ending December 31, 2020.

ESC 16-54 MSC that the following person be appointed to the Professional Leadership Committee: Rev. Susan Climo for a first term ending December 31, 2020.

ESC 16-55 MSC that the following person be appointed to the Mission Committee: Jim Krats for a two year term ending December 31, 2018.

ESC 16-56 MSC that the following be appointed to the Candidacy Committee for a second term ending December 31, 2020: Rev. John Goldsworthy, Rudolf Michaeli, Rev. Daniela Mertz, Mark Weingartner.

ESC 16-57 MSC that the following be appointed to the Examining Committee for a second term ending December 31, 2020: Rev. Olavi Hepomaki, Rev. Thomas Mertz.

ESC 16-58 MSC that the following be appointed to the Mission Committee for a second term ending December 31, 2020: Rev. Jun Gao, Rev. Sebastian Meadows-Helmer, Peggy Read, Dorothy Frook.

ESC 16-59 MSC that the following constitutional amendments be approved for Bethany, Woodstock:

- Constitution Article III (terminology); Article IV Section 2 (deletion of word "also"), Section 2b ("Voting members are confirmed members who have received Holy Communion and have made a contribution of record within the current or preceding calendar year either individually or as part of a family unit."), Section 5 (deletion of words "it shall be"); Article VII Section 4 (deletion of words "or territory"), Section 6

(deletion of words “after which time the Pastor may be called for renewable two year terms”); Article VIII Section 4a (“For any duly called congregational meeting, 25 voting members shall constitute a quorum.”), Section 4b (“In the event that, at the time and place of the congregational meeting, a quorum is not present, the meeting may be re-scheduled for a date no earlier than two Sundays following or later than six Sundays following and notice of the re-scheduled meeting to be done in accordance with Section 3.”); Article IX Section 5 (addition of words “Board of” Trustees).

ESC 16-60 MSC that the following constitutional amendments be approved for St. James, Elmira:

- Constitution Article VII Section 6 (deletion of words “the attainment by the pastor of the age of sixty-five years, after which time the Pastor may be called for renewable two year terms”); Article VIII Section 4 (quorum to be “Twenty-five voting members shall constitute a quorum.”); Article IX Section 1 (reducing Council size from nine to six, and term length from three years to two years with one half of the terms expiring annually, no member serving more than three consecutive terms).

ESC 16-61 MSC that the following constitutional amendment be approved for Christ the King - Dietrich Bonhoeffer, Thornhill:

- Constitution Article I Section 1 (“The name of this congregation shall be Thornhill Lutheran Church which is located in Markham, Ontario.”).

ESC 16-62 MSC that the following constitutional amendments be approved for St. Luke’s, Ridgeway:

- Amendments to update to the Model Constitution (Preamble; Article I Section 3; Article III d; Article IV Section 1b, 1c, Section 2a, 2b, Section 3, Section 4, Section 5; Article V Section 2; Article VI Section 6; Article VII Section 6-2; Article VIII Section 5; Article IX Section 1, Section 2, Section 5, Section 9); and also Article VIII Section 4 (“Two (2) times the number of council members plus one (1) voting members shall constitute a quorum.”); but not to include the redundant words in Article IV Section 2b (“and have completed confirmation”).

ESC 16-63 MSC that the following constitutional amendment be approved for Grace, Rankin:

- Grace, Rankin - Constitution Article IX Section 1 (reduction of Congregational Council size from seven to five).

ESC 16-64 MSC that the following constitutional amendment be approved for Bethlehem, Woito:

- Amendments to update to the Model Constitution (Preamble; Article III d; Article IV Section 1b, Section 2a and 2b, Section 3, Section 4, Section 5; Article V Section 2; Article VI Section 3, Section 6; Article VII Section 6-2; Article VIII Section 5; Section 2, Section 5, Section 9); and Article IX Section 1 (“At its annual meeting the congregation shall elect (by secret ballot) a Congregational Council of five members for terms of three years each with approximately one-third of the terms expiring annually. The members of the council must be voting members of the congregation.”); but not to include the words in Article VIII Section 3 (“and congregational council”).

ESC 16-65 MSC that the following constitutional amendments be approved for Trinity, Windsor:

"new" constitution (based on the Model Constitution); but not including Article IV Section 2d, Section 5; Article VIII Section 2, Section 3, Section 5; Article IX Section 1, Section 2, Section 11.

ESC 16-66 MSC that Rev. Riitta Hepomaki be granted a three month sabbatical leave ending August 15, 2017.

ESC 16-67 MSC that the Upper LaHave-Rhodes Corner Parish of Mount Olivet, Upper LaHave and St. Luke's, Rhodes Corner be dissolved.

ESC 16-68 MSC that the Northfield and District Lutheran Parish of St. Andrew's, West Northfield, Mount Calvary, Upper Northfield and St. James, Branch LaHave be dissolved.

ESC 16-69 MSC that the First Lutheran Community Parish of St. Luke's, Rhodes Corner, Mount Olivet, Upper LaHave, St. Andrew's, West Northfield, St. James, Branch LaHave and All Saints, Newcomerville be formed, effective October 1, 2016.

ESC 16-70 MSC that the following be appointed to the Board of Directors of Lutheran Homes - Kitchener Waterloo beginning January 1, 2017: Julie Dopko and John Neufeld for three year terms; Bill Hett for a two year term; and Jeffrey Wong for a one year term.

### Officers Meeting - January 31, 2017

*(E-mail vote of December 1, 2016)* MSC that the synod contribute \$750 as its 2016 donation to the Canadian Council of Christian Charities Legal Defence Trust Fund.

*(E-mail vote of January 13, 2017)* MSC that Peter Winkler be appointed as a director of Lutheran Homes Kitchener-Waterloo for a three year term beginning January 1, 2017.

*(E-mail vote of January 17, 2017)* MSC that the synod council appoints a list of nominees as presented by Bishop Pryse to serve on a Committee on Discipline.

MSC that the following recommendations be adopted:

- that 100% (\$207,000) of the ELFEC General Operations Grant be allocated to fund the 2016 operating budget;
- that 13<sup>th</sup> month payments be made to Waterloo Lutheran Seminary (\$32,000) and Youth and Young Adult Ministries (\$9,692);
- that the ELFEC grant request from the Undesignated Gift/Bequest Fund be reduced from the budgeted amount of \$168,500 to \$100,000.

MSC that the revised Strategic Plan and Work-plan be referred to the synod council for adoption.

MSC that the synod sign the *Agreement to Amend Funds Transfer Agreement* conditional on ELFEC'S agreement to sign.

MSC that the synod and ELFEC apply to CRA for associated charity status, conditional on agreement by ELFEC.

MSC that the Treasurer be authorized to discuss with ELFEC the possibility of ELFEC applying for a court order that would permit Canadian Mission funds (currently restricted to supporting new or recently established congregations) to be available to support ministry in existing congregations.

MSC that the *Policy for Disbursement of Congregational Assets* be forwarded to legal counsel for final review and then recommended to the Finance Committee and Synod Council for approval.

MSC that a call to special service be renewed for Rev. Dan Phannenhour to December 31, 2017 to the Mission to Seafarers, Southern Ontario.

MSC that the Congregational Moving Expense Policy be terminated.

MSC that Richard (Rick) Ritz be appointed to the Candidacy Committee for a first term ending, December 31, 2020.

### Synod Council Meeting - April 6-8, 2017

(E-mail votes of January 17, 2017, February 27, 2017, and March 1, 2017) ESC 17-01 MSC that a Disciplinary Committee be struck and served by those persons as presented.

ESC 17-02 MSC that Synod Assembly 2018 be held June 21-24, 2018 at International Plaza Hotel, Toronto, and that we authorize Rev. Jeffrey Smith to negotiate and sign a contract with the hotel.

ESC 17-03 MSC that pursuant upon receipt and acceptance of a call, that Candidate Ronnie Smith be approved for reception onto the roster of ordained ministers in the Evangelical Lutheran Church in Canada and that this approval remains in effect until December 31, 2018.

ESC 17-04 MSC that pursuant upon receipt and acceptance of a call, that Rev. Jeffrey Hosick be approved for reception onto the roster of ordained ministers in the Evangelical Lutheran Church in Canada and that this approval remains in effect until December 31, 2018.

ESC 17-05 MSC that the following special appeals be authorized for 2018:

- YAYA - Outdoor Ministry - Lutherlyn and Mush-a-Mush;
- St. Peter's, Kitchener - CTV Television Ministry Appeal.

ESC 17-06 MSC that Ernst & Young LLP be appointed as synod auditors for 2017, the fee to be negotiated by the synod treasurer.

ESC 17-07 MSC that the 2017 budget be revised as follows:

Benevolence income be reduced to \$1,472,000;  
National Convention Endowment Fund be increased to \$11,000;  
Professional Salaries be reduced to \$306,000;  
Admin Support Salaries be reduced to \$164,800;  
Computer Hardware/Software be reduced to \$4,500;  
Legal be increased to \$12,000;  
Auditing be reduced to \$25,000.



ESC 17-08 MSC that the "Policy for Disbursement of Congregational Assets" be approved.

ESC 17-09 MSC that:

- a) high priority repairs to the synod office building, as identified in the 2016 building inspection report, to a maximum of \$40,000 from the "Synod Office Capital Fund" be authorized;
- b) the Eastern Synod request the Evangelical Lutheran Foundation of Eastern Canada to consider renaming the "Synod Office Capital Fund" to the "Synod Capital Fund" and expand its permitted purpose to include funding of capital improvements and major repairs to include all synodical building/property assets, except for the camps;
- c) replacement/repairs to the front sidewalk at the Delton Glebe Centre, to a maximum of \$5,000 from the "Synod Capital Fund" or the "Undesignated Gift/Bequest Fund" be authorized.

ESC 17-10 MSC that the following constitutional amendments for St. Peter's, Wiarton be approved as outlined:

- updates to the Model Constitution (Article I Section 3; Article III d; Article IV Section 1b, Section 2a, Section 4, Section 5; Article V Section 2; Article VI Section 6; Article VII Section 5, Section 6-2; Article VIII Section 5; Article IX Section 1, Section 2, Section 5, Section 9, Section 10); and all other Model instances of "ELCIC" and grammar corrections; and further amendments Article VIII Section 4 (quorum reduced from 20 to 16).

ESC 17-11 MSC that the following constitutional amendments for St. Peter's, Zurich be approved as outlined:

- updates to the Model Constitution (Article I Section 3; Article III d; Article IV Section 1b, Section 2a, Section 3, Section 4, Section 5; Article V Section 2; Article VI Section 6; Article VII Section 6-2; Article VIII Section 5; Article IX Section 1, Section 2, Section 5, Section 9, Section 10); and all other Model instances of "ELCIC" and grammar corrections; and further amendments Article I Section 1 (adding "Evangelical" to name of church), Section 3 (congregational seal); Article IV Section 2b (removal of age restriction); Article VII Section 2 (correct spelling of "counsel").

ESC 17-12 MSC that that the following constitutional amendments for Thornhill, Thornhill be approved as outlined:

- Article I Section 3 - addition of paragraph (... "without purpose of gain"....); Article IV, Section 1 and 2a - addition of phrase (... "or another congregation of a church in full communion with the ELCIC"....); Article IV Section 2b - removal of sentence ("In order to vote on financial and/or property matters, members must be of legal age."); Article IV, Section 4 - updated terms as per 2010 Model Constitution (Dismissal "Exclusion"; Inactivity "Removal from membership roster because of inactivity"); Article IV, Section 5 - addition of sentence as per 2010 Model Constitution ("Anyone so removed shall be given written notice of the council's action."); Article IX Section 11 - Addition as per 2010 Model Constitution ("The council shall declare vacant the position of any council member whose membership in the congregation is terminated for any of the reasons stated in Article IV of this constitution or whose status as a voting member in good standing (cf. Article IV) has not been maintained. The council may declare vacant the position of any council member who has been suspended from membership in the

congregation by disciplinary action of the council (Article IV) or has been censured by a two-thirds vote of the members of council for behaviour that is inconsistent with the policies of the council and the congregation.”)

ESC 17-13 MSC that that the following constitutional amendments for Trinity, Windsor be approved as outlined:

- Article IV Section 2d (redundant paragraph removed), Section 5 - addition of sentence (“Anyone so removed shall be given written notice of the council’s action.”); Article VIII Section 2 (“Special Congregational Meetings must - *not may* - be called...), Section 3 (“Notice of all congregational meetings shall be given to all members and shall be sent by hard copy or electronically ten or more days before the date of the meeting, and be sent to each member individually to his/her last address shown on the books of the corporation. A notice so delivered shall be deemed to have been given when delivered to his or her last address or when deposited in a post office or public letter box and a transmitted or recorded communications shall be deemed to have been given when delivered to the appropriate communication company or its representative for dispatch. The notice for all congregational meetings shall include date, time, place and purpose of the meeting and shall contain sufficient information to permit the member to form a reasoned judgement on the decision to be taken. Notice of each congregational meeting must remind the member that the member has the right to vote by proxy. A pastor under call shall be notified of all regular and special meetings of the congregation.”), Section 5 (“Votes at Meetings of Members may be given either personally or by proxy, provided that the proxy represents no more than one Member (in addition to him/herself, if the proxy is also a Member) at such meeting. A proxy shall be executed by the Member.”); Article IX Section 2 (“A pastor under call shall not be a member of the Congregational Council but shall be entitled to receive notice of and to attend and speak at all meetings of the Congregational Council. A pastor under call shall be an ex officio member of all Board Committees.”), Section 11 (removal of section); Article X Section 8 (“No Councillor shall place himself in a position where there is a conflict of interest between his duties as a Councillor and his other interests. Every Councillor who is in any way directly or indirectly interested in or may become interested in a material way in an existing or proposed contract, transaction or arrangement with the Church or who otherwise has a conflict of interest by virtue of involvement with a member of his or her family (with “family” defined as spouse, father, mother, child, brother or sister, or spouse of such family members) or by the involvement of his or her partner, business associate or corporation that the Councillor is involved with as either a director, shareholder, officer, employer or agent, then such Councillor shall declare his conflict of interest fully at a meeting of the Congregational Council and shall withdraw from any discussion or vote thereon.”)

ESC 17-14 MSC that David McKee be appointed as a director of Lutheran Homes Kitchener-Waterloo for the three year term ending December 31, 2019.

ESC 17-15 MSC that Christine Hulan be appointed to the Candidacy Committee for a two year term ending December 31, 2018.

ESC 17-16 MSC that Diane Karges be appointed to the Professional Leadership Committee for a four year term ending December 31, 2020.



ESC 17-17 MSC that the Leaves of Absence policies for Bereavement & Compassionate Care Leave, Sick Leave - Illness and Disability Policy, and, Maternity &/or Parental Leave Policy be approved as presented and will replace the existing policies for Emergency Leave, Disability and Maternity/Paternity Leave.

ESC 17-18 MSC that the Salary Administration policy be approved as presented.

ESC 17-19 MSC that the Eastern Synod Health & Safety Policy, Fire Safety & Emergency Evacuation Plan, Critical Injury Response Policy, and Workplace Anti-Violence, Harassment, and Sexual Harassment Policy be approved and added to the Personnel Manual.

ESC 17-20 MSC that the Accessibility for People with Disabilities (AODA) Policy be approved and added to the Personnel Manual.

ESC 17-21 MSC that the remuneration as presented for the Bishop, Assistants to the Bishop, the half time Ministry Director and synod office staff, and honoraria for the Synod Treasurer and Secretary and the remaining Ministry Directors be adopted for 2017, retroactive to January 1, 2017.

ESC 17-22 MSC that the Eastern Synod issue a Call to Special Service to Rev. Jeffrey Hosick to serve as a non-stipendiary interim minister in the Atlantic Ministry Area.

### Officers Meeting - May 24, 2017

*(E-mail vote of March 9, 2017)* MSC that the officers authorize a supplemental salary top up to Stephanie Clayton's short-term disability allowance as per ELCIC Groups Services Inc. policy.

*(E-mail vote of March 28, 2017)* MSC that Rev. Jennifer Hoover (rostered) and Julia Hilgendag (youth) be elected as replacements as Eastern Synod delegates to the 2017 ELCIC National Convention.

*(E-mail vote of April 21, 2017)* MSC that Rev. Mark Kalvaitis (rostered) be elected as a replacement as an Eastern Synod delegate to the 2017 ELCIC National Convention.

*(E-mail vote of April 28, 2017)* MSC that pursuant upon receipt and acceptance of a call, that Rev. Doreen McFarlane be approved for reception onto the roster of ordained ministers in the Evangelical Lutheran Church in Canada and that this approval remains in effect until December 31, 2018.

MSC that Section 14 in the proposed Agreement to Amend Funds Transfer Agreement with ELFEC that would provide ELFEC with fifteen days to remedy a breach be amended to thirty days.

MSC that the synod and the ELCIC apply to CRA for associated charity status, conditional on agreement by ELCIC.

MSC that the Audit results for December 31, 2016 be received, and the draft audited 2016 financial statements, subject to finalizing the Lutheran Homes: Kitchener-Waterloo 2016 financials when these become available be approved.

MSC that a call to special service be extended to Rev. Olavi Hepomaki to serve as a synodical interim minister, beginning July 1, 2017 for a term ending June 30, 2019.

### Officers Meeting - June 23, 2017

MSC that Keith Myra and Rev. Wendell Grahman be designated to hold title to the property of St. John's, Riverside Heights in trust with the synod, in order to effect the severance between the church and the cemetery properties.

MSC that the Eastern Synod receive and hold the real property in trust from St. Paul's, Guelph.

MSC that the Eastern Synod would share the proceeds from the sale of St. James, Cambridge with Lutheran Homes - Kitchener Waterloo on the understanding that LH-KW be entitled to proceeds over and above the appraised value of the property.

### Officers Meeting - July 18, 2017

*(E-mail vote of May 26, 2017)* MSC that Rev. Rasma Caune (rostered) be elected as a replacement delegate for the Eastern Synod to the 2017 ELCIC National Convention.

*(E-mail vote of May 26, 2017)* MSC that Rev. John Jacobs be granted an additional year On Leave from Call to June 30, 2018 in recognition of his appointment to interim ministry at St. Paul's, Ladysmith and Zion, Schwartz, Quebec.

*(E-mail vote of May 29, 2017)* MSC that the Officers accept the following quotes from Morneau Shepell related to the valuation of the liability associated with the synod's retiree health benefit subsidy: \$6,500 for the valuation and \$1,000 per year for annual updates for the following three years.

*(E-mail vote of May 30, 2017)* MSC that the Sick Leave - Illness and Disability Policy be amended to include the following addition:

- d) Employees who are eligible for long term disability benefits will qualify for a supplemental income benefit of 13% of their pre-disability income for the first eight weeks of their long term disability.

*(E-mail vote of June 3, 2017)* MSC that the Eastern Synod issue a Call to Special Service to Rev. Doreen McFarlane to serve as a non-stipendiary pastor at St. Paul's Evangelical Lutheran Church, Niagara Falls, Ontario.

*(E-mail vote of June 7, 2017)* MSC that the following persons be appointed to serve as trustees for St. James, Cambridge: Gail Cutting, Bob Schaubert, Louann Brethauer, The Rev. Guenter Dahle.

*(E-mail vote of June 23, 2017)* MSC that Rev. Roy Thakurdial (rostered) be elected as a replacement delegate for the Eastern Synod to the 2017 ELCIC National Convention.

*(E-mail vote of June 27, 2017)* MSC that the Eastern Synod issue a Call to Special Service to the Rev. Jeffrey Smith to serve as the appointed priest/pastor of All Saints Lutheran Anglican Church, Guelph, Ontario, effective July 1, 2017.

*(E-mail vote of July 10, 2017)* MSC that the constitutional amendments for St. James, St. Jacobs be approved:

- Article VIII, Section 4 - reducing the quorum for congregational meetings from 40 to 25;
- Article IX Section 1 - changing the council size from 9 members to a range of 6-9 members.

MSC that the Officers give their thanks and affirmation for the Bishop and his ministry.

MSC that the following rostered persons be granted On Leave from Call status, July 1, 2017 to June 30, 2018:

First Year

Rev. Debra Johnston

Rev. Rebecca Klages

Rev. Gloria Ryder

Second Year

Rev. Neil Thomsen

Third Year

Rev. Peter Kuhnert

MSC that the Eastern Synod issue a Call to Special Service to Rev. Kevin McLeod to serve as a synodical interim pastor effective July 1, 2017 until June 30, 2019.

### **Officers Meeting - October 3, 2017**

MSC that the Officers recommend to Synod Council that the Synod ask ELFEC to consider a grant of \$250,000, an equal amount from each of the Lutheran Homes fund and Canadian Mission funds to support Lutheran Homes Kitchener-Waterloo's strategic initiative for a third year.

MSC that the Officers recommend to Synod Council that the Synod ask ELFEC to consider a grant of \$125,000 and an interest free loan of \$125,000 for a ten year period to support Lutheran Homes Kitchener-Waterloo's new development initiative from the Lutheran Homes fund.

### **Synod Council Meeting - November 2-4, 2017**

MSC to move the meeting in-camera.

MSC to move the meeting out of camera.

The disciplinary process that was initiated in November 2016 has been concluded through a legal settlement.

ESC 17-23 MSC that the Nominating Committee for the 2018 Synod Assembly consist of the Ministry Area Deans, the Ministry Directors, the Bishop and Synod Secretary.

ESC 17-24 MSC that the Synod ask ELFEC to consider a grant of \$250,000, an equal amount from each of the Lutheran Homes fund and Canadian Mission funds to support Lutheran Homes Kitchener-Waterloo's strategic initiative for a third year.

ESC 17-25 MSC that the Synod ask ELFEC to consider a grant of \$125,000 and an interest free loan of \$125,000 for a ten year period to support Lutheran Homes Kitchener-Waterloo's new development initiative from the Lutheran Homes fund, contingent upon the closing of LHKW's offer to purchase the property.

ESC 17-26 MSC that the synod contribute \$750 as its 2017 donation to the Canadian Council of Christian Charities Legal Defence Trust Fund.

ESC 17-27 MSC that an additional \$35,000 from the Synod Capital Fund be authorized for high priority repairs to the synod office building.

ESC 17-28 MSC that the following Assembly Policies be revised as follows:

### ASSEMBLY EXPENSE REFUND POLICY

The following policy applies to clergy and lay Assembly delegates who register and pay fees for the Assembly, and subsequently are unable to attend the entire Assembly, **provided that notice is received at least 30 days prior to the start of the Assembly:**

1. The entire registration fee (less a \$50 ~~administration fee to cover the Bulletin of Reports~~) is refundable.

2. Any fees paid to the Synod for accommodation and meal expenses (including the anniversary dinner) are refundable, provided that the supplier does not charge the Synod for unused accommodation or meals.

~~The following policy applies to clergy and lay delegates who are able to attend only a portion of the Assembly:~~

**The Convention Manager at his/her discretion will consider requests for partial reimbursement in exceptional circumstances that require the delegate to miss the entire Assembly or a portion thereof.**

~~to be developed at a future date~~

### MISCELLANEOUS PRACTICES REGARDING ASSEMBLY FEES

~~2. The Synod will pay the registration fee and expenses for travel, meals, and accommodation, for all retired pastors on the role of Synod.~~

### APPROXIMATE COST OF FUNDING SYNODICAL COMMITTEES AND TASK FORCES

Eastern Synod Bylaws (Part III, Section 3d) require the following:

2. Travel, meal, and accommodation expenses will vary depending on the following factors:

- the size of the task force (obviously, it is considerably less expensive for a group of 3-4 people to meet than it is for a group of 9-10 people)
- the proximity of task force members to the meeting location (i.e. obviously, it is considerably less expensive if all task force members live in the same geographic location, rather than having representation from each **ministry area conference**)
- the number of meetings that will be required (Note that it may be less expensive to assign the responsibility to an existing committee, rather than creating a new task force.)

- the length of each meeting (Longer meetings may make it necessary for members to stay overnight)
- ~~the day of the week in which meetings occur (Air travel spanning a Saturday evening is considerably cheaper than weekday travel; however, pastors are rarely able to be absent from their parish on a Sunday morning).~~

~~Following are examples of costs that might be incurred for one member for one meeting (as of Jan 1/94):~~

~~Car Travel: \$0.25 per km. + parking fees (\$7.00/day?)~~

~~Air Travel: Halifax to Toronto: \$828.00 week day return~~

~~Montreal to Toronto: \$485.00 week day return~~

~~Ottawa to Toronto: \$443.00 week day return~~

~~Sudbury to Toronto: \$237.00 week day return~~

~~Ground Transportation:~~

~~(Toronto Airport to Waterloo, one way): \$41.50~~

~~Airport Parking: \$10.00/day~~

~~Travel From Home to Airport to Home: \$ 0.25/km~~

~~Meals: \$25.00/day (breakfast, lunch, dinner)~~

~~Overnight Accommodation (depends on location):~~

~~\$75.00 single per evening (Walper, Kitchener)~~

~~less expensive rates are available elsewhere, but would require~~

~~transportation to and from~~

ESC 17-29 MSC that the Group Benefits policy be approved as presented to replace the existing Group Benefits policy.

ESC 17-30 MSC that the Sabbatical policy be amended to delete the word "three" when referring to the Assistants to the Bishop.

ESC 17-31 MSC that the Honoraria policy be deleted and removed from the manual.

ESC 17-32 MSC that the following people be appointed to the Youth and Young Adult Committee for 2018: Nancy Hilborn, Katerina Kuhnert, Jonathan Hopkins, Emily Wuschnakowski, Isabel Hilgendag, and Ken Grahlman (ES Rep for PCYM).

ESC 17-33 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, 2018.

ESC 17-34 MSC that Susan Heard, Rev. Tuula Van Gaasbeek, and David Schnarr, be appointed to the WLS Board of Governors, Term 1, ending WLS Annual Meeting 2020.

ESC 17-35 MSC that the following be appointed to the Board of Directors of Lutheran Homes-Kitchener Waterloo beginning January 1, 2018: Geoff Bellew and Glenn Smith for a second three year term, and Christopher Pilliteri for a first three year term.

ESC 17-36 MSC that the following amendments be approved for the Constitution of St. Peter's, Kitchener:

Article VII

Section 6. 2) the retirement of the pastor;

Article VIII

Section 3. Notice of all congregational meetings shall be given to all members and shall be sent by hard copy or electronically ten or more days before the date of the meeting, and be sent to each member individually to his/her last address shown on the books of the corporation. A notice so delivered shall be deemed to have been given when delivered to his or her last known address or when deposited in a post office or public letter box and a transmitted or recorded communication shall be deemed to have been given when delivered to the appropriate communication company or agency or its representative for dispatch. The notice for all congregational meetings shall include the date, time, place and purpose of the meeting and shall contain sufficient information to permit the member to form a reasoned judgement on the decision to be taken. Notice of each congregational meeting must remind the member that the member has the right to vote by proxy. A pastor under call shall be notified of all regular and special meetings of the congregation.

### Article IX

Section 2. A pastor under call shall not be a member of the Congregational Board but shall be entitled to receive notice of and to attend and speak at all meetings of the Congregational Board.

A pastor under call shall be an ex officio member of all Board Committees.

ESC 17-37 MSC that the following amendments be approved for the Constitution of Trinity, Tavistock:

amendments to update to the Model Constitution 2010 (Article III d; Article IV Section 1b, Section 2a, Section 3, Section 4, Section 5; Article V Section 2; Article VI Section 6; Article VII Section 6-2; Article VIII Section 5; Article IX Section 1, Section 2, Section 5, Section 9, Section 10); and all other Model instances of "ELCIC" and grammar corrections;

ESC 17-38 MSC that the following be approved for St. James, Perth East:  
new corporate bylaw (replacing their former Constitution);

ESC 17-39 MSC that the following amendments be approved for the Constitution of New Hope, Sudbury:

Add the following to become Article III (Nature and Mission Purpose and Objectives)  
Section 1:

This congregation shall be a charitable organization according to the following objectives:

- a. To preach and advance the teachings of the faith of the Evangelical Lutheran Church in Canada and the religious tenets, doctrines, observances and culture associated with that faith;
- b. To establish, maintain and support a house of worship with services conducted in accordance with the tenets and doctrines of the faith of the Evangelical Lutheran Church in Canada;
- c. To support and maintain missions and missionaries in order to propagate the faith of the Evangelical Lutheran Church in Canada;
- d. To establish and maintain a religious school of instruction for children, youths and adults;
- e. To receive and maintain a fund or funds and to apply all or part of the principal and income therefrom, from time to time, to qualified donees as defined in the Income Tax Act (Canada); and



- f. To do all such other things as are incidental and ancillary to achieving the above.

Move Article I Section 3 to become Article III Section 2:

This congregation shall be carried out without purpose of gain for its members, and any profit and other gains to the congregation shall be used in promoting its objectives.

Make the existing Article III to become Article III Section 3:

This congregation is a worshipping, learning, witnessing and serving community of baptized persons ...

- a. Worship. This congregation, remembering God's mighty acts in the past, ...
- b. Learning. The congregation shall develop an educational program ...
- c. Witnessing. This congregation, relying on the Holy Spirit, shall proclaim ...
- d. Service. This congregation shall live by faith active in love. It shall motivate ...
- e. Support. This congregation in faithfulness to God shall provide leadership ...

Amend Article V Section 4:

Upon the dissolution of the congregation and after payment of all debts and liabilities, its remaining property shall be distributed or disposed of to the Eastern Synod, provided same is, at that time, a registered charity under the Income Tax Act (Canada).

ESC 17-40 MSC that the following amendments be approved for the Constitution of Trinity, Windsor:

Article IX

Section 1. At its annual meeting the congregation shall elect a Congregational Council consisting of 6 (six) Voting Members of the Church.

1. The election of Congregational Councilors shall take place yearly and all the Councilors then in office shall retire, but, if qualified, are eligible for re-election.
2. No Councilor shall be elected for more than six consecutive years.
3. Upon completion of the maximum permitted number of consecutive terms on the Congregational Council, a minimum of a one-year absence is required before eligibility for re-election to membership on the Congregational Council is restored.

A person may be considered for election to the Congregational Council if he or she fulfills all of the following qualifications. The Person must:

- a) Be a Voting Member in good standing;
- b) Be in full agreement with the Church Constitution;
- c) Be at least 18 years of age;
- d) Be mentally competent;
- e) Not be an undischarged bankrupt; and
- f) Not hold a paid position with the Church and not enter a contract for services with the Church

ESC 17-41 MSC that the Eastern Synod issue a Call to Special Service to Rev. Dr. Dwight Biggs to serve as Spiritual Care Leader at Royal Victoria Hospital in Barrie, Ontario.

ESC 17-42 MSC that the Eastern Synod Council recognizes the dissolution of Mount Calvary Lutheran Church, Ottawa and approves the merger of its members and assets into Martin Luther Gemeinde / German Martin Luther Church, Ottawa, effective January 1, 2018.

## Officers Meeting - January 26, 2018

*(E-mail vote of November 26, 2017)* MSC that the fee structure for Assembly 2018 be approved as presented.

*(E-mail vote of November 27, 2017)* MSC that the Bishop and Treasurer be authorized to accept the conditional offer from Jodi Dobbie, Kimberly Murphy, Ruth Knight-Bowes and Thomas C.W. Bowes for Edgewood Camp and Conference Centre.

*(E-mail vote of December 13, 2017)* MSC that the Rev. Christie Morrow be appointed to serve as the Eastern Synod Ministry Director for Youth and Young Adult Ministries effective January 1, 2018.

*(E-mail vote of December 14, 2017)* MSC that the second reading of constitutional amendments for New Hope Sudbury be approved.

*(E-mail vote of December 21, 2017)* MSC that the vacation time carryover to 2018 for unused days in 2017 for Stephanie Clayton be approved.

MSC that the job description for the Ministry Director of Property Transformation be approved.

MSC that the Officers recommend to Synod Council that Rev. Joel Crouse be appointed as Ministry Director of Property Transformation for a three year term beginning January 1, 2018, with compensation and other expenses funded through the CECF fund.

MSC that the Officers request the ELCIC NCC to explore with GSI the possibility of implementing a centralized payroll system for synods, congregations and other ELCIC-related organizations.

MSC that 100% (\$180,000) of the ELFEC General Operations Grant be allocated to fund the 2017 operating budget.

MSC that 13th month payments be made to Waterloo Lutheran Seminary (\$28,152) and Youth and Young Adult Ministries (\$7,408).

MSC that the ELFEC grant request from the Undesignated Gift/Bequest Fund be reduced from the budgeted amount of \$169,750 to \$144,750.

MSC that the following people be appointed to the Mission Committee for a one year term ending December 31, 2018: Julie Ramey and Rev. Sylvia Swiatoschik.

MSC that the Officers recommend that synod council establish the YAYA committee as a standing committee.

## Officers Meeting - March 13, 2018

*(E-mail vote of February 2, 2018)* MSC that Section II of the policy for "Nominations and Election of Eastern Synod Delegates to ELCIC National Convention" be revised as follows:



### Section II Order of Elections

1. Nominees in each delegate category shall be elected by a single ballot, based on the highest number of votes of the prescribed number of delegates needing to be elected.
2. If there is a tie vote between nominees for the last delegate position needed, a second ballot will determine the final delegate(s) needed based on the highest number of votes received.
3. Should there be insufficient nominations in any category, those vacancies shall be filled in the same manner as outlined in Section III of this policy.

(E-mail vote of February 9, 2018) MSC that the Eastern Synod's Privacy Policies be updated and revised as indicated.

(E-mail vote of February 16, 2018) MSC that the terms as outlined in the ELCIC Employment Agreement be offered to Bishop Michael Pryse and Assistants to the Bishop, Rev. Riitta Hepomaki and Rev. Douglas Reble.

MSC that offering proceeds from Assembly 2018 be split between the Waterloo Lutheran Seminary Reform Campaign and Canadian Lutheran World Relief.

### Synod Council Meeting - April 12-14, 2018

ESC 18-01 MSC that Keith Myra be nominated by Synod Council for election by Assembly 2018 as Treasurer of Synod for a six year term.

ESC 18-02 MSC that Rev. Wendell Grahman be nominated by Synod Council for election by Assembly 2018 as Secretary of Synod for a six year term.

ESC 18-03 MSC that Rev. Joel Crouse be appointed as Ministry Director of Property Transformation for a three year term beginning January 1, 2018, with compensation and other expenses funded through the Church Extension Capital Fund.

ESC 18-04 MSC that the Youth and Young Adult Ministry Committee be established as a standing committee of the Eastern Synod.

ESC 18-05 MSC that a 10% (\$40,000) share from the recent distribution from the Emily Brown Estate and a 10% (\$27,521) share from the proceeds of Rev. Chad Honneyman's Insurance policy be donated to the ELCIC according to the following: 65% to the LIFE Special Projects Reserve, 25% to the ELCIC General Endowment, and 10% of the LWF Endowment.

ESC 18-06 MSC that the *Congregational Fixed Asset Distribution Policy* be approved.

ESC 18-07 MSC that the direction of the funds from the sale of the Edgewood property be referred to the Officers to bring a recommendation back to synod council.

ESC 18-08 MSC that Amy Rebel, Jonathan Hopkins, Sydney Marshall, Ben Cameron, Isabella Poelz, and Jonah Bruce be appointed as youth delegates to the 2018 Eastern Synod Assembly.

ESC 18-09 MSC that an extra youth person be funded to attend Synod Assembly.

ESC 18-10 MSC that pursuant upon receipt and acceptance of a call, that Candidate William (Bill) Macintyre be approved for reception onto the roster of ordained ministers in the Evangelical Lutheran Church in Canada and that this approval remains in effect until December 31, 2019.

ESC 18-11 MSC that pursuant upon receipt and acceptance of a call, that Candidate Leena Jensen be approved for reception onto the roster of ordained ministers in the Evangelical Lutheran Church in Canada and that this approval remains in effect until December 31, 2019.

ESC 18-12 MSC that the Terms of Reference for the committee be updated in the Committee Policy Manual.

ESC 18-13 MSC that the Compensation Schedule for Rostered Ministers, Pastoral Supply and Interim Pastors for 2019-2021 be adopted.

ESC 18-14 MSC that the agenda for Synod Assembly 2018 be adopted.

ESC 18-15 MSC that the St. Peter's, Kitchener - CTV Television Ministry Appeal be authorized for 2019.

ESC 18-16 MSC that Ernst & Young LLP be appointed as synod auditors for 2018, the fee to be negotiated by the synod treasurer.

ESC 18-17 MSC that the synod's current investment policy be replaced with the following:  
The treasurer shall maintain a balance in the synod's bank account that is sufficient to meet projected cash flow requirements. All remaining funds shall be transferred to the Evangelical Lutheran Foundation of Eastern Canada (ELFEC) with the understanding that ELFEC will own, invest, manage/administer these funds as well as consider requests from the synod for grants from these funds as required.

ESC 18-18 MSC that the synod's miscellaneous practices regarding assembly fees be amended as follows:

1. The Synod will pay the registration fee and expenses for travel, meals, and accommodation for the lay members of Synod Council (including officers) who are not congregational delegates and for rostered ministers of Synod Council who are currently not serving under call or appointment.
2. ...

ESC 18-19 MSC that the new constitution for All Saints Lutheran Anglican Church, Guelph be approved.

ESC 18-20 MSC that the revised constitution and bylaws for St. John, Ottawa be approved.

ESC 18-21 MSC that the revised constitution and bylaws for St. Peter's, Alice be approved.

ESC 18-22 MSC that the revised constitution and bylaws for Grace, Rankin be approved.

ESC 18-23 MSC that the revised constitution and bylaws for Bethlehem, Woito be approved.

ESC 18-24 MSC that the constitutional amendment for Trinity, Walkerton of Article VIII Section 4 (congregational meeting quorum reduced from 25 to 21) be approved.

ESC 18-25 MSC that the following amendments be approved for the Constitution of St. Luke's, Kitchener:

amendments to update to the 2010 Model Constitution (Article III d; Article IV Section 1b, Section 2a, Section 3, Section 4, Section 5; Article V Section 2; Article VI Section 6; Article VII Section 6b; Article VIII Section 5; Article IX Section 1, Section 2, Section 5, Section 9, Section 10); and all other Model instances of "ELCIC" and grammar corrections.

ESC 18-26 MSC that first reading of the following amendment of the Eastern Synod Constitution Article VI Section 9 be recommended to Synod Assembly for approval:

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 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~~.

ESC 18-27 MSC that the following amendment of the Eastern Synod Bylaws Part V Section 12b be recommended to Synod Assembly for approval:

- b. The Committee on Nominations shall provide the following information for each nominee: ~~address, occupation,~~ area, church/community involvement and vision for the church.

ESC 18-28 MSC that regarding the referral of ES 16-01 to Synod Council, no further action be taken.

ESC 18-29 MSC that the policies for Sick Leave (Personal Emergency Leave), Illness and Disability and Family and Medical Leave be approved as presented to replace the existing policies.

ESC 18-30 MSC that the Vacation Policy be approved as presented to replace the existing policy.

ESC 18-31 MSC that the 2018 revised budget and budgets for 2019-2021 as presented be recommended to Assembly 2018 for approval.

ESC 18-32 MSC that the remuneration as presented for the Bishop, Assistants to the Bishop, YAYA Ministry Director, Property Transformation Ministry Director and synod office staff, and honoraria for the Synod Treasurer and Secretary and the remaining Ministry Directors be adopted for 2018, retroactive to January 1, 2018.

ESC 18-33 MSC that the following people be adopted as recipients for the Eastern Synod Leadership Awards to be presented at Assembly 2018:

- For Lay service to the wider church - Bruce Cook;
- For Clergy service to the wider church - Rev. Brian Wilker;
- For Lay service to the wider community - Sherry Coman;
- For Clergy service to the wider community - Rev. John Polacok.

ESC 18-34 MSC that synod council forward all eligible nominees of Synod Leadership Awards for Ontario Volunteer Service awards.

ESC 18-35 MSC that the Policy on Deeming a Congregation Defunct be adopted as amended.

ESC 18-36 MSC that William (Bill) Macintyre be eligible to receive a non-stipendiary call to Grace Lutheran Church, Cole Harbor, Nova Scotia.

ESC 18-37 MSC that the synod council express its thanks to the Rev. Guenter Dahle for his service as Eastern Synod Property Consultant.

### Officers Meeting - May 15, 2018

MSC that the appointments, as suggested, be made to the Assembly 2018 committees.

MSC that the 2018 Revised Budget be amended as follows:

- Mission Committee - increase "Other Sources of Funding" by \$2,500
- Youth and Young Adult Ministry Committee - transfer \$8,650 from "Funding From Other Sources" to "Level 1"
- Retreats and Conferences - transfer \$4,750 from "Funding From Other Sources" to "Level 1"

MSC that we authorize extending the lease of 177 Albert Street at the existing rental amount with Waterloo Lutheran Seminary for an additional 5 year period ending April 30, 2023.

MSC that the draft audited 2017 financial statements be adopted.

MSC that the audited 2017 financial statements be recommended for approval at synod assembly as part of the consent agenda.

MSC that the Personnel Policy amendments be adopted as presented.

MSC that ESC 18-34 be rescinded.

MSC that Bishop Pryse is authorized to effect the Memorandum of Understanding with Wilfrid Laurier University (Archives) for a term of ten years ending in 2028.

MSC that a payment of \$3,600 per year for a five year period be authorized beginning in 2019 for archival services with Wilfrid Laurier University (Archives).

MSC that the following rostered persons be granted On Leave from Call status, July 1, 2018 to June 30, 2019:

First Year

Deacon Pam Harrington

Rev. Mark Kalvaitis  
Rev. JoAnne Lam  
Rev. Christie Morrow-Wolfe  
Second Year  
Rev. Rebecca Klages  
Rev. Gloria Ryder  
Third Year  
Rev. Neil Thomsen

### Synod Council Meeting - June 20, 2018

ESC 18-38 MSC that a non-stipendiary call to special service for a two year period ending August 31, 2020 be extended to Rev. Dr. Peter Kuhnert to serve the Delton Glebe Counselling Centre.

ESC 18-39 MSC that the new Constitution and Bylaws for Trillium Lutheran Church, Waterloo be approved.

MSC 18-40 MSC that Rev. Linda Douglas be granted On Leave from Call status, July 1, 2018 to June 30, 2019, Year 1.

ESC 18-41 MSC that Rev. John Jacobs be removed from the ELCIC Roster as of July 1, 2018.

ESC 18-42 MSC that Faith Lutheran Church, Deep River merges with St. John's Lutheran Church, Petawawa, effective June 30, 2018.

ESC 18-43 MSC that St. Mark's Lutheran Church, Kitchener, and St. John's Lutheran Church, Waterloo amalgamate to become Trillium Lutheran Church; and Reformation Lutheran Church, Kitchener merges with Trillium Lutheran Church, Waterloo; effective September 1, 2018.

ESC 18-44 MSC that St. Philip's Lutheran Church, Kitchener merges with St. Luke's Lutheran Church, Kitchener, effective June 17, 2018.

ESC 18-45 MSC that the following motion be referred to the Reference and Counsel Committee for consideration by the assembly:

That the Eastern Synod Assembly, congregations and individual members: a) consider the damages created by our ever increasing plastic consumption; and b) determine how to best mitigate these damages in their own contexts.

and encourage the ELCIC to do likewise.

ESC 18-46 that pursuant upon receipt and acceptance of a call, that Candidate Jason Ashby be approved for reception onto the roster of ordained ministers in the Evangelical Lutheran Church in Canada and that this approval remains in effect until December 31, 2019

ESC 18-47 MSC that Rev. Jeff Smith be authorized to sign contracts related to Assembly 2018 on behalf of the Eastern Synod.

## Appendix B



# **STRATEGIC PLAN 2017-2021**

### Vision for Mission

God calls the whole church through the Gospel to be engaged in mission in response to the needs of others, celebrating what God has done and continues to do through us. Relying on the gifts of the Spirit, we will develop ministries that will inspire and equip us to care for others through the mission work of the synod, ministry areas, congregations, synodically recognized ministries and specialized ministries. As members of the Eastern Synod, we will help one another to embrace our vocations as ministers of the Gospel.

### Context

#### Organization Structure

The Eastern Synod is one of five synods within the Evangelical Lutheran Church in Canada (ELCIC), which is a member of the Lutheran World Federation.

The Eastern Synod is comprised of 191 congregations and 49,147 baptized members. Each congregation has its own constitution and bylaws and is governed by a Church Council.

The Eastern Synod is governed by Synod Council who are the directors of the corporation and trustees of the Synod, and are elected at Synod Assembly. Synod Council is comprised of the Officers of the Synod (Bishop, Vice-Chairperson, Secretary, Treasurer), 6 rostered and 6 lay members.

The Eastern Synod holds a biennial Synod Assembly, the delegates to which are all active rostered members of the Synod, as well as (generally) one lay delegate from each congregation, members of Synod Council, and six youth delegates.

#### Financial Structure

Financially, within the ELCIC, all expressions of the church (congregation, synods, national) are operated through one offering plate: individuals give to and through their congregations; congregations give through and to their synods; synods give to and through the National Office; the National Office gives to and through the wider expression of the church.

Since the ELCIC's formation in 1985, congregational receipts have generally kept pace with inflation. In this time period, however, the number of congregations has decreased, as have baptized membership and worship attendance. Local ministry is consuming an ever-larger share of congregational receipts, reducing the amount of money that is sent to the Synod and the National Office.



### Environmental Scan

In developing this Strategic Plan, many leaders across the Synod were consulted through interviews (one-on-one and group), an on-line survey, and in small group discussion. The topics were wide-ranging, and a combination of both qualitative and quantitative feedback was received.

### Strengths

The Synod is praised for its support of the ELCIC and the effect that this has on helping the Synod community to feel connected to the wider church. The work of Waterloo Lutheran Seminary (WLS) and the Synod's role in its achievements is also a source of pride for the synodical community.

The Synod does an excellent job of providing support for congregations, and lay and rostered leaders. Public policy, stewardship, and worship resources are particularly valued, as is the provision of workshops. Communications are an important aspect of this support.

Generally speaking, the Synod is seen to do a good job of ministry for youth and young adults.

The delegation of decision-making to the Youth and Young Adult Committee is seen as both a strong tactical approach for this ministry, and also as a means of leadership development.

The Synod is seen to have a strong working relationship with the Evangelical Lutheran Church in Jordan and the Holy Land (ELCJHL), although many are unsure why this is important to the life of the Synod.

### Weaknesses

The Synod is criticized for being reluctant to make critical decisions. This relates primarily to stopping some ministries rather than let them drain resources, both financial and human. Some in the community would like to see more support from the Synod on training and education. Some Ministry Area Teams feel that they have received excellent training, but others do not feel as positive about this. As the Synod is still "growing into" the Ministry Area structure, this is understandable at this point in time. A number of participants in the consultations felt that the Synod could do a better job in providing continuing education for both lay and rostered leaders, although history says that when this has been provided, attendance has been very poor.

While there is acknowledgement that the Synod does a good job of trying to match the right rostered leaders with the right ministries, many feel that the Synod and the community do not do a good job of identifying candidates for ministry.

Women's ministries have become an extension of the old Evangelical Lutheran Women (ELW) which was discontinued several years ago. The impetus to keep these going is seen as being locally driven, rather than supported by the Synod.

As mentioned above, most of the work within youth and young adult ministry is well-regarded. There is, however, concern that not all three camps are viable going forward. There is also some criticism of campus ministry, although those directly involved acknowledge that it is very vibrant ministry, but not done in the same way that some remember from past decades.



Many do not understand why the Synod has a Global Mission Companion relationship with the Evangelical Lutheran Church in Guyana (ELCG). And most do not value work that is done in the areas of witness and evangelism.

### Opportunities

While the relationship between the Synod and Waterloo Lutheran Seminary is widely valued, financial support from the Synod has been committed one year at a time. WLS would be in a better position for its own decision-making if a longer term agreement was developed with a clear funding plan.

It is well-recognized that not all existing congregations are going to continue to be viable going forward. There are opportunities for the Synod to provide assistance with the process by providing resources in the form of palliative care, and assistance with disposition of real estate and other assets.

As Ministry Areas are a relatively new means of doing ministry in the Synod, there is seen to be an opportunity to build further momentum in the places where they are doing well, and to assist those that are struggling to determine how they can or cannot be more effective in their contexts.

The demographic reality of the Synod is that new churches are not being formed. There are opportunities for the Synod to look at new forms of ministry, expanding on the model of thirdspace\_, and developing other synodically recognized ministries. This is particularly important for members of the community (primarily young members) who want a deeper, more meaningful experience of church than they feel in most congregations.

### Threats

The primary threat for the Synod is that there are insufficient funds to continue to financially support all of the existing programs. Difficult decisions must be made in order to safeguard the assets of the Synod for whatever the future church will be. At the same time, there is a risk of disengagement of members, particularly younger members, who don't want to continue to "do church" in the same way that it has been done.

There is a significant risk of a drain on resources if assets are mismanaged in closing congregations. There are opportunity costs associated with assets being undervalued, underutilized, or used inappropriately.

### Strategic Goals

Relying on the gifts of the Spirit, we will develop ministries that will inspire and equip us to care for others through the mission work of the Synod, ministry areas, congregations, synodically recognized ministries and specialized ministries.

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

Note: All references to “congregations” should be considered to mean congregations, specialized ministries, and synodically recognized ministries.

### Goal 1: Provide Vision, Leadership, and Support to the Synod Community

This goal involves setting the direction for the synod and its congregations, as well as support for congregations.

#### Strategies:

1. Interpret and express the ELCIC vision within the territory of the Eastern Synod.
2. Provide support for congregations
  - a. Physical presence with congregations.
  - b. Facilitate the call process.
  - c. Develop and offer training for congregational leadership through retreats, conferences and workshops.
  - d. Initiate and support new forms of Ministry, including but not limited to synodically recognized ministries.
  - e. Provide financial support for congregational ministries that qualify for available funding.
  - f. Proactively encourage congregations who are at a crossroads to intentionally consider all options, ask the hard questions, and act decisively when determining future direction.
  - g. Provide financial and other support for Ministry Area Deans.
  - h. Provide resources to assist in ministries such as worship, youth, generous giving, and women's ministries.
3. Provide synodical leadership and resources in support of social justice initiatives.

### Goal 2: Develop Capable Leaders

This goal encompasses training for rostered and lay members, the relationship with Waterloo Lutheran Seminary, and identification and support of candidates for ordained and diaconal ministry.

#### Strategies:

1. Identify, recruit and train candidates for rostered leadership.
2. Provide for the theological formation of lay and ordained leaders at Waterloo Lutheran Seminary.
3. Provide support for lay and rostered leaders.
  - a. Develop and deliver training at retreats, conferences and workshops.
  - b. Provide pastoral leadership, care, and counsel.
4. Support the work of Ministry Areas to broaden the effectiveness of ministry at the local level.
  - a. Provide ongoing training for Ministry Area Leadership Teams.

### Goal 3: Connect the Synod Community with the Wider Church through Effective Partnerships

This strategic goal encompasses the partnership with the ELCIC, Global Mission Companion Programs, CLWR, ecumenical and faith-based partnerships.

#### Strategies:

1. Support the work of the ELCIC.
  - a. Provide financial support to the ELCIC.
  - b. Promote ELCIC Reformation Challenge.
  - c. Elect candidates for the National Conventions and pay their registration fees.
  - d. Provide names of Synod members to nominating committees for election to ELCIC bodies such as National Church Council, Group Services Inc., Program Committees, etc.
  - e. Nominate members for appropriate ELCIC task forces and ad hoc working groups.
2. Strengthen the importance of Global Mission Companions to the work of the Synod.
3. Work through and with partners to promote social justice in Canada and the world.
4. Maintain and nurture ecumenical and faith community partnerships to broaden the effectiveness of the work within the Synod community.
  - a. Work closely with the ELCIC's full communion partner, The Anglican Church of Canada and its dioceses within the synod to share ministries, leadership and resources.
  - b. Work with other ecumenical partners and faith communities to further our understanding of each other and to work together as appropriate to further God's work.

### Goal 4: Live as a Healthy Synod

This goal is aimed at ensuring a spiritually and organizationally healthy structure that encompasses effective communications, good governance practices, sound financial stewardship and strong, mutually accountable relationships.

#### Strategies:

1. Model good governance and spiritual maturity in the Synod's legislative processes and actions.
2. Effectively communicate the accomplishments, opportunities, and challenges of the Synodical community.
3. Encourage generous financial support for the Synod, ELCIC and wider Church amongst individuals and congregations.
  - a. Develop and implement materials, workshops, events and programs for Resource Development throughout the Synod.
  - b. Encourage lay and rostered leaders to develop a culture of generosity within their contexts.
4. Ensure responsible management of real estate assets across the Synod.
  - a. Establish a policy for disposition of assets when congregations disband.
5. Honour the Synod's commitments as articulated within the Covenant Concerning the Life and Ministry of the Eastern Synod and encourage all congregations to do likewise.
6. Appreciate and nurture the Synod's rostered leaders through the provision of fair compensation, effective pastoral care, counsel, and opportunities for leadership development.
7. Appreciate the abundance of financial gifts and assets that have been entrusted to the Synod and explore all available means to use them most effectively.
8. Ensure the Strategic Plan is a living document.

### Appendix A

#### Covenant Concerning the Life and Ministry of the Eastern Synod, ELCIC

***The days are surely coming, says the LORD, when I will make a new covenant with the house of Israel and the house of Judah. Jeremiah 31:31***

***Our competence is from God, who has made us competent to be ministers of a new covenant, not of letter but of spirit; for the letter kills, but the Spirit gives life. 2 Corinthians 3: 5-6***

#### Preamble

The Evangelical Lutheran Church in Canada, its synods and congregations have been engaged since 2011 in a process of structural renewal. During this same period our National Bishop, Susan Johnson, has called on members of our church to engage in a process of personal spiritual renewal.

This historic moment of regeneration in the life of our church provides a timely opportunity to renew the promises made when congregations first came together, more than 150 years ago, to create our synod.

The Synod and its congregations are committed to ministry together for the sake of God's mission in the world. Our common purpose is the work that marks us as "a church in mission for others" – namely the things we do together that we could not do on our own.

Our covenant with each other is grounded in a promise that we all make to God and to the world. We commit ourselves to be a biblical, confessional, gospel-centred church which is open and welcoming to all people, and participates respectfully and constructively in the lives of the communities of which we are a part. This document makes clear the cooperative basis of our relationship. It affirms that we are a covenant people.

In this covenant, we acknowledge and affirm our determination to remain accountable to one another in the ways stated, and to call each other to account when the reality does not live up to the promise. We declare our commitment, with God's help, to live in a renewed relationship with each other. Our covenant is not of letter, but of life-giving spirit.

***As the Bishop and Synod Council of the Eastern Synod, ELCIC, we promise that we will do the following.***

With respect to **Communication with congregations**, we will:

1. Be honest about the condition and circumstances of the church in all of our dealings;
2. Listen respectfully to what congregations are saying;
3. Consult with congregational leaders, as appropriate, on matters that affect synodical or congregational life;
4. Keep congregations informed of news and developments that are relevant to them;
5. Communicate synodical initiatives to congregations, and explain how they can help;
6. Provide timely responses to requests for information from congregations;
7. Be transparent in financial reporting to congregations and members;
8. Use methods and technologies that are both efficient and effective.

With respect to **Mission and ministry**, we will:

1. Provide public leadership in society and in situations which are beyond the capacity of congregations to address at a local or area level;
2. Sustain the theological integrity of the church in a challenging and creative way.
3. Provide leadership, support and direction to congregations, ministries and rostered ministers when expressions of the church are developing, declining, restructuring or dying;
  - o Provide training and support for lay leaders;
  - o Inspire, equip and assist congregations to engage in ministry beyond their local community.
4. Ensure that our programs address current issues and remain relevant to current conditions in our mission context;
5. Provide education and support to ministry candidates and continuing education to rostered ministers;
6. Act within approved budgets to provide staff, programs and resources for identified priorities.

With respect to **Ministry vacancies**, we will:

1. Be honest and fair in assessing the needs of congregations and the capabilities of rostered ministers;
2. Recommend interim pastors and assist congregations in finding an appropriate rostered minister when a vacancy occurs.



***As a congregation of the Eastern Synod, ELCIC, we promise that we will do the following.***

With respect to **Communication with the Synod**, we will:

1. Keep the bishop and synod staff informed of all relevant developments in the congregation;
2. Be honest about our condition and circumstances;
3. Remain respectful in relationship, even when we disagree;
4. Respond to requests for information and reports in a timely, accurate and reliable manner;
5. Meet deadlines for remittances and registrations;
6. Strive to use available methods and technologies that are both efficient and effective.

With respect to **Communication with our members**, we will:

1. Educate and inform our members about the Synod and all expressions of the wider church;
2. Share specific information with our members when requested to do so;
3. Forward requests for information to the appropriate individual or group so they can respond on our behalf;

With respect to **Direction and leadership of the Synod**, we will:

1. Participate in programs offered by the Synod that benefit congregational ministry;
2. Participate in collective, collaborative ministry that involves the wider faith community, and offer leadership when appropriate.
3. Listen to and act on direction from the Synod, particularly in times of financial difficulty, membership decline, leadership vacancy, or congregational conflict;

With respect to **Synodical governance**, we will:

1. Send delegates to Synod Assembly and pay the congregation's share of their expenses;
2. Ensure that delegates have opportunities to discuss agenda issues with the congregation both before and after Assembly;
3. Empower delegates to participate in Assembly debates and, after consideration of all points of view, vote as their conscience dictates;
4. Be governed by the decisions made at Synod Assemblies on matters affecting congregational life.

With respect to **Financial support of the Synod**, we will:

1. Provide funding for the administrative structures and common ministry programs of the wider church;
2. Ensure that our financial support is both generous and proportional to our capacity to give;
3. Remit payments on a regular and timely basis;
4. Increase our giving proportionately when increases to the synodical budget are approved by the Synod in Assembly.

## Appendix C



### Policy for Disbursement of Congregational Assets

The Eastern Synod of the Evangelical Lutheran Church in Canada (the “Eastern Synod”) Constitution provides that those congregations that are viable and sustainable have the authority to control their own income, expenses and assets. This assumes, of course, that these congregations satisfy applicable regulations and legal requirements (e.g. CRA<sup>1</sup>, trust law<sup>2</sup>, etc.) as well as other congregational and synodical constitutional and policy requirements.

Questions frequently arise about the disbursement of any remaining assets, including land and buildings, when a congregation is no longer viable and approaching (or has reached) the end of its life. At times these assets can be quite significant in size. In response, the Eastern Synod enacts this policy to address those questions and to provide direction to congregations within the Eastern Synod.

#### Congregations That Have Disbanded

Assuming that Article 5, Section 4 from the model constitution is included in the congregation’s constitution, in the case of a congregation that has disbanded, the congregation has determined that all assets vest with the Eastern Synod:

*Model Congregational Constitution (Article 5, Section 4): Should this congregation disband, all property not disposed of, real, personal and mixed, shall vest in the synod of which it is a part, its successor or assigns.*

#### Congregations That Have Been Deemed Defunct

Assuming that Article 5, Section 5 from the model constitution is included in the congregation’s constitution, in the case of a congregation that has been deemed defunct, the congregation has determined that it is about to, or has, disbanded, and it follows that all assets vest with the Eastern Synod:

*Model Congregational Constitution (Article 5, Section 5): Should this congregation cease to exist or should its membership so diminish in numbers as to render it impossible or impractical for the congregation to function according to its constitution and bylaws, the synod shall after consultation with any remaining members deem the congregation to be*

<sup>1</sup> CRA regulations stipulate that registered charities are restricted to transferring property only to eligible donees or qualified donees (depending on the point of transfer), both of which includes other registered charities.

<sup>2</sup> In some circumstances, trust law requires that the intentions of the original donor be honoured.

*defunct. The 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 in behalf of this synod.*

This Eastern Synod policy, *Policy for Disbursement of Congregational Assets*, applies to those congregations that are nearing the end of their lives but have not yet disbanded or been declared or deemed defunct. As this is a difficult time in the life of such congregations, it is often challenging for the relatively few members still remaining to make decisions that allocate any remaining assets according to sound stewardship principles and in accordance with regulations and legal requirements. In these situations it is important that any decisions concerning remaining assets be given ample consideration so that these congregational legacies are best used to carry out the mission of Christ's Church into the future.

### **Principles**

1. From a theological perspective, the national church, the Eastern Synod and its congregations carry out ministry in partnership as one.
2. The Eastern Synod will provide guidance and exercise its influence to ensure that the decisions that are made regarding the disbursement of congregational assets follow the constitution, bylaws and enactments of the Evangelical Lutheran Church in Canada ("ELCIC"), the Eastern Synod and the congregation, as well as legal and regulatory requirements, intentions of original donors and sound stewardship of these assets for strengthening the mission of Christ's Church.

### **Congregational Requirement to Provide Notice**

This policy requires that a congregation experiencing one or more of the following conditions shall notify the Bishop if it:

- a) Is considering disbanding or formally winding up its operations
- b) Finds itself in diminished numbers (active members and/or finances) such that its continued operations have become impractical or unduly burdensome
- c) Has been unable to:
  - a. Hold regular congregational council or board meetings
  - b. Hold an Annual General Meeting, or elect the required number of council members/directors
  - c. Meet corporate or income tax filing or other legal obligations

- d) Is considering disposing of 25% or more of its assets, including real property
- e) Is considering transferring assets outside of the ordinary course of business, other than by way of transfer to the Eastern Synod

### **Congregations That Are Planning to Disband**

In the case of a congregation that is planning or has formally decided to disband or dissolve, the congregation shall notify the Eastern Synod and the assets of the congregation remaining after the liquidation of property and payment of liabilities (the “Net Assets”) shall be transferred by the congregation to the Eastern Synod in accordance with the applicable law and regulations, thus creating a legacy that enables seeds that were sown in a local setting over many years to be spread, continue to grow and bear fruit in the form of synodical and national ministries.

For legal and regulatory reasons, to ease the transfer of the Net Assets and to reduce expenses to the congregation, it is preferred that the transfer of the Net Assets to the Eastern Synod shall take place prior to the formal disbandment or dissolution of the congregation. However, the transfer of the Net Assets to the Eastern Synod may also take place at the time of, or after, disbandment or dissolution. The Eastern Synod will provide guidance concerning any legal or accounting advice that may be required.

This policy includes options available to a congregation to bestow a portion of this legacy to other ministries of the Eastern Synod/ELCIC or in the local community, as provided below:

**Where the Net Assets exceed \$100,000.00, and subject to the applicable tax and other laws and regulations, the Net Assets shall be distributed as follows:**

1. Although not obligated to do so, the congregation may transfer up to 10% (to a maximum of \$50,000) of congregational Net Assets remaining at closure to:
  - a. One or more congregations or other ministries of the Eastern Synod or ELCIC; or,
  - b. One or more local registered charities,as determined by a two-thirds majority of the then remaining members of the congregation in a vote taken at a meeting to be called for that purpose (which must be before or a part of the decision to disband, but may be decided at the same meeting), provided that the general intentions of the original donors are respected.
2. Although not obligated to do so, the congregation may transfer up to 40% (to a maximum of \$500,000) of congregational Net Assets remaining at closure to the Evangelical Lutheran Foundation of Eastern Canada (ELFEC), (the “ELFEC Transfer”). ELFEC shall maintain a separate fund for the ELFEC Transfer for a five year period during

which time ELFEC shall invest the principal and make the investment income available for disbursement to:

- a. One or more ministries of the Eastern Synod or ELCIC; or,
- b. One or more local registered charities.

This decision shall be determined by a two-thirds majority of the then remaining members of the congregation in a vote taken at a meeting to be called for that purpose (which must be before or a part of the decision to disband, but may be decided at the same meeting).

The congregation may appoint a local mission committee consisting of at least three and no more than five of the members of the congregation following the decision to disband who shall be elected by the then remaining members of the congregation at a meeting to be called for that purpose (which must be before or a part of the decision to disband, but may be decided at the same meeting) and shall serve for a period of five years. This committee shall be responsible for recommending recipients of grants to congregations, other ministries of the Eastern Synod or ELCIC or local ministries to the Eastern Synod's Mission Committee and respecting the general intentions of the original donors to the (by then disbanded) congregation. The Eastern Synod's Mission Committee shall be responsible for approving these recommendations and requesting ELFEC to make these grants after confirming that they comply with applicable regulatory, legal and policy requirements.

The ELFEC Transfer shall be transferred to the Eastern Synod for general use in accordance with its constitution, bylaws and enactments:

- a. If membership of the local mission committee decreases to less than three of the original members; or,
- b. At the end of the five year period.

Normally the Eastern Synod will allocate these funds to the principal of the Remembering for the Future Fund, the income of which is used to support the Eastern Synod's operating budget that funds its ongoing ministries.

3. All other congregational Net Assets remaining at closure shall be transferred to the Eastern Synod for general use in accordance with its constitution, bylaws and enactments. Normally the Eastern Synod will allocate these funds to the principal of the Remembering for the Future Fund, the income of which is used to support the synod's operating budget that funds its ongoing ministries.

**Where the Net Assets do not exceed \$100,000.00, and subject to the applicable tax and laws and regulations, the Net Assets shall be distributed as follows:**

1. The congregational Net Assets remaining before or at closure shall be transferred to the Eastern Synod for general use in accordance with its constitution, bylaws and enactments. Normally the Eastern Synod will allocate these funds to the principal of the Remembering for the Future Fund, the income of which is used to support the synod's operating budget that funds its ongoing ministries.

### **Congregations That Amalgamate, Merge or Consolidate<sup>3</sup>**

For congregations that amalgamate, merge or consolidate with another Lutheran congregation, all assets belong to the amalgamated/merged/consolidated congregation.

### **Special Situations**

1. Special considerations may be applied in the case of congregations that that received a significant amount of funding from the Eastern Synod or national church in previous years (e.g. Canada Mission grants).
2. Special considerations may be required in the case of a specific purpose charitable trust fund or endowment fund is held by the congregation in order to ensure that trust or endowment requirements are satisfied.

### **Considerations**

Congregations are encouraged to consider the following questions when determining which ministries to support (refer to items #1 and #2 in the section "Congregations That Are Planning to Disband" above:

- Has the congregation supported this cause during its existence?
- Would such a grant align with the mission of the congregation?
- What impact would such a grant have on the receiving organization?
- Are there existing Lutheran charities that do similar work? (e.g. CLWR)

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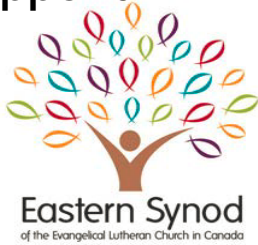
<sup>3</sup> CRA defines these terms as follows on its website:

- Amalgamation - When charities amalgamate, they bring their memberships, assets, and liabilities into the entity that emerges. The original charities do not cease to exist or dissolve.
- Merger - In a merger, one or more entities wind up their affairs and transfer their assets to another registered charity.
- Consolidation - In a consolidation, all the original bodies dissolve and transfer their assets to a new entity. All the original bodies that wind up undergo a voluntary revocation of their registration.

- Would the relationship with the proposed recipient charity work in a reciprocal way? (i.e. if it was the recipient charity that was closing (and not the congregation), might it consider including the congregation as part of its legacy?)

*Adopted:* Eastern Synod Council – April 2017

## Appendix D



### Congregational Fixed Asset Distribution Policy

#### Scope

This policy pertains to the distribution of a congregation's fixed assets. These assets include, but are not limited to, items such as the following: altarware, sanctuary and other building furnishings, tangible memorial gifts, etc.

Cash (including cash from the operating fund, memorial funds, other designated funds, etc.) and property/building assets are covered by the provisions of the *Policy for Disbursement of Congregational Assets*. As such they are excluded from the scope of this policy.

The terms of this policy apply whenever a congregation decides that it no longer requires one or more of its fixed assets. This may occur when a congregation dissolves or at any other time.

#### Policy Provisions

The following provisions satisfy CRA and other applicable legislation and regulations.

Fixed assets (tangible items) that are no longer required shall be distributed using methods in the following order, with each one to be tried before proceeding to the next:

1. First, the item shall be offered for sale or as an in-kind gift to another interested congregation (ELCIC or other denomination). In the case of interest being expressed by more than one congregation, the wishes of the church council (or if the council so chooses, the original donor(s)) may be taken into consideration.
2. Next, the item shall be offered for sale or as an in-kind gift to any other interested Canadian Registered Charity. In the case of interest being expressed by more than one Registered Charity, the wishes of the church council (or if the council so chooses, the original donor(s)) may be taken into consideration.
3. Next, the item shall be offered to the original donor (or surviving family members) to purchase from the congregation at its established fair market value.
4. Next, the item shall be offered to other members of the congregation to purchase from the congregation at its established fair market value.
5. Next, the item may be offered for sale to the public at whatever value is able to be realized.



6. Next, the item may be offered to the donor (or surviving family members) to remove it from congregational property, at no cost to the congregation.
7. Next, the item may be offered to other members of the congregation to remove it from congregational property, at no cost to the congregation.
8. Finally, failing all else, the items shall be managed and disposed of in a responsible and respectful manner.

*Adopted: Eastern Synod Council - April 2018*

## Appendix E



**Eastern Synod**  
of the Evangelical Lutheran Church in Canada

### **COMMITTEE POLICY MANUAL**

**April 2018**



## **EASTERN SYNOD COMMITTEE POLICY MANUAL**

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### **CANDIDACY COMMITTEE**

#### **TERMS OF REFERENCE**

This committee shall:

- a. Seek out, enlist and offer guidance and financial aid to prospective candidates for professional leadership in the church.
  - b. Make decisions regarding the registration, endorsement and approval of candidates for ordination or consecration.
- 
- This committee shall consist of ten (10) members, appointed by Synod Council.
  - The term of an appointment is 3 years, renewable twice.
  - The chairperson and secretary shall be appointed annually by the committee.
  - The majority of the membership shall constitute a quorum.
  - The committee shall report to Synod Council regularly.



## **EASTERN SYNOD COMMITTEE POLICY MANUAL**

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### **EXAMINING COMMITTEE**

#### **TERMS OF REFERENCE**

This committee shall:

- a. 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.
  - b. Work in close co-operation with the Candidacy Committee.
- This committee shall consist of six (6) members, appointed by Synod Council. This shall include the bishop, one seminary professor, two (2) lay persons and two (2) rostered persons.
  - The term of an appointment is 3 years, renewable twice.
  - The chairperson and secretary shall be appointed annually by the committee.
  - The majority of the membership shall constitute a quorum.
  - The committee shall report to Synod Council regularly.



## **EASTERN SYNOD COMMITTEE POLICY MANUAL**

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### **MISSION COMMITTEE**

#### **TERMS OF REFERENCE**

This committee shall:

- a) Support congregations in the development of a missionary spirit within the Eastern Synod.
  - i. Seek new fields for mission and development;
  - ii. Select future church sites;
  - iii. Assist congregations in the selection and purchase of parsonages and church sites;
  - iv. Annually review and recommend program proposals of ministry support congregations;
  - v. Provide assistance to loan-support congregations;
  - vi. Review and recommend grants and/or loans to congregations in need of special assistance;
  - vii. Develop strategies for mission ministry in new developing communities, isolated communities, urban (inner-city) communities, town and country communities, and special interest communities.
- b) Be responsible for the distribution of Global Hunger and Development Appeal domestic grants.
- c) Serve as a liaison to this church regarding domestic and world mission.
- d) Be responsible for liaison with companion synods.

- This committee shall consist of eight (8) members, appointed by Synod Council.
- The term of an appointment is 3 years, renewable twice.
- The chairperson and secretary shall be appointed annually by the committee.
- The majority of the membership shall constitute a quorum.
- The committee shall report to Synod Council regularly.



### **EASTERN SYNOD COMMITTEE POLICY MANUAL**

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#### **PROFESSIONAL LEADERSHIP COMMITTEE**

##### **TERMS OF REFERENCE**

This committee shall:

- a. Prepare guidelines for the compensation of professional leaders.
  - b. Research, recommend and encourage continuing education opportunities for professional leaders in consultation with the seminary.
  - c. Advise on matters related to the financial, vocational and physical needs of professional leaders.
  - d. Be responsible for the synodical support of institutional chaplaincies.
- 
- This committee shall consist of three (3) members, appointed by Synod Council.
  - The term of an appointment is 3 years, renewable twice.
  - The chairperson and secretary shall be appointed annually by the committee.
  - The majority of the membership shall constitute a quorum.
  - The committee shall report to Synod Council regularly.



## **EASTERN SYNOD COMMITTEE POLICY MANUAL**

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### **YOUTH AND YOUNG ADULT MINISTRIES COMMITTEE**

#### **TERMS OF REFERENCE**

This committee shall:

- a. Provide guidance and direction for youth ministry in the Eastern Synod.
  - b. Review and approve applications for disbursements of initiatives related to youth ministry, outdoor ministry, and campus ministry.
- 
- This committee shall consist of at least five (5) members, appointed by Synod Council. This shall include the Eastern Synod PCYM appointee, and a Synod Council member.
  - The Director of Youth and Young Adult Ministries and the Synod Council member must be included in all disbursement approvals.
  - The term of an appointment is one (1) year, with a maximum of five (5) terms.
  - A chairperson and secretary may be elected by the committee.
  - The majority of the membership shall constitute a quorum.
  - The committee shall report to Synod Council regularly.

## Appendix F



### Compensation Schedule for Rostered Ministers, Pastoral Supply, and Interim Pastors 2019-2021

The terms of the employment relationships between rostered ministers and their employers shall be detailed using an ELCIC Employment Agreement.

<http://www.elcic.ca/Leadership/EmploymentAgreementsandLettersofCall.cfm>

Compensation for rostered employees has several components which are described in this document. The following information outlines the expectations of the ELCIC for compensation in each of those areas and provides guidance for the committee or council.

#### PART 1 Salary and Housing

##### Schedule for Rostered Ministers

###### *Minimum base salary*

When computing a rostered minister's salary, the mutual ministry committee or congregational council begins by reviewing the minimum salary schedule as set by the Eastern Synod of the Evangelical Lutheran Church in Canada. Note that time periods spent officially On Leave from Call will not count towards calculation of years after ordination/consecration. Rostered Ministers' Minimum Base Salary for 2020 and 2021 will be determined by the Eastern Synod Council based on the recommendation of the Professional Leadership Committee.

Rostered Ministers' Minimum Base Salary Schedule				
Years Ordained/Consecrated	Year 2018	Year 2019 (includes COLA <sup>1</sup> )	Year 2020	Year 2021
Newly Ordained/Consecrated	38,730	39,466		
1st year after ordination/consecration <sup>2</sup>	39,414	40,163		
2nd year after ordination/consecration	40,098	40,860		
3rd year after ordination/consecration	40,782	41,557		
4th year after ordination/consecration	41,466	42,254		
5th year after ordination/consecration	42,150	42,951		

<sup>1</sup> COLA for 2019 is set at 1.9%.

<sup>2</sup> "1st year after ordination/consecration" is defined as the first new calendar year following ordination/consecration and that subsequent years of ordination/consecration are also defined on a calendar year basis.



Years Ordained/Consecrated	Year 2018	Year 2019 (includes COLA <sup>3</sup> )	Year 2020	Year 2021
6th year after ordination/consecration	42,840	43,654		
7th year after ordination/consecration	43,516	44,343		
8th year after ordination/consecration	44,202	45,042		
9th year after ordination/consecration	44,886	45,739		
10th year after ordination/consecration	45,569	46,435		
11th year after ordination/consecration	46,255	47,134		
12th year after ordination/consecration	46,939	47,831		
13th year after ordination/consecration	47,622	48,527		
14th year after ordination/ consecration	48,305	49,223		
15th and all subsequent years after ordination/consecration	48,990	49,921		

Rostered Ministers receiving more than the minimum should receive an increase at least equal to the COLA.

## ***Salary beyond base***

An amount in addition to the base salary figure should be considered to affirm the rostered minister's ministry. Other factors to take into account include additional theological education, or other relevant experience, skills or responsibilities.

To determine the appropriate amount of additional salary, it would be beneficial to dialogue in a small group represented by a cross-section of people in the congregation committed to mutual ministry.

It is recommended that each congregation have a mutual ministry committee. Resources for this committee are available from the Synod Office.

The final salary, including the base plus additional amounts, should be approved by the congregational council.

## ***Prorated expenses***

Salary and certain benefits are prorated to a rostered minister's call with a given congregation. Please check with GSI regarding enrollment and remittance requirements under the pension and benefits plan it sponsors. Should the rostered minister accept a call to another congregation, the calling congregation will reimburse any expenses paid on a prorated basis to the congregation which the rostered minister formerly served.

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<sup>3</sup> COLA for 2019 is set at 1.9%.

### ***Housing***

Adequate housing is provided as part of the compensation package either in the form of congregation-owned housing (parsonage) or a housing allowance. Synod policy states that this housing allowance should be equal to the costs of renting accommodations similar to a parsonage, including utilities, in that area.

“The costs of renting accommodations similar” can best be determined through consultation with a local real estate agent.

“Utilities” is considered to include heat, electricity, water and sewage, and basic phone and internet service.

Housing allowance is prorated for those serving less than full time, but not less than 65%. However, when a rostered minister is called to more than one congregation, the housing allowance is apportioned between the congregations.

When the congregation provides a housing allowance, the actual amount the rostered minister may claim as a Clergy Residence Deduction is determined by Canada Revenue Agency (CRA). To request an exemption from withholding income tax deductions on the amount eligible for the Clergy Residence Deduction, the rostered minister must submit a Letter of Authority to CRA in September of the previous year, using the calculation from form T1223E part C, to determine the exempt amount for the following year. CRA will confirm with the employing congregation via a Reduction of Income Tax Deduction at Source letter.

Each congregation is encouraged to offer the housing allowance in lieu of congregation-owned housing. Congregations where the rostered minister has served for ten or more years and still lives in congregation-owned housing should consider re-evaluating their present housing arrangements.

Congregations should pay housing allowance to rostered ministers residing in a congregation-owned home and charge rent, in order for the salary to be fully insured under Group Benefits Plan sponsored by GSI.

An equity allowance shall be provided if the rostered minister lives in a congregation-owned house, including a congregation-owned house rented by the rostered minister. Each year the congregation should provide a determined amount, which is not below \$1,843<sup>4</sup> as a housing equity allowance.

### ***Other Expenses***

Congregations or employing agencies will cover the expenses for rostered ministers to attend synod conventions.

### ***Moving expenses***

When an official call is extended to a rostered minister, the rostered minister and congregation negotiate what professional moving service will be used. The moving contract should include minimum safeguards for the rostered minister’s furniture and personal belongings against loss or damage.

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<sup>4</sup> The housing equity figure has been updated to take into account a COLA of 1.9%.

### **Schedule for Permanent Part-Time Rostered Ministers**

Congregations which are employing rostered ministers on a permanent part-time basis are required to negotiate a compensation package which clearly includes consideration of those elements (Salary and Housing, Professional Expenses, Pension, Eligible Benefits, and Other Expenses) which are considered in a full time call.

### **Schedule for Interim Rostered Ministers**

Congregations which are employing rostered ministers on a full-time, interim basis will provide remuneration (salary, housing, and eligible benefits) as per the Schedule for Rostered Ministers.

Congregations which are employing rostered ministers on a part-time, interim basis will provide remuneration on the following terms:

- 1) Sunday Supply will be according to the Schedule for Pastoral Supply.
- 2) The hourly rate will be \$40.00 /hr, beginning the time that the rostered minister leaves his/her home. (This does not apply to Sunday supply, ref. no 1.)
- 3) Source deductions (income tax, CPP, and EI) and applicable deductions for plans sponsored by GSI must be made and a T4 issued.
- 4) Interim Rostered Ministers serving less than 12 months should receive vacation pay (4% on all earnings) or negotiated vacation time.
- 5) Those serving on a long-term (12 months or more) part-time interim basis will receive continuing education and book allowances and a pro-rated paid vacation (based on an average of the previous 12 months' earnings) according to [harmonized compensation guidelines](#).
- 6) For travel expenses, refer to [harmonized compensation guidelines](#).

### **Schedule for Pastoral Supply**

One service: \$200 plus mileage plus other remittances (ELCIC pension, EI), if applicable\*.  
Two services in the same congregation/parish: \$300 plus mileage plus other remittances (ELCIC pension, EI), if applicable\*.

For travel expenses, refer to [harmonized compensation guidelines](#).

\*Check with GSI to determine if the supply rostered minister is a member of the GSI Pension Plan.

In addition to any required GSI pension remittances, source deductions for the employee and employer portions of Employment Insurance are applicable. A T4 must be issued at the end of the year.

### **Worker's Compensation**

Worker's compensation is not generally mandatory for congregations. However, if a congregation chooses to take out this coverage, it cannot be done selectively (i.e. either all employees are covered, or no employees are covered).

## **PART 2**

### **Harmonized Compensation Guidelines**

The 2017 [harmonized compensation guidelines](#) were approved at National Church Council on September 9, 2016. The harmonized sections of the compensation guideline include: vacation, leave of absence, ELCIC Pension, Group Benefits and Continuing Education Plans as well as book and travel allowance/reimbursement. It also includes the sick policy and parental leave policy.

Please note that it is not the intention to diminish any employee's current entitlements due to the harmonization process. Transitional considerations need to be given on a case by case basis.

Pensions and benefits for Anglican clergy serving in Lutheran congregations are as determined by the diocese to which they are rostered.

## Appendix G



### Deeming a Congregation Defunct Policy and Procedures

#### I. Preamble

“ ... We give thanks for the ministry that has happened in this congregation, and for the people who have been fed and nurtured in the Christian faith here. Even as we mark the end of an era in one place, we acknowledge how we are all participants in God’s mission that continues beyond this day and these walls.” (Occasional Services For The Assembly, Augsburg Fortress, 2009)

So says the Prayer of the Day that begins the liturgy which is used when a congregation closes its doors. These words are heard with a mixture of emotions in varying degrees: grief and nostalgia for what has gone on before, as well as anxiety and hopefulness about the future.

The reality is we live in a time of economic and demographic changes that has some of our congregations at a crossroad. Should a congregation continue to exist when its only concern is keeping the door open as opposed to being the vibrant faith community that congregational members need, one that cares for them, challenges them, disciples them – all for the purpose of sending them out to the community in mission?

Is it best to keep a congregation going, at any cost? No, this is neither a healthy or correct Christian theological approach. Death is never the last word. Sometimes the best decision that can be made is for a church to close, to close with dignity. Always being mindful of the words of Jesus, “Unless a grain of wheat falls into the earth and dies it remains just a single grain, but if it dies it bears much fruit.” (John 12:24)

The policy that is outlined in this document is guided by the belief that God’s ever- present blessing gives us the confidence to close the doors of a church knowing that faith, life, and salvation are not bound to one place, however sacred in our memory, but are God’s to give everywhere and in every time.

#### II. Introduction

The November 2017 Model Constitution and Bylaws for Congregations includes the following in Bylaws Part III, Section 6:

Should this congregation’s membership so diminish in numbers or resources 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 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.

Similar provisions are contained within the Constitution of the Eastern Synod.

This document concerns itself with the first part of the process that concludes with the congregation being deemed defunct by the Synod and the appointment of trustees.

### III. Definitions

According to legal and general-purpose dictionaries:

- Deem means “consider something as having certain characteristics;” “adjudge, decide or conclude.”
- Defunct means “having finished the course of life or existence;” “no longer living, existing or functioning.”

Therefore the subject of this document is a process by which the Synod may adjudge, decide or conclude that a congregation is no longer living or functioning in accordance with the Synod Constitution or the constitution and bylaws of the congregation.

### IV. Rationale

The process of decline that can set in as congregational membership diminishes can create appreciable risks (the “Risks”). There is the unfortunate possibility that Risks can create serious consequences for the Synod, and by extension, for all other congregations that share in its well-being.

Risks may include the following:

1. Governance  
Small organizations, including small congregations, can inappropriately be controlled by small groups or factions that have objectives that are not consistent with the objectives and values of the congregation and its constitution and bylaws, the Synod, the Synod Constitution or the ELCIC.
2. Financial
  - a. Enduring assets could be inappropriately encumbered or converted or used to pay current obligations, resulting in a reduction of resources available for transfer to future generations of the church.
  - b. Potential liabilities may be created that may lead to claims against the Synod, for example:
    - i. An unsafe building or property could result in personal injury leading to lawsuit;
    - ii. Poor employee relations could result in claims for wrongful dismissal;
    - iii. Poor governance practices could result in division and strife among members and factions, leading to litigation.
    - iv. Creditors may pursue the Synod for unpaid debts and obligations.
3. Reputational  
Decisions could be made and actions taken that would bring the name of the Synod and/or ELCIC into public disrepute.

For the congregation and the Synod, deeming a congregation defunct is an important risk management option.

## V. Criteria for deeming defunct

Any decision to deem a congregation defunct must be based on a determination that it is “impossible or impractical for the congregation to function according to its constitution and bylaws”. For guidance, those requirements from the new Model Constitution and Bylaws for Congregations are summarized below. In the event a congregation has not adopted the most recent Model Constitution and Bylaws for Congregations, the requirements for a congregation shall be the materially equivalent provisions of the congregation’s constitution and bylaws and, if there are no materially equivalent provisions, then the provisions of the most recent Model Constitution and Bylaws for Congregations shall apply.

While failure to function according to one of the criteria listed below may evidence that a congregation is defunct, deficiency in any one area may not, by itself, dictate that a congregation will be deemed defunct. Similarly, deficiency in any one area may be sufficient to dictate that a congregation will be deemed defunct. Each situation will be determined by its own circumstances.

The Synod Council, upon reviewing the findings of the Committee described at Section IV below and the criteria listed below, may deem a congregation defunct if it determines that:

- There is a pattern of deficiency with respect to one or more of the criteria listed below, or any other circumstance or situation, and as a consequence,
- There is the reasonable likelihood of one or more Risks.

### A. Purpose and Objectives (Article III)

1. Failure to demonstrate that the congregation is “a worshipping, learning, witnessing and serving community of baptized persons”. Article III goes on to prescribe what the congregation must do to fulfill its mission in each of those areas.

### B. Relationship to the Wider Church (Bylaws Part IV, Sections 2 and 3)

1. Failure to participate in Synod assemblies, meetings, gatherings and events.
2. Failure to provide benevolence offerings commensurate with the congregation’s overall financial situation, according to Synod-wide norms.

### C. Self-Governance

1. Failure to maintain current and accurate records of membership (Bylaws Part I, Sections 2 and 5).
2. Failure to conduct congregational meetings in accordance with such requirements (Bylaws Part VI) as pertain to:
  - a) *Timing*
  - b) *Proper Notice*
  - c) *Quorum*
  - d) *Voting*
3. Failure to maintain proper relationships with the rostered minister or other employees, including, but not limited to, the responsibilities defined by Article VII, Sections 5 and 6:



- a) The letter of call and/or employment agreement*
    - b) Pension plan requirements*
    - c) Employment statutes and regulations*
  - 4. Leadership (Bylaws Parts VII and VIII)  
Failure to ensure the election and proper functioning of the Congregation Council and Officers, including, but not limited to, the requirements for:
    - a) Terms and term limits*
    - b) Duties of office-holders*
    - c) Orderly meetings*
- D. Finances (Bylaws Part VIII, Section 4)  
Inability to provide:
  - 1. Current and accurate financial statements upon request.
  - 2. Accurate past financial statements for up to 7 years upon request.
  - 3. Evidence of appropriate controls on financial transactions, including separation of functions.
  - 4. Adequate insurance coverage for property and persons (Bylaws Part VII, Section 11 k).
  - 5. Adequate maintenance of building and property, including, but not limited to, ensuring the safety of people using or visiting the premises and proper maintenance of assets.
  - 6. A sustainable financial plan, and evidence that current, and reasonably projected, future performance is achieving the plan.

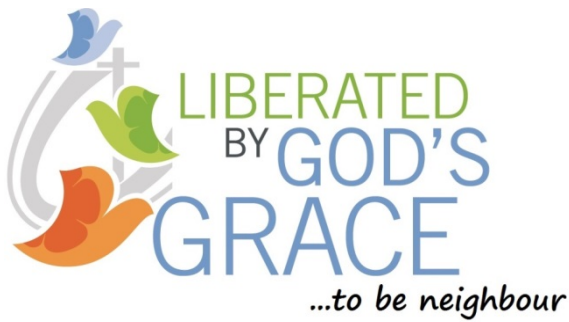
## VI. Process

- 1. Where there is a reasonable belief by the bishop that a congregation may meet the conditions set out in Article VI, Section 9 of the Synod Constitution, the bishop shall appoint a consultative committee of three people (the “Committee”), and a staff member of the bishop’s office to provide guidance and support to the Committee. Members of the Committee shall be independent from the congregation.
- 2. The bishop shall notify the congregation in writing that a Committee has been appointed in accordance with this Policy and the reasons therefore. The bishop shall invite the pastor and any remaining members of the congregation to make written submissions of reasonable length and in a timely manner to the Committee.
- 3. The Committee shall make reasonable efforts to confer with the pastor and any remaining members of the congregation to gather information relevant to the functioning of the congregation as outlined in this Policy and the criteria listed above.
- 4. The pastor and members of the congregation shall cooperate with the Committee with respect to the disclosure of all information requested by the Committee.












5. At the conclusion of its consultation, the Committee shall report its findings to the bishop in writing. The Committee report shall include a copy of the written submissions, if any, of the pastor and any remaining members of the congregation.
6. The bishop shall report the Committee's findings, along with the bishop's recommendations, if any, to the Synod Council in writing. The bishop's report shall include a copy of the Committee's report and a copy of the written submissions, if any, of the pastor and any remaining members of the congregation.
7. The Synod Council may, on the basis of the Committee's findings and the bishop's recommendations, deem the congregation defunct, or make such other determinations or directions as it sees fit in the circumstances (the "Council Decision"). The Synod Council shall identify the basis for the Council Decision in a written report.
8. The bishop shall notify the congregation in writing of the Council Decision, enclosing a copy of the Synod Council's written report.
9. The congregation may, within thirty (30) days of the date of the notice sent by the bishop, make a written request with reasons to the Synod Council for a review of the Council Decision. The Synod Council shall provide a copy of the written request for a review to the bishop, who may provide a response in writing, with a copy to the congregation.
10. Upon consideration of the congregation's request for review and the response of the bishop, if any, the Synod Council shall make a final determination of the congregation's status or make such other determinations or directions as it sees fit in the circumstances (the "Review Decision"). The Review Decision shall be final and it shall not be subject to further review or appeal.
11. If the Council Decision or Review Decision includes a determination that the congregation is defunct, the Synod Council shall appoint trustees, including, where feasible, members of the former congregation, with authority to deal with the congregation's property in accordance with Article VI, Section 9 of the Synod Constitution.

*Adopted: Eastern Synod Council - April 2018*



## **Section 7**

### **Reports of Standing Committees and Ministry Directors**

-  **Mission Committee**
-  **Candidacy Committee**
-  **Examining Committee**
-  **Professional Leadership  
Committee**
-  **Public Policy and Service  
Ministries**
-  **Stewardship and Resource  
Development Ministries**
-  **Worship Ministries**
-  **Womens' Ministries**
-  **Youth and Young Adult  
(YAYA) Ministries**

# Section 7 - Reports of Standing Committees and Ministry Directors

## Report of the Mission Committee

### Committee Roster

Dorothy Froom, Rev. Jun Gao, Rev. Stanley Johnstone, Jimmy Krats,  
Rev. Sebastian Meadows-Helmer, Bishop Michael Pryse,  
Julie Ramey, Peggy Read (Chairperson), Rev. Sylvia Swiatoschik

Once again the Mission Committee received many creative mission applications for grant monies which are generously provided by our forebears in the National expression of the ELCIC through the CECF, as well as Synodical funds and some special bequest monies.

We continue to support several mission congregations which are doing ministry in traditional ways, others through community outreach and exploration, and some in truly “non-traditional” ways.

Other congregations are reaching out to children through music, VBS, playschool, inner city teen programs, seniors’ social activities and subsidies, refugee travel and outdoor opportunities. Addressing food injustices in our communities is a focus for more than half a dozen congregations.

In February, Bishop Pryse and I had the opportunity to spend two days at a retreat centre in Winnipeg with Mission Committee members of each Synod and CECF and National Church staff. The generous funding of our synodical mission initiatives for the past several years has come, in part, from the interest generated by CECF funds. Our mission for this meeting was to determine whether we felt our Synods were using the funds wisely in the adaptive challenge and change which was set out for us in 2015. There was a lot of very good discussion, soul-searching and honesty, but above all hope and energy that came from the feeling that we have been on a slow but steady journey of change, and that we would like the funding to continue for a little longer. Change comes slowly and we asked for the opportunity to continue the journey.

At our spring 2018 meeting we will be visiting with three congregations with whom we enjoy significant funding partnerships. In accordance with the Eastern Synod’s Strategic Plan priority to identify new forms of ministry, we will also be meeting with representatives of the Diocese of Toronto to learn more about their experience of the Fresh Expressions initiative. We will continue to seek additional learning opportunities during the coming triennium.

## 2017 Mission Support Summary

**Long Term Partnerships**  
Total \$133,900

Westside Barrie	
Rhenish Markham	Programs
Rhenish Markham	Support
St. David's Orillia	Support
Good Shepherd Barrhaven	Various requests
thirdspace_ Waterloo	Mission

**Short Term Partnerships**  
Total \$100,110

Atlantic	Inshallah
St. John's Augsburg	Journey to Enlightenment
St. James Baden	Website
St John's Bonnechere	Journey to Enlightenment
Grace Eganville	Soul Café
St. Peter's Kitchener	TV Ministry
Trinity Village Kitchener	Opening Minds through art
Montreal	Reformation 2017
Nith Valley	Shared Youth Worker
Peace Ottawa	Partnership through Communication
Zion Pembroke	Three Parts
Zion Philipsburg	Promo 1.0
Christ the King, Thornhill	New name, new face
St. Paul Chinese Unionville	Sunday Children's Services & Choir
Mt. Zion Waterloo	Mt. Zion Café (seniors)
St. John's Waterloo	Rebranding
Trinity Ayton	Community Ecumenical Service
Mt. Zion Waterloo	Open Sesame Preschool
St. David's Orillia	ICAN Teen Cooking
St. David's Orillia	Route 66
Trinity Walkerton	Refugee Sponsorship
Mt. Zion Waterloo	Refugee Travel
Lutheran Homes Kitchener	Support Impoverished Seniors
St. Paul's Magnetawan	Welcoming the Stranger
Westside, Barrie	Strategic Planning
St. John's Arnprior	Children's Snack Pack Program
Holy Trinity Belleville	Addressing Food insecurities
St. Philip's Etobicoke	St. Philip's Good Food
Grace Hamilton	Grace Good Food Box

**CJI**  
Total \$20,000

<b>CECF</b> Total \$100,000	St. Mark's, Kitchener	Community Ministry
	St. David's Orillia	Free Community Breakfast
	Two Rivers	Six Nations
	St. John's Hamilton	Mission Outreach
	First, Toronto	transformation@first
	<b>Total of all 2017 Grants</b>	<b>\$254,010</b>

CJI=Compassionate Justice Initiative

CECF=Church Extension Capital Fund - Synodical Mission Initiatives

### 2018 Mission Support Summary

	Congregation	Project
<b>Long Term Partnerships</b> Total \$219,350	Barrie, Westside	Ministry Support
	Guelph, All Saints	Community Market
	Kitchener, St. Peter's	TV Ministry
	Markham, Rhenish	Programs & Support
	Nepean, Good Shepherd Barrhaven	Bud Club
	Orillia, St. David	General Funds
	Trinity Village	Support for Seniors
	Waterloo, Mount Zion	Open Sesame Preschool
	Toronto, First	Congregational Reboot
	Unionville, St. Paul Chinese	Pastoral Service
	Waterloo, thirdspace_	Alternative Worship Community
<b>Short Term Partnerships</b> Total \$32,275	Cambridge, St. Peter's	Website Development
	Cambridge, St. Peter's	Ministry/Business Plan
	Cambridge, St. Peter's	Home Hospice Assn
	Chesley, St. Mark's	Godly Play
	Elmira, St. James	Website Development
	Kitchener, St. Stephen	Food Fun & Faith
	Magnetawan, St. Paul's	Movie Nights
	Morrisburg, South Dundas	Newborn Necessities
	New Hamburg, Trinity	Response to 94 Calls to Action
	New Hamburg, Trinity/Nith Valley	Discovery: A Comic Lament
	Orillia, St. David	Website Redevelopment
	Orleans, Resurrection	Adult Day Care Program

<b>CJI</b> Total \$18,000	Owen Sound, Our Saviour	Bible Camp Outreach
	Pembroke, Zion	3 Parts
	Peterborough, Christ	Kids Klub
	Sault Ste. Marie, Zion	Sewing Room
	Sudbury, St. Matthew's	Wednesday Café
	Upper Northfield, Mt Calvary	Community Sign Board
	Waterloo, St. John	Local Advertising
	Whitby, Christ the King	CTK Day Camp
	Windsor, Trinity	Prayer Scarves
	Montreal, St. John's	Food Justice Ministries
	Arnprior, St. John's	Children's Snack Program
	Belleville, Holy Trinity	Addressing Food Insecurities
	Etobicoke, St. Philip's	Good Food Market & Box
	Kitchener, St. Mark's	Community Ministry
	Orillia, St. David	Free Community Breakfast
<b>CECF</b> Total \$58,000	Orillia, St. David	Route 66- Youth Program
	Waterloo, Mount Zion	Seniors Social Outreach
	St. John's Hamilton	Mission Outreach
	Two Rivers	Six Nations
<b>Total of all 2018 Grants</b>		<b>\$327,625</b>

CJI=Compassionate Justice Initiative

CECF=Church Extension Capital Fund - Synodical Mission Initiatives

## Report of the Candidacy Committee

### Committee Roster

Jim Diehl, Rev. John Goldsworthy, Christine Hulan, Rev. Philip Mathai, Rev. Daniela Mertz, Dr. Rudolf Michaeli, Dr. Mary Joy Philip, Rev. Douglas Reble, Rick Ritz, Rev Shirley Ruller, Rev. Heather Spencer-Stoltz, Mark Weingartner (Chairperson)

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, CCOM will begin to use the new Candidacy Manual which was developed by the Program Committee for Leadership for Ministry (PCLM) of the ELCIC. The National Church Council approved this new manual at their September 2017 meeting.

A small Recruitment Task Force, a subcommittee of CCOM, meets a few times annually to discuss how Synod and current pastors can support individuals exploring ministry as a vocation. Task Force Members include Rev. Katherine Altenburg, Laurie Knott, Rev. Doug Reble, and myself.

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.

### Report of the Examining Committee

#### Committee Roster

Rev. Olavi Hepomaki, Rev. Dr Allen Jorgenson, Uli Kuebler  
Rev. Thomas Mertz, Bishop Michael Pryse (Chairperson), 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 biennium, 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. Riitta Hepomaki, Rev. Susan Climo (Chairperson),  
Diane Karges, Kathryn Smith, Ellen Wolfe

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.

Leading into this year's Assembly, our principal undertaking was the development of the Synod's Compensation Schedule for Rostered Ministers, Interim Pastors and Pastoral Supply for 2019-2021. The format of this document was fundamentally revised to reflect a shift in our church's understanding and appreciation of the role and value of diaconal ministers; all rostered persons, both ordained and consecrated, are now to be compensated using the same formula as presented in the schedule. This shift was welcomed by the committee.

The Synod Compensation Schedule, along with the national document from GSI "Employers Compensation Guideline (Excluding Salary Scale) For Rostered Employees of the ELCIC" provide all the information needed as congregations establish how they will remunerate any rostered persons serving in their midst.

Following Assembly, our committee will shift its focus to the topic of continuing education. We hope to partner with the seminary in developing some form of listing or directory of various educational opportunities for rostered ministers. Our hope is that such a resource would support diaconal ministers and pastors in their quest to continually learn, develop new skills and enrich their leadership capacities as they serve in our Synod.

I am most grateful to all the committee members for their faithful work; thanks also to Pastor Riitta for her diligent support, to Keith Myra for generously sharing his subject matter expertise on financial / CRA issues.

Respectfully submitted,

Pastor Susan Climo  
Committee Chair

### Report of the Public Policy and Service Ministries

Ministry Director  
Rev. Katherine Altenburg

As Director of Public Policy and Service Ministries, my understanding of this position grows as I learn more about advocacy and policy-shaping, and as I continue to serve as a resource person for the justice work of our Synod. It is a privilege to witness to the efforts of our ministry areas and our congregations in this justice work. It is a privilege to see the courage and willingness to be a church increasingly visible in the public or common space. The Church in the Public Space, a document published by the Lutheran World Federation (LWF), says this of church: "The call to



neighborly love is an intrinsic part of Christian life. It is the vocation of the individual believer just as it is the vocation of the church as the community of believers. It leads the church into public advocacy and stewardship.”<sup>1</sup> This is the call and vocation in which we engage - together - in the common spaces for the common good.

A couple of emphases over the past biennium:

- The Biennium Reconciliation Initiative (BRI) Task Force continues its work and I am very grateful for my colleagues (Rev. Janaki Bandara, Rev. Rosalyn Elm, Rev. Phil Heinze, Deacon Scott Knarr, and Sherri Wilker) and for the steps we as a Synod have undertaken toward reconciliation and right relationships with First Nations peoples. As the Ministry Area Deans have reported - relationship and working with First Nations partners is happening and is of vital importance as we move into a new future. Last Assembly, Chief Ava Hill from Six Nations of the Grand River, charged us to work ‘with’ and not ‘for’ - always remembering to partner from the beginning, wherever possible, with First Nations partners. Though too many to list here, I have seen the efforts of “working with” - from a Lenten series using the Mennonite resource Quest for Respect: The Church and Indigenous Spirituality; working with Indigenous partners directly for an installation service; with and in a ministry area Reformation commemoration; continued learning through Kairos’ Blanket Exercises; gathering spaces of healing circles and Grandmother’s Teas; music programs and educational plays. Our promise to live into reconciliation with First Nations peoples is underway as we live out the Truth and Reconciliation Commission’s 94 Calls to Action.
- In Canada, more needs to be done to address the 4.9 million people who live in poverty.<sup>2</sup> As a Synod, we urge our provincial and federal governments to eliminate poverty and its high social and financial cost. In 2017, the federal government began an online public consultation process around a Canadian Poverty Reduction Strategy from February to August. Individuals were encouraged to participate in this public consultation to inform and push the federal government to reduce and eliminate poverty in Canada. We continue to partner with advocacy groups across our Synod for fairer labour laws, increased minimum wages, better financial support for affordable housing, and extended mental health and addictions services. In 2017, our Synod was a signatory to the Faith Leaders Statement on \$15 and fairness (<http://isarc.ca/faith-leaders-statement/>).

There is much service ministry and advocacy for just governmental policies to be done: for First Nations and Settler relationships, poverty, climate change, refugees and immigration, racism, addictions and mental health. But we never do it alone. We, who have been liberated by God’s grace to be neighbour, continue to learn, to grow, and to reach out with compassion for a just society and world.

Thank you, Synod family, for your ongoing ministry and your commitment to publically witness to the love of God in Christ.

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<sup>1</sup> The Church in the Public Space, LWF, p.26

<sup>2</sup> Citizens for Public Justice, [www.cpj.ca](http://www.cpj.ca)

### Report of Stewardship and Resource Development Ministries

Ministry Director  
Jeff Pym

#### Generous Giving Practicum

In October 2016 the Synod hosted a 2-day event for 60 pastors, diaconal ministers and seminarians. The focus was on helping rostered leaders to nurture a culture of generous giving in a community of faith.

By all measures the practicum was a smashing success. Post-event feedback from participants included the following comments:

"Fantastic!" "Awesome." "Excellent." "Outstanding."

"I have come away with a refreshed appreciation for the theological underpinnings of talking about money."

"Thank you a million times! This was an outstanding use of my continuing education time and I truly do appreciate the generosity shown us by the synod. This is sacred ground and holy work. Thanks be to God!"

In response to the question "If we had another event like this one, would you recommend it to a colleague?", 92% of the participants said "definitely."

#### Congregational Leadership Workshops

Throughout the past biennium Pastor Riitta Hepomaki and I have offered a program called "Apple Tree", which focuses on the topic of mission:

- What do we mean by mission?
- What is the mission to which God has called our congregation?
- What creative new things can we do with the gifts God has given our congregation?

In the past two years we have presented the workshop in the Georgian Bay, GTA East, GTA West, Niagara, Ottawa Valley, Seaway, Thames and Two Rivers Ministry Areas. In coming months we will be in the Northern Area, with the hope that dates can be arranged in other areas as well before the end of 2018.

Pr. Riitta and I also visited a number of congregations who had requested help because of distress around declining membership or financial resources.

#### Benevolence Task Force

Bishop Pryse, Keith Myra, Pr. Riitta Hepomaki and Pr. Doug Reble and I meet several times each year to discuss benevolence giving and other topics related to congregational ministry. In each of the past two years we have planned and mailed out:

- Fair Share giving letters encouraging congregations to be generous in benevolence giving,
- Thank you letters expressing the Synod's appreciation for benevolence offerings received,
- *Our Ministry Story*, a brief portrayal of the Synod's ministry in words and pictures.

In addition, we coordinated a project to review and revise the annual Parochial Report that each congregational pastor is responsible for submitting to the ELCIC national office. The result is a considerably shortened report that is in place for reporting on 2017.

Finally, we spent significant amounts of time preparing draft policies and procedures related to congregational closings. These covered: how congregational assets, financial and other, are to be distributed when a congregation closes; and how and when to declare a congregation defunct.

### **Grant-writing Workshop**

In the fall of 2018 we plan to offer a workshop for congregational leaders on where to find government and foundation funding programs and how to apply for grants. If the first program proves successful, we will consider offering it in other regions of the Synod.

### **Synodical Covenant**

At the 2012 Assembly we introduced the “Covenant Concerning the Life and Ministry of the Eastern Synod, ELCIC.” In the years since then we have encouraged congregations to study the document and adopt a motion authorizing their Council and officers to sign the covenant on their behalf.

As of February 28, 2018, when this report was written, the results for congregations are as follows:

Returned a signed covenant:	100
Declined to sign:	9
No reply	82
Percentage signed:	52.4%

### Report of the Worship Ministries

Ministry Director  
Debbie Lou Ludolph

Within this worship ministry, synod has worked in partnership with congregations (providing guidance and resources), Waterloo Lutheran Seminary (worship discussions, and the Kanata Centre), and the Program Committee for Worship (ELCIC). As a communication tool, the synod website worship page has provided information on worship resources, conferences, and worship events within the synod and abroad. Thank you to Kathryn Smith for her contributions to this website work and the role she plays in representing the synod on the Program Committee for Worship.

As the Director of Worship Ministries, much of my time is spent planning and reflecting with worship teams and modelling worship that embodies spirited discipleship through worship at Assembly and Waterloo Lutheran Seminary events. In addition, supporting worship and music workshops, advising pastors and congregations on contextual possibilities, and partnering with other ministry areas to point to or develop resources for worship is a significant part of this work. In 2017, I also contributed to the planning and execution of a number of Reformation events, including travelling with Inshallah on behalf of synod and seminary to lead workshops and worship in the Atlantic Area.

The worship budget supported the purchase of 100 copies of the Sing the Circle Wide songbook to be used at synod events, as well as MDiv students attending the Liturgy Canada worship workshops, and sponsoring a Music that Makes Community event in June 2017.

### Report of Women's Ministries

Ministry Director  
Cathy Calvin

I've often heard it said that "Behind every successful woman is a tribe of other successful women who have her back." I don't know who said it, but it could not be truer for me in my role as Women's Ministry Director. These last two years I have been blessed with a bevy of women who do indeed "have my back." I would be remiss in not mentioning them to you: Linda Mittleholtz, Dorothy Froom, Pauline Deunch-Miller, Heather Rundstedtler, Melissa Sayer, Seija Hyhko, and Inga Nelson. I also had the pleasure of welcoming Pam Radunsky and Brenda Dimoff to the fold in 2016 as well.

With my team behind me, we had a very successful retreat in May of 2017. H.U.G.S - Helping Us Grow Spiritually, was held May 26<sup>th</sup>-28<sup>th</sup> at the beautiful Kempenfelt Conference Centre in Innisfil, Ontario (outside Barrie). It was an exhilarating, spiritually fulfilling weekend. Throughout the weekend we enjoyed a campfire and singing at the lakeshore; a variety of workshops, and lively entertainment on Saturday evening. Some took the opportunity to experience the Pearl of Life Prayer Walk on the glorious grounds. Some took part in Tai Chi or found their artistic self in painting. A bible study and a healing touch presentation gave opportunities for learning. We enjoyed the varied speakers retained for the weekend who kept us engaged with messages that held relevance in our lives. Ruth Smith Meyer challenged us to reflect and Brenda Byers amused us with her phenomenal story-telling. Sherry Lawson, Administrator of Heritage Services,

Culture, from Chippewa of the Rama First Nation shared moving stories of her experience with the struggles of native women. Chaplain Pastor Ann Anderson engaged all of us in meaningful worship throughout the weekend. Plans are in the works for the next retreat in May 2019 “Joy in the Journey” being held in Niagara-on-the-Lake, Ontario.

In 2015 we were all challenged by the ELCIC to give generously towards the Reformation Challenge initiatives. Women’s Ministry took on the tree planting and we have raised (to the end of 2017) \$5,166.20 with our “Toonies for Trees” campaign. This money was to have been split equally between the endeavor with CLWR in Ethiopia and the planting of trees in Jordan and the Holy Land. We also heard of other efforts as well that women encouraged in their congregations to enhance the neighborhoods around their church. All in all, a very successful endeavor indeed.

Our Women’s Ministry Scholarship for participants in the Christian Studies and Global Citizenship program is doing quite well. We appreciate any of the women’s groups who continually support this ministry with their offerings. We should be able to offer two scholarships this year which will be awarded in the fall.

In 2015 we received a grant from the Women of Faith Fund to sponsor workshops to be presented by the Women’s Ministry team. To date, we have completed five of the “If You Plant a Seed” workshops around the Synod. We also expanded the program to offer a full day retreat which has worked out beautifully. We are in the process of developing a different workshop to offer the women in the synod in 2019. Learning opportunities are few, so we feel this is the least we can do to offer more opportunities for learning and spiritual growth for all women throughout the synod.

### Report of the Youth and Young Adult (YAYA) Ministries

Ministry Director  
Rev. Christie Morrow-Wolfe

Have you ever found yourself at the end of a dock on a warm, summer’s night, gazing up at the starry sky, wondering how you could feel so small in God’s vast universe, but yet so connected at the same time? Have you ever left the isolation of cramming for finals to receive grace in the form of a home-cooked meal, camaraderie with other students and perhaps an exam care-package to get you through? Have you ever attended a confirmation class because your parents made you do it, only to find a whole new group of friends with whom you also get to hang-out at camp in the summer? Have you ever boarded a bus with 60 of your closest friends to travel to the site of a National Youth Gathering where you join around 900 more of your friends from across the country?

Over the past two years, the Eastern Synod Youth and Young Adult Committee (ES-YAYA) has continued to fund many congregational and Synod initiatives aimed at providing rich, meaningful and faith-filled experiences for youth and young adults. These include our camps, a variety of campus ministry initiatives, a weeklong confirmation camp (and mid-winter retreat), plus several other area and congregational events. Youth and Young Adult Ministry is a vibrant and active ministry within the Eastern Synod.

The ES-YAYA Committee continues to meet a couple of times per year (and as necessary). Our meetings take place electronically which is cost-efficient and allows for a diverse number of voices regardless of where they are located in the Synod. We are committed to continue funding creative and meaningful initiatives that support youth and young adult ministry. Our funding

meeting takes place in October. Applications will be available on the Synod website for funding for the 2019 calendar year by July 1st. The deadline to apply is September 15<sup>th</sup>. Please be in touch if you have a program or idea you think falls within the scope and mandate of ES-YAYA. We would welcome conversation with you.

### **The Church Reformed and Ever Reforming ...**

A couple of big changes took place over the past biennium. First of all, the difficult but necessary decision was made to close Camp Edgewood. This was and is still painful for many, but true to our Lutheran heritage, we are a church reformed, ever reforming. While Edgewood may no longer exist as a physical space, its legacy remains in all those who have been touched by the ministry that took place there. At the time of writing this report, a serious offer is on the table for the property. This offer includes the donation of a significant portion of the property to a local conservation authority. The wishes of Edgewood voices have been heard by our Eastern Synod Council. Edgewood will be born again as something new, and for those of us who walked the grounds and spent part of our summers in the wonders of God's creation in that place, we too will carry the Edgewood legacy forward to further discern what God is already doing and to see how we might be a part of that.

Another big change saw the retirement of the Rev. Joel Crouse as Ministry Director for ES-YAYA. We thank Joel profusely for his fun, formational, dedicated ministry with this portfolio for the past ten years and we wish him well on his next adventure. Thank you so much, Joel, for your guidance, patience and hard work! Well done, good and faithful servant!

### **Future Plans ...**

Looking ahead, the ES-YAYA is in the beginning phase of doing a little bit of rebranding. We would like to see a major overhaul of our web-presence to provide the youth, young adults, leaders and pastors in our Synod with a consistent, safe and healthy online gathering place to share ideas, resources and opportunities, and to build community.

The ES-YAYA would also like to expand our thinking somewhat to include the support and nurture of children and young families in our mandate. We would all love to see more children and young families involved in our churches, so how do we support them during this unique time of life? We are beginning to explore this question by pulling together a "think tank" of sorts of people who have a passion for children's ministry and / or those who find themselves worshiping with young children on a regular basis and wonder (in a panicked-filled way) about what to do when the snacks run out after the first hymn! The Patricia Watts Endowment Fund has been established to provide funding specifically for children's ministry, and we will look for creative ways to use these funds to better support the children in our midst and those who love and care for them. We look forward to seeing where these conversations will take us.

In addition to these initiatives, the ES-YAYA committee is also committed to continue to draw the circle wide by fostering relationships with youth, young adults and their leaders throughout the Synod, but also across the ELCIC, the ELCA, the global communion of Lutherans, and ecumenically as well. We recognize that we are better together and we would like to seek ways to be in relationship and form effective partnerships with those who are all working towards the same goal - to share the Gospel by being God's hands and feet in this world. Additionally, we would also like to move forward by being cognizant of those voices among us who are typically under-represented and under-utilized. How do we continue to draw the circle wide so that those on the margins are given a seat and voice at the table? What does it truly mean to be neighbour?

It's a challenging time to be the church, but it's also an exciting time. We are thankful to belong to a church and a Synod that takes support of youth and young adults seriously and is committed to ensuring that ministry, whatever it may look like, is sustainable for the future.

God bless us as we serve together!



# **Section 8**

## **Financial Reports**

-  **Report of the Treasurer**
-  **2016 Remittance Report**
-  **2017 Remittance Report**
-  **2018-2021 Budget Principles, Assumptions and Notes**
-  **2018 Original and Revised Budget**
-  **2019-2021 Budgets**
-  **2016 Audited Financial Statements**
-  **2017 Audited Financial Statements**



## Section 8 - Financial Reports

### Report of the Treasurer

Treasurer  
Keith Myra

Although faced all too frequently with the prospect of budget deficits and the need for budget cuts, as treasurer I am often reminded that as a synod we have been richly blessed with financial and other resources. As you will see from reviewing the synod's financial statements, such was the case once again over the past biennium!

To your congregational leaders and members: *Thank you for your support of our partnership in mission!*

### Key Initiatives

In addition to the treasurer's usual activities, I am pleased to report a number of other notable accomplishments over the past biennium:

- Through *Leaders' Edition*, a quarterly synodical communication for congregational leaders, guidance was provided on various financial matters. Subject matter included financial considerations when sponsoring refugees, audit requirements for congregations, pre-authorized remittances, considerations when managing restricted funds and cemetery ownership and operational requirements. Many of these items are posted on the synod web-site.
- Led by the Evangelical Lutheran Foundation of Eastern Canada (ELFEC) and in partnership with the synod, a successful application was made to the Superior Court of Justice to remove several restrictions on three "Canadian Mission" bequest funds that will permit increased flexibility when expending these funds in future years.
- Action was taken to strengthen the liability firewall between the synod and ELFEC.
- The Benevolence Task Force continued to determine direction and provide oversight for a number of benevolence and stewardship issues. A major deliverable was a new *Policy for Disbursement of Congregational Assets* that was subsequently communicated to each congregation.
- The first of several consultations between the synod and Waterloo Lutheran Seminary was held to share financial projections between these two institutions.
- The synod office building was inspected and a detailed report outlining future required repairs was prepared.
- I continue to enjoy accepting invitations to visit congregations to share the story of the synod's ministry and how this is supported through congregational benevolence offerings.

In accordance with CRA requirements, the Registered Charity Information Return (T3010) for 2016 was filed prior to the June 30<sup>th</sup>, 2017 deadline. Work on the 2017 return is currently in progress and will be filed after the audit currently underway is complete.

### 2016 Financial Overview

Note that in the 2016 & 2017 *Financial Overview* 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.

Although income for the synod's operations in 2016 fell short of budget, underspending in several areas resulted in a modest year-end surplus (-\$7,000).

<b>2016 Financial Summary</b>	<b>Actual</b>	<b>Budget</b>	<b>Variance</b>
Total Income	\$2,598,479	\$2,732,620	-\$134,141
Total Expenditures	\$2,591,475	\$2,732,620	-\$141,145
<b>Surplus / Deficit</b>	<b>\$7,004</b>	<b>\$0</b>	<b>\$7,004</b>

### 2016 Income Summary

On an overall basis, 2016 income was \$134,000 less than budgeted. Given several "one time" contributions to benevolence in 2015, the budget for 2016 anticipated a 1% decline. Unfortunately, the decline was actually 2%, resulting in a shortfall of almost \$15,000. Most of the remaining income shortfall was attributable to a reduced need to request grants from several funds held by the Evangelical Lutheran Foundation of Eastern Canada (ELFEC) due to under-expenditures in several areas of the budget.

ELCIC grants totaled over \$172,000 during the past year and received a significant boost from special \$100,000 grants that were made available from the national church's Church Extension Capital Fund (CECF) in each of 2015 and 2016.

<b>INCOME</b>	<b>Actual</b>	<b>Budget</b>	<b>Variance</b>
Benevolence Offerings	\$1,458,021	\$1,473,000	-\$14,979
ELCIC Grants	\$172,693	\$170,693	\$2,000
ELFEC Grants	\$727,466	\$833,527	-\$106,061
Rent/Services	\$53,076	\$50,900	\$2,176
Assembly/Retreat Registration Fees	\$149,304	\$156,575	-\$7,271
Individual Donations	\$14,900	\$33,500	-\$18,600
Other	\$23,021	\$14,425	\$8,596
<b>Total</b>	<b>\$2,598,481</b>	<b>\$2,732,620</b>	<b>-\$134,139</b>

### 2016 Expenditure Summary

As depicted in the following chart, the synod's operating budget funds a variety of ministries in Eastern Canada. Furthermore, through the offerings that we forward to the ELCIC, we also fund ministries in other areas of Canada and the rest of the world.

Total expenditures in 2016 were approximately \$141,000 under budget. These under-expenditures were primarily attributable to efficiency savings that were realized during the year or ministry programs that were budgeted for 2016 but that for different reasons didn't progress to the extent originally anticipated.

As has been the case for many years now, the synod met in full its commitment to the National Church (\$387,100, representing a \$3,800 (1%) increase over 2015) and its commitment to Waterloo Lutheran Seminary (\$416,000).

EXPENDITURES	Actual	Budget	Variance
ELCIC	\$387,100	\$387,100	\$0
Waterloo Lutheran Seminary	\$416,000	\$416,000	\$0
Mission Committee	\$427,973	\$444,550	-\$16,577
Youth & Young Adult Ministries	\$149,709	\$149,920	-\$211
Candidacy Committee	\$24,075	\$31,000	-\$6,925
Professional Leadership Committee	\$102	\$200	-\$98
Stewardship & Resource Development	\$61,418	\$71,500	-\$10,082
Communication	\$23,267	\$23,200	\$67
Ministry Director Programming	\$11,790	\$21,800	-\$10,010
Office of the Bishop	\$16,392	\$26,400	-\$10,008
Salaries and Professional	\$697,485	\$712,650	-\$15,165
Office	\$122,305	\$143,850	-\$21,545
Retreats	\$46,080	\$40,000	\$6,080
Synod Council	\$16,155	\$21,150	-\$4,995
Ministry Area Programming	\$23,188	\$42,000	-\$18,812
Subsidies - Moving & Retiree Health Ins	\$55,772	\$69,000	-\$13,228
Assembly	\$112,664	\$132,300	-\$19,636
<b>Total Expenditures</b>	<b>\$2,591,475</b>	<b>\$2,732,620</b>	<b>-\$141,145</b>

Synod staff compensation continued to be carefully controlled while ensuring that employees were fairly compensated. In addition to salaries, benefits and other expenses associated with compensating synod employees, other areas of the budget that received significant amounts of financial support during 2016 included:

- Canadian Missions: Over \$400,000 was granted to thirty five different congregations and other organizations to help fund a variety of creative and impactful outreach initiatives.
- Youth and Young Adult Ministry: - \$150,000 was allocated to support the synod's camps, campus ministries in seven locations in Ontario, Quebec and Nova Scotia and half a dozen other ministry programs targeted for youth and young adults across the synod.
- Synod Assembly 2016: - \$112,000
- Office Expenses - As has been the case in recent years, the \$122,000 costs associated with running the synod office (e.g. utilities, maintenance, mailing, office supplies, insurance, auditing, legal, computer hardware/software/networking and other similar types of expenses) were 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, the offerings that are given to benevolence are directly support the synod's "on the ground" ministries.

### Other 2016 Financial Activities

During the year the synod received \$500,000, the fourth instalment of an unusually large unrestricted bequest. In accordance with pre-existing synodical policy, ten percent of each instalment was gifted to the ELCIC in support of national ministries and the remainder allocated to the Undesignated Gift & Bequest Fund.

Because plans to install solar panels on the roof of the synod office building proved unviable, the synod contracted with Bullfrog Power, ensuring that all electricity used by the synod office is replaced by an equivalent amount that is added to the grid from pollution-free, renewable sources.

The sale of the building/property previously owned by Finnish Lutheran Church in Kirkland Lake, a congregation that closed in 2013, was completed in 2016, resulting in gross proceeds of \$30,000 that were added to the balance of the Remembering for the Future Fund. Income earned by this fund is used to help fund synodical ministries.

Excluding the \$500,000 non-recurring bequest mentioned previously, offerings remitted through the synod office for all causes decreased 1.1% in 2016 compared to 2015. Canadian Lutheran World Relief received \$321,000, the largest portion of designated funds. Of this amount, approximately \$66,000 was designated towards the Fort McMurray Wildfire Appeal.

### 2017 Financial Overview

Similar to 2016, both income and expenditures for the synod's operations in 2017 were less than budgeted. For 2017 the net result was another modest surplus of ~\$14,000. Although this is a positive result, it is important to note that such an outcome would not have been possible without the benefit of exceptionally high returns from investments in combination with \$87,000 of budget cuts (and hence reduced expenditures) that were made at the beginning of the year.

2017 Summary	Actual	Budget	Variance
Total Income	\$2,373,902	\$2,515,010	-\$141,108
Total Expenditures	\$2,359,531	\$2,515,010	-\$155,479
<b>Surplus / Deficit</b>	<b>\$14,371</b>	<b>\$0</b>	<b>\$14,371</b>

### 2017 Income Summary

On an overall basis, 2017 operating income was \$141,000 less than budgeted. Almost two thirds (\$93,000) of this shortfall is of minimal concern and can be disregarded as it consisted of projected grants from a number of funds held by the Evangelical Lutheran Foundation of Eastern Canada (ELFEC) that were ultimately not required/requested due to under-expenditures in several areas of the budget.

Approximately \$100,000 was received from the ELCIC national church, consisting primarily of grants from the ELCIC's Church Extension Capital Fund (CECF) (~\$80,000) and Compassionate Justice Initiative Fund (~\$20,000).

Of greatest concern on the income side is the continuing decline in congregational benevolence offerings, a disturbing trend that has been in place for twenty-five years now. In 2017 these remittances declined 1.5% from those of the previous year, resulting in a \$36,000 shortfall compared to budget and the lowest amount received in the synod's 32 year history.

INCOME	Actual	Budget	Variance
Benevolence Offerings	\$1,435,590	\$1,472,000	-\$36,410
ELCIC Grants	\$100,355	\$120,600	-\$20,245
ELFEC Grants	\$699,085	\$792,410	-\$93,325
Rent/Services/Other	\$53,554	\$50,500	\$3,054
Assembly/Retreat Registration Fees	\$63,020	\$56,000	\$7,020
Individual Donations	\$22,298	\$23,500	-\$1,202
<b>Total</b>	<b>\$2,373,902</b>	<b>\$2,515,010</b>	<b>-\$141,108</b>

### 2017 Expenditure Summary

All in all, expenditures ended the year approximately \$155,000 under budget, primarily attributable to ministry programs that were budgeted, but that for different reasons, didn't progress to the extent originally anticipated.

EXPENDITURES	Actual	Budget	Variance
ELCIC	\$390,900	\$390,900	\$0
Waterloo Lutheran Seminary	\$366,000	\$366,000	\$0
Mission Committee	\$340,101	\$396,000	-\$55,899
Youth & Young Adult Ministries	\$117,135	\$121,210	-\$4,075
Candidacy Committee	\$13,088	\$25,500	-\$12,412
Professional Leadership Committee	\$219	\$200	\$19
Stewardship & Resource Development	\$34,187	\$36,800	-\$2,613
Communication	\$22,699	\$23,200	-\$501
Ministry Director Programming	\$35,908	\$30,800	\$5,108
Office of the Bishop	\$19,364	\$32,100	-\$12,736
Salaries and Professional	\$668,664	\$726,050	-\$57,386
Office	\$129,329	\$139,050	-\$9,721
Retreats	\$46,760	\$48,000	-\$1,240
Synod Council	\$29,949	\$22,150	\$7,799
Ministry Area Programming	\$25,490	\$37,500	-\$12,010
Retiree Health Insurance Subsidy	\$61,688	\$61,500	\$188
National Convention / Synod Assembly	\$58,050	\$58,050	\$0
<b>Total Expenditures</b>	<b>\$2,359,531</b>	<b>\$2,515,010</b>	<b>-\$155,479</b>

Following are comments on several of the largest areas of expenditure:

- ELCIC - This continues to be a significant and high priority area in our budget. Once again the synod met in full its commitment to the National Church in 2017 with our \$390,900 remittance representing a \$3,800 (1%) increase over 2016.
- Waterloo Lutheran Seminary - Despite a \$50,000 budget reduction that was required in 2017, the \$366,000 grant to WLS still represented a significant financial commitment.
- Mission Committee - The \$340,000 of expenditures in this area consisted of grants that were awarded to 27 different congregations to help fund their outreach initiatives. In addition, funds were allocated to support 11 synod-sponsored initiatives.



- Youth and Young Adult Ministries: Spending in this area was allocated to causes similar to 2016.
- Salaries and Professional - This area of the budget provides compensation and benefits for twenty people (five full-time staff and four part-time staff who receive salary and benefits, two ministry directors and two officers who serve on a very part-time basis and receive honouraria and six ministry area deans who were compensated on a “fee for service” basis for specific tasks that were required of them (e.g. installations, exit interviews)). Underspending in this area was due to a combination of an unexpected illness leave and some contingency in this area of the budget.
- National Convention/Synod Assembly - Effective in 2017 delegate registration fees for the ELCIC National Convention changed from a congregational to a synodical responsibility. A special “shout out” to those congregations that supplemented their usual benevolence offering remittances by including an additional amount to help the synod cover these increased costs during this transition year!

### Other 2017 Financial Activities

The synod received \$400,000, the fifth instalment of a most generous unrestricted bequest. In addition, another \$275,000 unrestricted gift was received from the proceeds of a life insurance policy for which the synod had been most generously designated as a beneficiary. Similar to our practice in previous years, ten percent of these gifts were granted to the ELCIC and the remainder applied to the synod’s Undesignated Gift & Bequest Fund.

During 2017 the synod made the first of four annual \$250,000 gifts to Waterloo Lutheran Seminary in support of our one million dollar commitment to the seminary’s Reform Capital Campaign. Commitments such as these wouldn’t be possible without the unusually large, undesignated gifts mentioned in the previous paragraph!

With the closure of St. James Lutheran Church, Cambridge and the subsequent sale of its property, net assets were distributed in accordance with the synod’s recently established *Policy for Disbursement of Congregational Assets*. Under the terms of this policy \$50,000 was disbursed to four local registered charities selected by the congregation, \$297,000 was established as a five year endowment fund with ELFEC and the remaining \$370,000 was transferred to the synod. From the synod’s portion, approximately \$300,000 was subsequently granted to Lutheran Homes KW in recognition of the significant role that this organization played in readying the property for sale. The synod’s remaining \$70,000 share was added to the balance of the Remembering for the Future Fund (as will, in 2022, the \$297,000 principal from the endowment fund). Income earned by the Remembering for the Future Fund is earmarked to help fund the synod’s operating budget.

With the dissolution of Edgewood Camp and Conference Centre, at its final AGM in May, 2017, Edgewood’s membership took action to transfer the corporation’s remaining cash and other assets (approximately \$125,000) to the Eastern Synod. After the sale of Edgewood’s property closes, Synod council will take preferences expressed by Edgewood’s membership into consideration when determining how to allocate these assets.

Excluding the large, non-recurring bequest and insurance proceeds mentioned previously, offerings remitted through the synod office for all causes decreased 2.9% in 2017 compared to 2016:

- Canadian Lutheran World Relief received \$287,000, the largest portion of designated funds. 70% of all CLWR offerings were undesignated while the large majority of designated offerings were directed towards African famine relief and related African causes.

- With almost \$83,000 being donated through the Eastern Synod to the ELCIC's Reformation Challenge in 2017, the synod's total over the past two years falls just shy of \$200,000, an amount that excludes funds that were retained by congregations in support of their own refugee sponsorship/resettlement projects. What a tremendous response! 70% of the Reformation Challenge donations that flowed through the synod office over the past two years were designated for scholarships for schools of the Evangelical Lutheran Church in Jordan and the Holy Land. The amount raised to date from our synod will fund scholarships for 95 students!

### **Synod Professional Staff Remuneration**

The following information is provided in accordance with direction provided at Assembly 2012:

In 2018 there are five incumbents in professional roles. Three of these (Bishop and two Assistants to the Bishop) 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 2018, remuneration for the role of Bishop at 100% of job value is \$93,709 (includes both salary and housing components) while the corresponding remuneration for Assistant to the Bishop is \$80,227. This results in ranges of \$75,000 to \$103,100 (Bishop) and \$64,200 to \$88,200 (Assistant to the Bishop).

Benefits are in accordance with those prescribed by the Synod Compensation Schedule. 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. Synod council conducts an annual review of the Bishop's performance and the Bishop conducts performance reviews of other synod office staff members.

Compensation for the other two roles, a half-time Director of Property Transformation and a quarter-time Director of Youth & Young Adult Ministries, was determined at the time of initial appointment based on their position in the synod salary schedule at the time of hiring, an amount that is adjusted annually based on COLA. Health and dental benefits are not provided.

### **Financial Statements**

The next sections of my report provide highlights from the financial statements and other reports that follow this report.

#### **2016 & 2017 Congregational Receipts**

Excluding larger, non-recurring gifts in excess of \$5,000, congregations and individuals forwarded a total of \$3.9 million in designated and undesignated offerings to the synod over the two years of 2016 and 2017, a decrease of approximately \$66,000 from the previous biennium. CLWR receipts decreased by approximately \$134,000 during this period while receipts to the ELCIC Reformation Challenge, a special appeal held over the 2016-2017 biennium, resulted in \$191,000 of donations. In addition to Regular Benevolence (decrease of

\$40,000 between 2016/17 and 2014/15), offerings designated for synodical camps decreased by \$36,000 and the ELCIC Praise Appeal decreased by \$29,000.

### **2018 - 2021 Budget Recommendations**

Assumptions relating to the revised budget for 2018 and projected budgets for the next triennium are included in the budget presentation documents. Among the key items to note are the following:

- Because several congregations have closed in recent years, a trend that is expected to continue in future years, it is anticipated that in total, congregational remittances to regular benevolence will decrease by 1% year over year, using 2017 actual remittances as the base.
- The amount committed to ELCIC benevolence is projected to increase 1% annually and represent at least 25% of congregational benevolence receipts.
- Funding for Waterloo Lutheran Seminary was reduced by \$50,000 in 2017. The 2018 revised budget incorporates an additional \$50,000 reduction. Grants for 2019 - 2021 are projected to remain at the 2018 level.
- Budgets for 2018 and subsequent years include provision for a Ministry Director of Property Transformation, a half-time position.
- The Ministry Director for Youth and Young Adult Ministries role was reduced from 50% to 25%, effective January 1, 2018.
- As was the case in 2017, the synod will be responsible for covering registration fees for delegates to the 2019 ELCIC National Convention, a cost that was previously a congregational responsibility.

### **2016 & 2017 Audited Financial Statements**

Ernst & Young, the synod's auditor, expressed an unqualified opinion that the 2016 Financial Statements presented the financial position of the Synod fairly and in accordance with Canadian accounting standards for not-for-profit organizations. Although the 2017 audit had not been completed at the time this report was prepared, a similar opinion is anticipated.

### **Closing Comments**

I conclude this report with a deep sense of thanks for those colleagues with whom I have had the opportunity to partner in this ministry of financial administration over the past biennium - these include Bishop Pryse, Laurie Knott and Pastor Wendell Grahlman (my fellow officers), Laurie Kitchen (who provides accounting consulting services to the synod), Sue Heimpel and Karen Cross (assistants to the treasurer), members of synod council, deans, ministry directors, office staff and those rostered and lay congregational leaders who serve across our synod. Thanks to each of you for your dedication, your support, your encouragement and your friendship!

As I indicated in my opening paragraph, as a synod we have 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, not only over the past biennium, but also over the past twenty eight years. Should it be the desire of this Assembly, I am willing to serve another term.

Indeed these have been interesting, stimulating, challenging, and exciting years of ministry. May we continue this journey together knowing that we are accompanied by God's grace and guidance!



## 2016 Remittance Report

Congregation Number	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Waterloo Lutheran Seminary	Campus Ministries	Camps	Other	Total
<b>Atlantic Ministry Area</b>											
4110	St Matthew, Fredericton, NB	1,000.00	1,000.00	-	-	3,580.00	-	-	-	100.00	4,680.00
4120	Bethany, New Denmark, NB	-	1,353.64	-	-	1,353.64	-	-	-	-	2,707.28
4130	St Peter's, New Denmark, NB	4,000.00	4,000.00	-	-	1,000.00	-	-	-	-	5,000.00
4310	St Luke, Baker Settlement, NS	-	-	-	-	-	-	-	-	-	-
4320	St James, Branch La Have, NS	-	1,271.59	-	-	-	-	-	-	-	1,271.59
4330	St Paul's, Bridgewater, NS	2,500.00	2,500.08	-	585.50	299.00	-	-	-	-	3,384.58
4340	Christ, Camperdown, NS	-	584.00	-	-	-	-	-	-	-	584.00
4350	St Peter's, Chester, NS	-	500.00	-	-	-	-	-	-	-	500.00
4370	Ascension, Conquerall Mills, NS	8,000.00	917.55	-	-	660.00	-	-	-	-	1,577.55
4375	Grace, Dartmouth, NS	-	-	-	-	-	-	-	-	-	-
4380	Our Saviour, Dartmouth, NS	-	1,594.00	-	-	2,832.00	-	-	-	-	4,426.00
4390	St Stephen's, Farmville, NS	-	400.00	-	-	-	-	-	-	-	400.00
4400	St John's, Feltzen South, NS	-	732.50	-	-	-	-	-	-	-	732.50
4410	Grace, First South, NS	2,300.00	2,305.00	500.00	-	190.00	-	1,100.00	-	-	4,095.00
4420	Resurrection, Halifax, NS	15,000.00	10,681.25	-	-	2,130.61	288.60	938.07	625.00	14.36	14,677.89
4430	Zion, Lunenburg, NS	6,200.00	5,551.40	-	-	3,372.90	-	40.00	-	-	8,964.30
4440	St John's, Mahone Bay, NS	5,500.00	5,500.00	-	-	1,636.43	-	10.00	274.42	-	7,420.85
4460	Calvary, Middlewood, NS	-	1,219.10	152.00	-	115.00	-	-	-	-	1,486.10
4470	St Mark's, New Cornwall, NS	428.00	428.00	-	-	-	-	-	210.00	-	638.00
4480	Trinity, New Germany, NS	-	3,600.00	15.00	-	-	-	-	-	-	3,615.00
4490	St Matthew's, Newburne, NS	-	2,332.00	-	-	150.00	-	150.00	150.00	-	2,782.00
4500	All Saints, Newcombville, NS	2,700.00	2,564.00	-	80.00	2,047.00	-	158.00	415.00	-	5,264.00
4510	St Paul's, North River, NS	-	2,210.04	-	-	100.00	-	50.00	200.00	-	2,560.04
4520	St Luke's, Rhodes Corner, NS	1,500.00	1,500.00	-	55.00	-	-	-	61.50	-	1,616.50
4530	St Matthew's, Rose Bay, NS	2,000.00	2,000.00	-	-	50.00	-	-	-	-	2,050.00
4550	Mount Olivet, Upper La Have, NS	1,200.00	1,200.00	-	-	-	-	-	-	-	1,200.00
4560	Mount Calvary, Upper Northfield, NS	-	1,279.00	-	-	15.00	-	-	25.00	35.00	1,354.00
4580	St Andrew's, West Northfield, NS	-	859.00	-	-	-	-	132.50	-	-	991.50
<b>Central Toronto Ministry Area</b>											
5050	Martin Luther, Toronto, ON	-	13,268.00	-	-	-	-	-	-	-	13,268.00
5420	Zion, Maple, ON	-	3,000.00	-	-	632.50	193.50	-	193.50	-	4,019.50
5425	Toronto Chinese, Scarborough, ON	3,600.00	3,600.00	-	-	-	-	-	-	-	3,600.00
5545	Holy Cross, Newmarket, ON	-	7,000.00	-	1,035.00	925.00	-	-	-	-	8,960.00
5610	Emmanuel, Toronto, ON	1,500.00	1,500.00	-	-	-	-	-	-	-	1,500.00
5840	St Paul's, Richmond Hill, ON	-	3,321.00	-	-	400.00	-	-	-	-	3,721.00
6010	Thornhill, Thornhill, ON	9,666.00	10,466.00	-	90.00	2,160.00	310.00	-	100.00	-	13,126.00
6080	First, Toronto, ON	3,000.00	3,000.00	-	-	300.00	-	-	-	-	3,300.00
6090	Hungarian, Toronto, ON	-	400.00	-	-	-	-	-	-	-	400.00
6100	Lithuanian, Toronto, ON	5,000.00	5,000.00	-	-	-	-	-	-	-	5,000.00
6110	Redeemer, Toronto, ON	7,834.00	8,483.41	-	-	160.00	-	350.00	-	-	8,993.41
6120	St Andrews Estonian, Toronto, ON	5,000.00	5,000.00	-	-	-	-	-	-	-	5,000.00
6130	St Andrew's Latvian, Toronto, ON	4,000.00	4,000.00	-	-	-	-	-	-	-	4,000.00

Congregation Number	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Waterloo Lutheran Seminary	Campus Ministries	Camps	Other	Total
6140	St Ansgar, Toronto, ON	33,130.00	33,130.00	-	16,000.00	9,116.68	-	1,000.00	1,986.00	-	61,232.68
6150	St George's, Toronto, ON	1,000.00	1,500.00	-	-	-	-	-	-	-	1,500.00
6165	St Paul's, Toronto, ON	840.00	840.00	-	-	-	-	-	-	-	840.00
6170	Bethesda, Unionville, ON	-	14,000.00	-	-	1,500.00	-	-	-	-	15,500.00
6300	Advent, Toronto, ON	-	8,386.00	20.00	600.00	2,372.00	-	-	-	-	11,378.00
6310	Agricola, Toronto, ON	4,000.00	3,000.00	-	-	-	1,000.00	-	-	-	4,000.00
6330	Swedish, Toronto, ON	2,000.00	2,000.00	-	-	-	-	-	-	-	2,000.00
10126	Rhenish, Toronto, ON	-	10,092.27	-	-	-	-	-	-	-	10,092.27
<b>Georgian Ministry Area</b>											
4760	Trinity, Ayrton, ON	11,000.00	9,820.16	-	-	1,782.00	-	-	-	-	11,602.16
4820	St Peter's, Brant, ON	-	2,275.00	-	-	220.00	-	-	-	-	2,495.00
4900	St Mark's, Chesley, ON	5,700.00	6,005.00	-	-	930.00	-	-	-	-	6,935.00
5030	St John's, Elmwood, ON	-	3,108.00	-	-	1,299.87	-	-	250.00	105.00	4,762.87
5200	St Matthew's, Hanover, ON	23,500.00	23,500.00	100.00	-	4,690.00	300.00	-	1,000.00	-	29,590.00
5360	St Paul's, Listowel, ON	9,300.00	10,101.00	-	310.00	160.00	-	-	-	100.00	10,671.00
5460	St Matthew, Mildmay, ON	-	4,190.00	-	139.00	651.00	-	-	200.00	-	5,180.00
5510	St Paul, Neustadt, ON	-	4,800.00	-	480.50	1,025.00	-	-	150.00	-	6,455.50
5520	St Peter's, Neustadt, ON	6,700.00	7,450.00	100.00	-	1,760.00	250.00	-	300.00	200.00	10,060.00
5580	St Paul's, Normanby, ON	-	4,668.16	-	219.00	437.00	-	-	150.00	-	5,474.16
5710	Our Saviour, Owen Sound, ON	10,700.00	11,242.00	-	1,552.00	7,330.00	200.00	-	-	200.00	20,524.00
5800	Faith, Port Elgin, ON	10,000.00	11,117.50	-	-	1,745.00	-	-	-	-	12,862.50
6180	Trinity, Walkerton, ON	7,000.00	7,702.55	1,488.05	220.00	382.50	-	-	-	-	9,793.10
6190	St Paul's, Wallace, ON	4,500.00	4,500.00	-	120.00	725.00	-	-	-	-	5,345.00
6270	St Peter's, Warton, ON	5,240.00	5,240.00	-	-	374.00	-	-	-	-	5,614.00
6290	St James, Williamsford, ON	3,200.00	3,441.00	-	225.00	919.00	-	-	-	-	4,585.00
<b>GTA East Ministry Area</b>											
5640	Faith, Oshawa, ON	12,324.00	13,334.40	-	-	11,810.00	-	-	-	-	25,144.40
5760	Christ, Peterborough, ON	11,500.00	11,500.00	-	-	3,330.50	-	-	-	-	14,830.50
5780	Peace, Pickering, ON	6,000.00	7,200.00	-	300.00	305.00	-	-	-	-	7,805.00
6260	Epiphany, Toronto, ON	16,000.00	16,000.00	-	197.70	1,300.00	-	-	-	-	17,497.70
6265	Christ The King, Whitby, ON	4,463.00	1,754.87	480.00	-	1,390.25	-	-	225.00	40.00	3,890.12
<b>GTA West Ministry Area</b>											
4810	Augsburg, Brampton, ON	16,320.00	14,420.00	-	-	2,015.10	-	-	30.00	-	16,465.10
5220	St Philip's, Toronto, ON	30,000.00	30,012.50	-	67.50	-	-	-	170.00	-	30,250.00
5490	Holy Spirit of Peace, Mississauga, ON	-	13,027.10	-	-	-	-	-	-	-	13,027.10
5630	Grace, Oakville, ON	12,000.00	13,193.50	-	810.00	1,710.00	-	-	-	-	15,713.50
<b>Huronian Ministry Area</b>											
4775	Westside, Barrie, ON	-	15,604.00	-	-	432.00	-	-	-	-	16,036.00
5115	Nazareth, Germania, ON	-	-	-	-	-	-	-	-	-	-
5450	St Mark's ALC, Midland, ON	-	2,581.32	-	-	-	-	-	-	-	2,581.32
5632	St David's Anglican Lutheran Church, Orillia	1,250.00	1,576.50	-	732.62	-	-	-	-	-	2,309.12

Congregation Number	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	Waterloo Lutheran Seminary	Campus Ministries	Camps	Other	Total
<b>Grand River Ministry Area</b>										
4870	St James, Cambridge, ON	-	600.00	-	-	445.00	-	30.00	-	1,075.00
4880	St Paul's, Cambridge, ON	15,663.00	20,805.27	-	-	8,168.00	935.00	-	-	29,908.27
4890	St Peter's, Cambridge, ON	9,700.00	9,200.00	-	-	3,286.00	120.00	500.00	-	13,106.00
5130	St Paul's, Guelph, ON	17,000.00	17,000.00	-	-	1,520.00	-	2,675.00	-	21,195.00
5255	Maranatha Mission, Kitchener, ON	-	300.00	-	-	-	-	-	-	300.00
5260	Reformation, Kitchener, ON	10,520.00	10,864.50	-	-	3,808.10	-	-	107.75	14,780.35
5270	St Luke's, Kitchener, ON	18,500.00	19,000.00	799.26	-	5,937.02	-	390.00	-	26,126.28
5280	St Mark's, Kitchener, ON	23,800.00	21,769.50	-	-	12,396.00	500.00	-	-	34,665.50
5290	St Matthews, Kitchener, ON	-	29,358.50	-	-	4,860.56	-	35.00	-	34,254.06
5300	St Paul's, Kitchener, ON	-	2,448.00	-	-	420.05	-	115.00	-	2,983.05
5310	St Peter's, Kitchener, ON	51,600.00	51,600.00	-	2,953.45	8,039.00	360.00	-	-	62,952.45
5320	St Philip's, Kitchener, ON	4,000.00	4,000.00	-	-	100.00	-	-	-	4,100.00
5330	St Stephen's, Kitchener, ON	-	21,529.20	256.50	50.00	5,105.00	-	2,785.00	898.00	30,623.70
5410	St James, Mannheim, ON	3,270.00	3,047.50	-	-	105.00	170.00	95.00	194.00	3,611.50
<b>Montreal Ministry Area</b>										
6610	Christ The Redeemer, Dollard-Des-Ormeaux	12,000.00	12,000.00	-	-	1,468.00	-	-	-	13,468.00
6630	St Ansgar's, Montreal, QC	1,100.00	1,176.00	-	-	-	-	-	-	1,176.00
6640	St John's, Montreal, QC	-	15,000.00	-	-	868.00	-	-	-	15,868.00
6650	St John Estonian, Montreal, QC	-	5,840.00	-	-	-	-	-	-	5,840.00
6660	St Michael's, Montreal, QC	3,000.00	3,000.00	-	3,360.00	-	-	-	-	6,360.00
6670	Trinity, Montreal, QC	600.00	708.00	-	-	-	-	-	-	708.00
6680	Good Shepherd/Bon Pasteur, Saint-Lambert	-	9,000.00	-	-	12,000.00	-	-	981.00	21,981.00
6690	Chinese, Saint-Laurent, QC	-	1,300.00	-	-	-	-	-	-	1,300.00
6700	St Paul, Saint-Laurent, QC	2,000.00	2,735.00	-	-	645.00	-	-	-	3,380.00
<b>Niagara Ministry Area</b>										
5080	Trinity, Fort Erie, ON	-	4,016.80	847.00	-	1,081.63	50.00	50.00	50.00	6,145.43
5550	Good Shepherd, Niagara Falls, ON	-	3,455.00	-	-	30.00	-	-	-	3,485.00
5560	St Paul's, Niagara Falls, ON	1,500.00	1,575.00	-	-	60.00	-	-	-	1,635.00
5790	First, Port Colborne, ON	6,510.00	2,878.00	-	-	1,869.00	-	-	-	4,747.00
5850	St Luke's, Ridgeway, ON	1,700.00	2,197.00	-	-	714.00	-	-	-	2,911.00
5880	Faith, St Catharines, ON	2,900.00	2,900.00	-	340.00	2,070.00	-	-	-	5,310.00
6230	St Matthew's, Welland, ON	6,000.00	6,008.00	-	393.00	2,065.00	-	-	-	8,466.00
<b>Nith Valley Ministry Area</b>										
4770	St James, Baden, ON	-	5,080.00	-	-	1,375.00	-	316.50	-	6,771.50
4980	St Matthew's, East Zorra, ON	-	4,245.00	-	-	1,560.00	-	-	-	5,805.00
5000	St Paul's, Ellice, ON	3,000.00	3,670.00	-	-	240.00	-	-	-	3,910.00
5100	St Peter's, Gads Hill, ON	6,623.00	4,247.00	-	50.00	130.00	-	-	-	4,427.00
5470	St Peter's, Milverton, ON	-	4,051.00	-	-	3,399.13	-	-	-	7,450.13
5530	St James, New Dundee, ON	-	925.00	-	-	2,328.00	-	100.00	-	3,353.00
5540	Trinity, New Hamburg, ON	24,210.00	23,825.64	-	465.00	4,919.00	-	150.00	210.00	29,569.64
5600	St James, North Easthope, ON	-	3,920.00	-	-	390.00	-	250.00	250.00	4,810.00
5770	Zion, Phillipsburg, ON	6,500.00	7,129.00	-	-	265.00	-	-	-	7,394.00
5870	Zion, St Agatha, ON	2,000.00	2,060.00	-	-	-	-	-	-	2,060.00

Congregation Number	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Waterloo Lutheran Seminary	Campus Ministries	Camps	Other	Total
5950	Zion, Stratford, ON	56,700.00	57,638.50	200.00	4,010.00	21,071.07	-	-	-	280.00	83,193.57
6000	Trinity, Tavistock, ON	27,000.00	27,099.00	-	-	3,290.00	220.00	20.00	547.25	-	31,176.25
6250	St Mark's, Wellesley, ON	6,100.00	6,545.00	-	-	1,936.00	-	-	-	-	8,481.00
6380	Bethany, Woodstock, ON	12,500.00	14,309.00	-	450.00	1,500.00	-	-	80.00	570.00	15,769.00
<b>Northern Ministry Area</b>											
4920	St Timothy, Copper Cliff, ON	-	5,454.00	-	25.00	1,936.20	-	-	-	-	7,415.20
5010	Faith, Elliot Lake, ON	-	1,200.00	-	-	205.00	-	-	-	-	1,405.00
5400	St Paul's, Magnetawan, ON	2,000.00	2,000.00	40.00	-	555.00	309.30	-	-	500.05	3,404.35
5430	Zion, Massey, ON	-	1,000.00	-	-	-	-	-	-	-	1,000.00
5590	Redeemer, North Bay, ON	-	4,040.00	-	50.00	940.00	-	-	-	-	5,030.00
5900	Estonian, Sault Ste Marie, ON	-	-	-	-	-	-	-	-	-	-
5920	Zion, Sault Ste Marie, ON	10,000.00	8,773.50	-	1,475.00	5,971.00	803.81	-	-	-	17,023.31
5940	St John's, South Porcupine, ON	4,200.00	4,100.00	-	300.00	-	-	-	-	-	4,400.00
5970	St Matthew's, Sudbury	-	9,435.00	1,405.60	180.71	1,673.32	-	-	-	-	12,698.63
5980	Trinity, Sudbury, ON	16,000.00	16,859.00	-	983.75	4,802.00	480.00	-	-	-	23,124.75
12089	New Hope, Sudbury, ON	-	4,112.60	170.00	40.00	1,711.50	-	-	-	-	6,034.10
<b>Ottawa Ministry Area</b>											
5635	Resurrection, Orleans, ON	8,400.00	7,700.00	-	954.00	540.00	-	-	-	-	9,194.00
5660	Faith, Ottawa, ON	15,803.00	12,440.46	947.85	50.00	3,735.00	4,000.00	2,000.00	225.00	-	23,398.31
5670	Martin Luther, Ottawa, ON	-	4,500.00	-	-	-	-	-	-	-	4,500.00
5675	Mount Calvary, Ottawa, ON	-	5,665.00	-	-	1,425.00	-	-	-	-	7,090.00
5680	Peace Latvia, Ottawa, ON	1,200.00	1,200.00	-	-	-	-	-	-	-	1,200.00
5690	St John, Ottawa, ON	22,600.00	22,600.00	505.00	2,519.00	3,715.00	200.00	-	120.00	-	29,659.00
5700	St Peter's, Ottawa, ON	25,000.00	22,012.00	-	690.00	4,315.88	1,320.00	-	1,500.00	604.00	30,441.88
12047	Good Shepherd Barrhaven, Ottawa, ON	1,000.00	1,000.00	-	-	-	-	-	-	-	1,000.00
<b>Ottawa Valley Ministry Area</b>											
4720	St Peter's, Alice, ON	1,350.00	1,350.00	-	-	2,205.00	-	-	-	-	3,555.00
4730	St John's, Arnprior, ON	3,825.00	3,461.00	-	-	650.00	-	-	-	-	4,111.00
4740	St John's, Ayrburg, ON	-	967.00	-	-	1,140.00	-	-	-	-	2,107.00
4800	St John's, Bonnechere, ON	3,500.00	3,845.00	-	-	205.00	-	-	-	-	4,050.00
4940	Faith, Deep River, ON	2,300.00	2,452.00	-	30.00	1,455.00	-	-	140.00	-	4,077.00
4950	St Paul's, Denbigh, ON	300.00	480.00	-	-	730.00	-	-	-	-	1,210.00
4990	Grace, Eganville, ON	7,500.00	7,721.50	-	-	380.00	-	-	25.00	-	8,126.50
5440	Christ, Maynooth, ON	2,100.00	2,100.00	-	-	-	-	-	-	-	2,100.00
5730	St Timothy's, Pembroke, ON	13,500.00	13,297.20	-	937.50	7,404.00	-	-	5,320.00	-	26,958.70
5740	Zion, Pembroke, ON	27,000.00	28,840.00	1,648.00	510.00	2,141.00	-	-	-	-	33,139.00
5750	St John's, Petawawa, ON	173,000.00	17,300.00	-	-	1,850.00	-	-	120.00	-	19,270.00
5810	St Stephen's, Raglan Twp, ON	2,700.00	2,700.00	-	-	-	-	-	100.00	-	2,800.00
5820	Grace, Rankin, ON	2,000.00	2,000.00	-	-	70.00	-	-	5.00	-	2,075.00
5830	St James, Renfrew, ON	5,800.00	5,800.00	-	321.00	2,250.00	-	-	155.00	-	8,526.00
6370	Bethlehem, Wotton, ON	-	983.00	-	-	50.00	-	-	-	-	1,033.00
6620	St John's, Ladysmith, QC	-	1,000.00	-	-	25.00	-	-	-	-	1,025.00
6710	Zion, Schwartz, QC	-	3,485.00	-	-	45.00	-	-	-	-	3,530.00

Congregation Number	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Waterloo Lutheran Seminary	Campus Ministries	Camps	Other	Total
<b>Seaway Ministry Area</b>											
4780	Holy Trinity, Belleville, ON	-	1,939.20	-	-	40.00	-	-	-	-	1,979.20
4840	Good Shepherd, Brockville, ON	5,000.00	5,039.00	-	-	350.00	-	-	1,418.00	-	6,807.00
4970	St Luke's, Dunbar, ON	2,500.00	2,500.00	-	600.00	3,650.00	-	-	100.00	-	6,850.00
5240	St Mark's, Kingston, ON	16,764.00	16,764.00	-	-	645.00	-	-	-	-	17,409.00
5860	St John's, Riverside Heights, ON	1,000.00	215.00	-	-	80.00	-	-	-	-	295.00
6280	South Dundas Lutheran Community Church	6,000.00	4,120.00	485.00	-	710.00	-	-	-	-	5,315.00
<b>Thames Ministry Area</b>											
4750	St John's, Aylmer, ON	3,617.00	3,616.80	-	-	-	-	-	-	-	3,616.80
4850	St Peter's, Brodhagen, ON	12,000.00	11,928.00	-	-	630.00	-	-	-	-	13,622.55
5340	St Paul's, Leamington, ON	9,000.00	9,000.00	124.00	-	2,356.00	-	-	50.00	1,064.55	11,530.00
5370	Redeemer, London, ON	16,700.00	16,704.00	-	-	2,295.00	-	-	-	-	18,999.00
5380	St Ansgar, London, ON	6,000.00	6,000.00	-	720.00	1,035.00	-	-	1,000.00	80.00	8,835.00
5390	Trinity, London, ON	-	35,000.00	100.00	1,354.00	2,261.00	-	-	10.00	1,500.00	40,225.00
6360	Trinity, Windsor, ON	-	10,930.00	-	289.05	100.00	-	-	-	-	11,319.05
6390	St Peter's, Zurich, ON	9,500.00	9,500.00	-	850.00	350.00	-	-	-	-	10,700.00
<b>The Bay Ministry Area</b>											
4830	Faith, Brantford, ON	14,600.00	11,160.00	-	-	284.00	-	-	-	-	11,444.00
4860	Holy Cross, Burlington, ON	17,500.00	15,174.00	-	-	7,913.00	-	-	100.00	-	23,187.00
5070	Redeemer, Fisherville, ON	408.00	408.00	-	-	-	-	-	-	-	408.00
5140	Christ, Hamilton, ON	3,500.00	3,500.00	-	-	-	-	-	-	-	3,500.00
5150	Faith, Hamilton, ON	7,000.00	7,000.00	-	20.00	1,385.00	-	-	100.00	-	8,505.00
5160	First Estonian, Hamilton, ON	-	1,020.00	-	-	-	-	-	-	-	1,020.00
5170	Grace, Hamilton, ON	4,000.00	4,231.00	-	-	428.00	-	-	-	-	4,659.00
5180	St John's, Hamilton, ON	18,000.00	18,000.00	590.00	396.35	2,535.00	-	-	-	-	21,521.35
5190	Transfiguration, Hamilton, ON	7,200.00	7,200.00	-	-	1,644.00	-	-	-	-	8,844.00
<b>Two Rivers Ministry Area</b>											
4910	St Matthew's, Conestogo, ON	8,000.00	7,793.17	-	4,880.00	7,223.50	-	-	-	250.00	20,146.67
5020	St James, Elmira, ON	18,600.00	17,160.00	-	289.75	7,582.00	-	-	400.00	35.00	25,466.75
5040	St Paul's, Erbsville, ON	-	800.00	-	-	-	-	-	-	-	800.00
5060	Faith, Fergus, ON	5,000.00	4,687.00	-	-	-	-	-	200.00	-	4,887.00
5210	St Peters, Heidelberg, ON	-	1,110.00	-	-	480.00	-	-	-	-	1,590.00
5350	St Peters, Linwood, ON	-	-	-	-	-	-	-	-	-	-
5890	St James, St Jacobs, ON	-	14,185.00	-	-	6,972.55	-	-	-	500.00	21,657.55
6200	Christ, Waterloo, ON	19,200.00	14,362.31	-	-	3,537.00	-	-	-	-	17,899.31
6210	Mount Zion, Waterloo, ON	24,900.00	29,676.83	-	-	2,431.00	1,000.00	70.00	545.00	220.00	33,942.83
6220	St John's, Waterloo, ON	20,000.00	18,887.74	605.70	265.00	6,682.00	-	309.00	750.00	-	27,499.44
<b>Non Congregational Remittances *</b>											
		-	8,047.43	-	64,173.77	2,210.25	-	-	905.05	17,535.00	92,871.50
<b>Total</b>		<b>1,282,658.00</b>	<b>1,458,020.54</b>	<b>11,582.96</b>	<b>118,794.15</b>	<b>371,218.74</b>	<b>13,010.21</b>	<b>6,377.57</b>	<b>28,122.22</b>	<b>25,483.71</b>	<b>1,982,610.10</b>

\* Excludes bequests > \$5,000

## 2017 Remittance Report

Congregation Number	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Waterloo Lutheran Seminary	Campus Ministries	Camps	Other	Total
<b>Atlantic Ministry Area</b>											
4110	St Matthew, Fredericton, NB	1,000.00	1,000.00	-	-	-	-	-	-	-	1,000.00
4120	Bethany, New Denmark, NB	-	1,294.77	-	-	1,294.77	-	-	-	-	2,589.54
4130	St Peter's, New Denmark, NB	4,000.00	4,000.00	-	-	1,000.00	-	-	-	-	5,000.00
4310	St Luke, Baker Settlement, NS	-	-	-	-	-	-	-	-	-	-
4320	St James, Branch La Have, NS	-	1,231.64	-	-	145.00	100.00	-	-	-	1,476.64
4330	St Paul's, Bridgewater, NS	2,500.00	2,500.08	-	-	215.00	-	-	-	-	2,715.08
4340	Christ, Camperdown, NS	-	138.00	-	-	-	-	-	-	-	138.00
4350	St Peter's, Chester, NS	-	500.00	-	-	-	-	-	-	-	500.00
4370	Ascension, Conquerall Mills, NS	200.00	200.00	-	-	10.00	-	-	-	-	210.00
4375	Grace, Dartmouth, NS	-	-	-	-	-	-	-	-	-	-
4380	Our Saviour, Dartmouth, NS	-	2,233.00	-	-	2,104.00	-	-	-	-	4,337.00
4390	St Stephen's, Farmville, NS	-	400.00	-	-	-	-	-	-	-	400.00
4400	St John's, Feltzen South, NS	-	653.50	-	500.00	-	-	-	-	-	1,193.50
4410	Grace, First South, NS	-	2,940.00	500.00	-	520.00	-	926.50	30.00	-	4,916.50
4420	Resurrection, Halifax, NS	-	15,763.25	-	-	2,182.32	402.32	34.37	755.00	-	19,137.26
4430	Zion, Lunenburg, NS	-	5,811.00	-	325.00	453.00	-	55.00	-	-	6,644.00
4440	St John's, Mahone Bay, NS	-	5,700.00	-	-	495.00	-	-	25.00	-	6,220.00
4460	Calvary, Middlewood, NS	-	521.25	355.00	-	100.00	-	-	75.00	-	1,051.25
4470	St Mark's, New Cornwall, NS	-	428.00	-	-	-	-	-	220.00	-	648.00
4480	Trinity, New Germany, NS	-	3,999.97	-	-	-	-	-	-	-	3,999.97
4490	St Matthew's, Newburne, NS	2,000.00	2,522.00	-	-	150.00	-	150.00	150.00	-	2,972.00
4500	All Saints, Newcombville, NS	-	1,558.00	-	-	1,184.00	-	110.00	395.00	-	3,247.00
4510	St Paul's, North River, NS	-	2,260.08	-	-	-	-	60.00	200.00	-	2,520.08
4520	St Luke's, Rhodes Corner, NS	-	1,500.00	-	-	25.00	-	-	-	-	1,525.00
4530	St Matthew's, Rose Bay, NS	2,000.00	2,000.00	-	-	50.00	-	-	-	-	2,050.00
4550	Mount Olivet, Upper La Have, NS	-	1,200.00	-	-	10.00	-	-	-	-	1,210.00
4560	Mount Calvary, Upper Northfield, NS	-	1,323.00	-	-	10.00	-	-	25.00	25.00	1,383.00
4580	St Andrew's, West Northfield, NS	-	899.00	-	-	25.00	-	70.00	-	-	988.00
<b>Central Toronto Ministry Area</b>											
5050	Martin Luther, Toronto, ON	13,620.00	13,915.00	-	-	-	-	-	-	-	13,915.00
5420	Zion, Maple, ON	-	455.00	-	-	200.00	125.75	-	-	-	780.75
5425	Toronto Chinese, Scarborough, ON	-	3,600.00	-	-	-	-	-	-	-	3,600.00
5545	Holy Cross, Newmarket, ON	-	8,000.00	-	2,558.27	1,200.00	-	-	-	-	11,758.27
5610	Emmanuel, Toronto, ON	-	1,500.00	-	-	-	-	-	-	-	1,500.00
5840	St Paul's, Richmond Hill, ON	-	3,903.71	-	-	265.00	-	-	-	-	4,168.71
6010	Thornhill, Thornhill, ON	8,218.00	8,718.00	-	570.00	3,165.00	330.00	65.00	308.00	-	13,156.00
6080	First, Toronto, ON	-	3,000.00	-	-	-	-	-	-	-	3,000.00
6090	Hungarian, Toronto, ON	-	400.00	-	-	-	-	-	-	-	400.00
6100	Lithuanian, Toronto, ON	5,000.00	5,000.00	-	-	-	-	-	-	-	5,000.00
6110	Redeemer, Toronto, ON	8,949.00	8,278.11	-	-	-	-	350.00	-	-	8,628.11
6120	St Andrew's Estonian, Toronto, ON	5,500.00	5,500.00	-	-	-	-	-	-	-	5,500.00
6130	St Andrew's Latvian, Toronto, ON	-	6,300.00	-	-	-	-	-	-	-	6,300.00

Congregation Number	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Waterloo Lutheran Seminary	Campus Ministries	Camps	Other	Total
6140	St Ansgar, Toronto, ON	33,100.00	33,100.00	-	-	4,530.00	-	-	-	-	37,630.00
6150	St George's, Toronto, ON	1,500.00	1,500.00	-	-	-	-	-	-	-	1,500.00
6165	St Paul's, Toronto, ON	-	960.00	-	-	-	-	-	-	-	960.00
6170	Bethesda, Unionville, ON	10,000.00	12,000.00	-	-	-	-	-	-	-	12,000.00
6300	Advent, Toronto, ON	10,500.00	5,449.00	-	280.00	1,630.00	-	-	-	-	7,359.00
6310	Agricola, Toronto, ON	3,000.00	3,000.00	-	-	-	500.00	-	-	-	3,500.00
6330	Swedish, Toronto, ON	-	2,200.00	-	-	-	-	-	-	-	2,200.00
10126	Rhenish, Toronto, ON	-	10,296.86	-	-	-	-	-	-	-	10,296.86
<b>Georgian Ministry Area</b>											
4760	Trinity, Aylton, ON	-	12,017.46	-	465.00	1,685.00	700.00	-	-	-	14,867.46
4820	St Peter's, Brant, ON	-	2,275.00	-	-	332.00	-	-	-	-	2,607.00
4900	St Mark's, Chesley, ON	-	7,171.00	-	1,650.00	75.00	-	-	-	-	8,896.00
5030	St John's, Elmwood, ON	-	1,890.00	-	100.00	2,334.00	-	-	-	-	4,324.00
5200	St Matthew's, Hanover, ON	25,000.00	25,000.00	-	4,551.35	2,175.00	2,300.00	-	-	-	34,026.35
5360	St Paul's, Listowel, ON	8,500.00	10,171.00	-	-	360.00	-	-	-	100.00	10,631.00
5460	St Matthew, Mildmay, ON	2,800.00	2,800.00	20.00	160.00	-	-	-	-	-	2,980.00
5510	St Paul, Neustadt, ON	4,900.00	4,900.00	-	-	500.00	-	-	-	-	5,400.00
5520	St Peter's, Neustadt, ON	6,700.00	8,063.00	-	150.00	2,880.00	250.00	-	-	200.00	11,543.00
5580	St Paul's, Normanby, ON	4,500.00	5,207.90	-	100.00	305.00	-	-	-	-	5,612.90
5710	Our Saviour, Owen Sound, ON	10,850.00	10,993.50	-	2,006.55	9,455.00	-	-	-	10.00	22,465.05
5800	Faith, Port Elgin, ON	10,000.00	11,006.00	-	-	520.00	11.00	-	-	-	11,537.00
6180	Trinity, Walkerton, ON	8,060.00	8,060.00	1,654.60	210.00	191.00	-	-	-	255.00	10,370.60
6190	St Paul's, Wallace, ON	4,500.00	4,500.00	-	-	509.00	-	-	-	143.00	5,152.00
6270	St Peter's, Warton, ON	-	6,200.00	20.00	25.00	245.00	-	-	-	92.00	6,582.00
6290	St James, Williamsford, ON	-	3,670.50	25.00	143.65	817.00	-	-	-	-	4,656.15
<b>GTA East Ministry Area</b>											
5640	Faith, Oshawa, ON	-	12,817.95	-	-	3,850.00	-	-	-	-	16,667.95
5760	Christ, Peterborough, ON	11,500.00	11,500.00	295.00	-	2,055.00	-	-	-	-	13,850.00
5780	Peace, Pickering, ON	-	7,700.00	1,102.00	-	445.00	70.00	-	-	-	9,317.00
6260	Epiphany, Toronto, ON	-	16,008.00	-	-	-	-	-	-	-	16,008.00
6265	Christ The King, Whitby, ON	-	1,150.00	340.00	1,045.00	795.00	-	-	-	25.00	3,355.00
<b>GTA West Ministry Area</b>											
4810	Augsburg, Brampton, ON	10,000.00	15,294.50	-	1,751.60	1,350.00	-	-	137.00	-	18,533.10
5220	St Philip's, Toronto, ON	31,000.00	30,942.50	-	-	-	-	-	57.50	-	31,000.00
5490	Holy Spirit of Peace, Mississauga, ON	-	14,910.76	-	-	-	-	-	-	-	14,910.76
5630	Grace, Oakville, ON	-	14,984.00	-	725.00	1,966.40	-	-	-	-	17,675.40
<b>Huronian Ministry Area</b>											
4775	Westside, Barrie, ON	16,000.00	16,000.00	-	-	1,985.00	50.00	-	-	-	18,035.00
5115	Nazareth, Germania, ON	-	-	-	-	-	-	-	-	-	-
5450	St Mark's ALC, Midland, ON	-	3,450.96	-	-	-	-	-	-	-	3,450.96
5632	St David's Ang Luth Church, Orillia, ON	-	6,175.16	-	-	-	-	-	-	600.00	6,775.16



Congregation Number	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Waterloo Lutheran Seminary	Campus Ministries	Camps	Other	Total
<b>Grand River Ministry Area</b>											
4870	St James, Cambridge, ON	-	125.00	1,098.25	-	-	-	-	-	-	1,223.25
4880	St Pauls, Cambridge, ON	-	16,650.37	-	-	2,408.50	500.00	-	-	-	19,558.87
4890	St Peter's, Cambridge, ON	-	9,800.00	-	-	2,526.25	-	-	-	-	12,326.25
5130	St Paul's, Guelph, ON	17,000.00	17,000.00	-	1,100.00	1,350.00	-	-	-	-	19,450.00
5255	Maranatha Mission, Kitchener, ON	-	600.00	-	-	-	-	-	-	-	600.00
5260	Reformation, Kitchener, ON	-	6,339.00	-	-	686.25	58.85	-	-	-	7,084.10
5270	St Luke's, Kitchener, ON	19,500.00	19,627.00	566.50	-	1,694.25	-	-	-	-	21,887.75
5280	St Mark's, Kitchener, ON	22,100.00	22,282.00	-	-	12,156.00	500.00	-	-	-	34,938.00
5290	St Matthews, Kitchener, ON	-	26,773.10	-	50.00	5,738.88	-	-	-	-	32,561.98
5300	St Paul's, Kitchener, ON	-	1,920.00	-	-	-	-	-	-	-	1,920.00
5310	St Peter's, Kitchener, ON	41,600.00	41,440.00	-	-	4,061.00	510.00	-	-	-	46,011.00
5320	St Philip's, Kitchener, ON	-	1,500.00	-	-	40.00	-	-	-	-	1,540.00
5330	St Stephen's, Kitchener, ON	-	23,435.80	300.00	50.00	2,575.00	20.00	-	-	913.00	27,193.80
5410	St James, Mannheim, ON	-	3,210.50	-	-	-	60.00	-	-	108.00	3,378.50
<b>Montreal Ministry Area</b>											
6610	Christ The Redeemer, Dollard-Des-Ormeaux	12,000.00	12,000.00	-	1,902.00	1,750.00	50.00	-	-	100.00	15,802.00
6630	St Ansgar's, Montreal, QC	-	2,025.00	-	200.00	50.00	-	-	-	-	2,275.00
6640	St John's, Montreal, QC	8,000.00	8,000.00	-	100.00	350.00	-	-	-	-	8,450.00
6650	St John Estonian, Montreal, QC	6,840.00	840.00	-	4,000.00	-	-	-	-	-	4,840.00
6660	St Michael's, Montreal, QC	3,500.00	3,500.00	350.00	-	-	-	-	-	-	3,850.00
6670	Trinity, Montreal, QC	600.00	709.50	-	-	-	-	-	-	-	709.50
6680	Good Shepherd/Bon Pasteur, Saint-Lambe	-	6,000.00	-	-	32,000.00	-	-	1,000.00	5,000.00	44,000.00
6690	Chinese, Saint-Laurent, QC	-	1,400.00	-	-	-	-	-	-	-	1,400.00
6700	St Paul, Saint-Laurent, QC	2,000.00	2,000.00	-	-	100.00	-	-	-	-	2,100.00
<b>Niagara Ministry Area</b>											
5080	Trinity, Fort Erie, ON	-	4,142.80	64.00	-	1,753.50	50.00	50.00	-	50.00	6,110.30
5550	Good Shepherd, Niagara Falls, ON	-	2,341.63	-	-	-	-	-	-	-	2,341.63
5560	St Paul's, Niagara Falls, ON	1,500.00	1,840.00	-	-	200.00	-	-	-	-	2,040.00
5790	First, Port Colborne, ON	2,900.00	2,330.00	-	1,654.09	1,900.90	-	-	-	-	5,884.99
5850	St Luke's, Ridgeway, ON	2,400.00	2,234.00	-	-	165.00	-	-	-	48.45	2,447.45
5880	Faith, St Catharines, ON	3,200.00	3,200.00	-	290.00	995.00	40.00	-	-	-	4,525.00
6230	St Matthew's, Welland, ON	6,000.00	-	-	-	100.00	-	-	-	-	100.00
<b>Nith Valley Ministry Area</b>											
4770	St James, Baden, ON	-	5,405.00	-	877.00	1,135.00	-	-	-	-	7,417.00
4980	St Matthew's, East Zorra, ON	-	3,740.00	-	-	1,360.00	-	-	-	-	5,100.00
5000	St Paul's, Ellice, ON	3,500.00	2,877.50	-	-	300.00	-	-	-	-	3,177.50
5100	St Peter's, Gads Hill, ON	5,000.00	4,948.50	-	-	-	-	-	-	-	4,948.50
5470	St Peter's, Milverton, ON	-	3,895.00	-	-	2,857.85	-	-	-	-	6,752.85
5530	St James, New Dundee, ON	-	255.00	-	-	-	-	-	-	-	255.00
5540	Trinity, New Hamburg, ON	-	23,690.66	-	1,650.00	10,505.00	400.00	-	-	-	36,245.66
5600	St James, North Easthope, ON	-	2,615.00	-	-	355.00	-	-	-	60.00	3,030.00
5770	Zion, Phillipsburg, ON	7,000.00	7,440.00	-	450.00	1,192.00	-	-	-	-	9,082.00
5870	Zion, St Agatha, ON	2,000.00	2,109.00	-	-	-	-	-	-	-	2,109.00



Congregation Number	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Waterloo Lutheran Seminary	Campus Ministries	Camps	Other	Total
5950	Zion, Stratford, ON	57,600.00	62,946.32	490.00	4,200.00	16,555.28	-	-	-	80.00	84,271.60
6000	Trinity, Tavistock, ON	27,000.00	27,009.63	-	-	1,585.00	277.00	-	-	-	28,871.63
6250	St Mark's, Wellesley, ON	6,500.00	5,938.00	-	50.00	1,040.00	-	-	-	-	6,928.00
6380	Bethany, Woodstock, ON	12,500.00	13,614.00	100.00	350.00	2,030.00	75.00	-	-	-	16,169.00
<b>Northern Ministry Area</b>											
4920	St Timothy's, Copper Cliff, ON	-	1,275.00	-	363.00	752.61	-	-	-	-	2,390.61
5010	Faith, Elliot Lake, ON	-	1,200.00	-	-	-	-	-	-	-	1,200.00
5400	St Paul's, Magnetawan, ON	2,000.00	2,050.00	-	-	880.00	10.00	-	-	104.00	3,044.00
5430	Zion, Massey, ON	-	1,000.00	-	-	-	-	-	-	-	1,000.00
5590	Redeemer, North Bay, ON	3,500.00	700.50	-	-	14.00	-	-	-	-	714.50
5900	Estonian, Sault Ste Marie, ON	-	-	-	-	-	-	-	-	-	-
5920	Zion, Sault Ste Marie, ON	8,000.00	8,793.50	65.45	556.84	4,460.00	760.00	-	-	-	14,635.79
5940	St John's, South Porcupine, ON	-	4,100.00	-	-	-	-	-	-	-	4,100.00
5970	St Matthew's, Sudbury, ON	-	3,075.00	418.15	235.00	2,110.00	20.00	-	-	-	5,858.15
5980	Trinity, Sudbury, ON	16,000.00	16,760.25	25.00	521.00	5,659.50	445.00	-	-	1,032.00	24,442.75
12089	New Hope, Sudbury, ON	-	12,815.00	1,057.15	450.00	3,234.20	70.00	-	-	264.00	17,890.35
<b>Ottawa Ministry Area</b>											
5635	Resurrection, Orleans, ON	9,000.00	9,000.00	-	975.00	100.00	-	-	-	-	10,075.00
5660	Faith, Ottawa, ON	15,500.00	12,237.35	355.05	-	3,245.00	4,000.00	2,000.00	230.00	-	22,067.40
5670	Martin Luther, Ottawa, ON	-	1,500.00	-	-	100.00	-	-	-	-	1,600.00
5675	Mount Calvary, Ottawa, ON	-	2,700.00	-	4,644.64	340.00	-	-	-	-	7,684.64
5680	Peace Lutheran, Ottawa, ON	-	1,200.00	-	-	-	-	-	-	-	1,200.00
5690	St John, Ottawa, ON	22,962.00	22,962.00	500.00	3,133.20	3,380.00	100.00	-	50.00	-	30,125.20
5700	St Peter's, Ottawa, ON	26,000.00	24,191.89	-	570.00	10,755.00	1,790.00	-	1,620.00	130.00	39,056.89
12047	Good Shepherd Barrhaven, Ottawa, ON	1,500.00	1,500.00	-	-	-	-	-	-	-	1,500.00
<b>Ottawa Valley Ministry Area</b>											
4720	St Peter's, Alice, ON	2,600.00	2,604.00	-	-	1,145.00	-	-	-	-	3,749.00
4730	St John's, Arnprior, ON	3,800.00	3,812.00	-	-	1,319.00	-	-	225.00	112.00	5,468.00
4740	St John's, Augsburg, ON	-	1,009.00	-	-	820.00	-	-	-	-	1,829.00
4800	St John's, Bonnechere, ON	-	3,606.04	-	-	45.00	-	-	-	-	3,651.04
4940	Faith, Deep River, ON	-	2,355.00	-	-	880.00	-	-	-	-	3,235.00
4950	St Paul's, Denbigh, ON	300.00	480.00	-	-	520.00	-	-	-	-	1,000.00
4990	Grace, Eganville, ON	-	8,076.50	-	273.70	-	-	-	20.00	-	8,370.20
5440	Christ, Maynooth, ON	2,160.00	2,160.00	-	-	-	-	-	-	-	2,160.00
5730	St Timothy's, Pembroke, ON	13,500.00	17,019.00	-	6,740.00	6,194.00	-	-	4,637.05	-	34,590.05
5740	Zion, Pembroke, ON	26,000.00	26,000.00	800.00	300.00	3,539.00	-	-	250.00	-	30,889.00
5750	St John's, Petawawa, ON	14,000.00	14,000.00	-	-	820.95	-	-	120.00	-	14,940.95
5810	St Stephen's, Raglan Twp, ON	2,800.00	2,820.00	-	-	-	-	-	100.00	-	2,920.00
5820	Grace, Rankin, ON	2,000.00	2,000.00	-	-	275.00	-	-	590.00	-	2,865.00
5830	St James, Renfrew, ON	-	6,424.00	-	44.00	830.00	-	-	180.00	-	7,478.00
6370	Bethlehem, Wolfe, ON	-	1,025.00	-	-	200.00	-	-	-	-	1,225.00
6620	St John's, Ladysmith, QC	-	1,000.00	-	-	10.00	-	-	-	-	1,010.00
6710	Zion, Schwartz, QC	-	3,787.53	-	-	90.00	-	-	-	-	3,877.53

Congregation Number	Congregation Name	Benevolence Commitment	Benevolence Remitted	ELCIC Global Mission	ELCIC Other	CLWR	Waterloo Lutheran Seminary	Campus Ministries	Camps	Other	Total
<b>Seaway Ministry Area</b>											
4780	Holy Trinity, Belleville, ON	-	7,357.51	30.00	145.00	195.00	-	-	100.00	30.00	7,857.51
4840	Good Shepherd, Brockville, ON	-	5,294.00	-	-	1,740.00	-	-	-	-	7,034.00
4970	St Luke's, Dunbar, ON	2,500.00	2,500.00	-	-	2,105.00	-	-	-	-	4,605.00
5240	St Mark's, Kingston, ON	16,064.00	16,764.00	-	-	1,522.50	400.00	-	-	-	18,686.50
6280	South Dundas Luth Comm, Williamsburg, C	42,000.00	4,339.00	735.00	-	-	-	-	-	-	5,074.00
<b>Thames Ministry Area</b>											
4750	St John's, Aylmer, ON	-	3,616.80	-	-	-	-	-	-	-	3,616.80
4850	St Peter's, Brodhagen, ON	-	18,234.00	-	300.00	100.00	-	-	-	1,637.00	20,271.00
5340	St Paul's, Leamington, ON	9,000.00	11,500.00	184.00	-	3,699.00	7,500.00	-	-	-	22,883.00
5370	Redeemer, London, ON	-	17,024.00	-	-	900.00	-	-	-	-	17,924.00
5380	St Ansgar, London, ON	6,000.00	6,000.00	-	1,000.00	925.00	-	-	100.00	70.00	8,095.00
5390	Trinity, London, ON	-	35,500.00	100.00	3,118.60	1,041.25	-	-	-	1,500.00	41,259.85
6360	Trinity, Windsor, ON	-	6,250.00	-	932.41	970.00	-	-	-	-	8,152.41
6390	St Peter's, Zurich, ON	9,500.00	9,500.00	-	430.00	50.00	-	-	-	-	9,980.00
<b>The Bay Ministry Area</b>											
4830	Faith, Brantford, ON	-	10,960.00	-	15,104.92	1,100.00	220.00	-	-	-	27,384.92
4860	Holy Cross, Burlington, ON	-	16,500.00	-	301.00	8,161.00	-	-	100.00	-	25,062.00
5070	Redeemer, Fisherville, ON	-	508.00	-	-	100.00	-	-	-	-	608.00
5140	Christ, Hamilton, ON	-	3,500.00	-	-	1,757.40	-	-	-	-	5,257.40
5150	Faith, Hamilton, ON	7,700.00	7,740.15	-	200.00	1,515.00	-	-	-	50.00	9,505.15
5160	First Estonian, Hamilton, ON	-	1,020.00	-	-	-	-	-	-	-	1,020.00
5170	Grace, Hamilton, ON	5,300.00	5,300.00	-	-	372.00	-	-	-	-	5,672.00
5180	St John's, Hamilton, ON	18,500.00	18,504.00	815.00	1,893.40	1,600.00	-	-	-	-	22,812.40
5190	Transfiguration, Hamilton, ON	6,000.00	6,000.00	-	-	2,369.00	-	-	-	-	8,369.00
<b>Two Rivers Ministry Area</b>											
4910	St Matthew's, Conestogo, ON	8,000.00	6,642.50	2,072.50	2,740.25	6,204.85	-	-	-	250.00	17,910.10
5020	St James, Elmira, ON	18,000.00	18,000.00	-	435.00	8,878.78	-	-	-	-	27,313.78
5040	St Paul's, Erbsville, ON	-	1,250.00	-	-	-	-	-	-	-	1,250.00
5060	Faith, Fergus, ON	-	4,510.00	-	50.00	161.50	-	-	-	-	4,721.50
5210	St Peters, Heidelberg, ON	-	1,197.00	-	-	50.00	-	-	-	-	1,247.00
5350	St Peter, Linwood, ON	-	717.35	-	-	-	-	-	-	-	717.35
5890	St James, St Jacobs, ON	-	10,750.00	-	3,620.00	7,325.00	495.00	-	-	328.40	22,518.40
6200	Christ, Waterloo, ON	19,500.00	22,405.47	-	-	5,366.00	-	-	-	-	27,771.47
6210	Mount Zion, Waterloo, ON	26,900.00	19,525.18	-	-	2,219.00	645.00	50.00	35.00	-	22,474.18
6220	St John's, Waterloo, ON	16,500.00	19,723.00	-	-	5,579.78	-	92.00	-	505.00	25,899.78
<b>Non-Congregational Remittances *</b>											
			7,565.00	-	8,034.35	2,079.00	3,629.12	-	347.75	39,770.31	61,425.53
<b>Total</b>			<b>918,723.00</b>	<b>1,435,590.24</b>	<b>14,437.65</b>	<b>91,250.82</b>	<b>287,152.47</b>	<b>4,012.87</b>	<b>12,082.30</b>	<b>53,592.16</b>	<b>1,925,582.55</b>

\* excludes bequests > \$5,000

## EASTERN SYNOD BUDGETS 2018 - 2021 Principles, Assumptions and Notes

1. Budgets for each year will be balanced.
2. The economic environment over the next triennium will consist of:
  - generally low (but slowly increasing) interest rates
  - moderate rates of return on equity investments
  - relatively low rates of inflationEvangelical Lutheran Foundation of Eastern Canada (ELFEC) investments will generate a 3.5% rate of return.
3. 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 1% year over year, using 2017 actual remittances as the base.
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 amount committed to ELCIC benevolence will increase a minimum of 1% annually and will represent at least 25% of congregational benevolence receipts.
6. Budgeted expenditures reflect historical priorities and also incorporate newly emerging opportunities and needs as prioritized in the Eastern Synod Strategic Plan (2017-2021).

Significant new or increased areas of expenditure include:

- Property Transformation Director (new)
- Internship funding (increase)
- Health benefit premium subsidy for retired rostered leaders (increase)
- IT infrastructure support (increase)
- ELCIC National Convention registration fees (2019)

Significant decreases from 2017 funding include:

- Waterloo Lutheran Seminary grant
- Youth & Young Adult Ministry Director (from half time to quarter time role)
- Edgewood insurance (effective after sale of property is completed)

7. 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.

8. To the extent that favourable income and/or expenditure variances are realized at the end of each year:
  - 50% of the excess will 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.
  - 50% of the excess will be added to the synod's benevolence commitment to the ELCIC

Eastern Synod Budgets (2018 - 2021)									
	2018 (REVISED)			2019			2020		
	LEVEL 1 FUNDING	OTHER FUNDING	TOTAL	LEVEL 1 FUNDING	OTHER FUNDING	TOTAL	LEVEL 1 FUNDING	OTHER FUNDING	TOTAL
<b>INCOME</b>									
Regular Benevolence	1,421,200		1,421,200	1,407,000		1,407,000	1,392,900		1,392,900
ELFEC Operations Grant	185,000		185,000	190,000		190,000	195,000		195,000
Remembering For the Future Grant	46,000		46,000	50,000		50,000	60,000		60,000
Undesignated Gift/Bequest Grant	80,000		80,000	80,000		80,000	80,000		80,000
Other Funding		929,003	929,003		723,275	723,275		609,025	609,025
<b>Total - Income</b>	<b>1,732,200</b>	<b>929,003</b>	<b>2,661,203</b>	<b>1,727,000</b>	<b>723,275</b>	<b>2,450,275</b>	<b>1,727,900</b>	<b>609,025</b>	<b>2,336,925</b>
<b>EXPENDITURES</b>									
1. National Church - ELCIC	394,800		394,800	398,700		398,700	402,700		402,700
2. Waterloo Lutheran Seminary	280,000	36,000	316,000	280,000	36,000	316,000	280,000	36,000	316,000
3. Committee & Ministry Programming									
a. Mission Committee									
Canadian Mission Grants		453,125	453,125		324,625	324,625		266,625	266,625
Other		14,000	14,000		14,000	14,000		14,000	14,000
Total Mission	0	467,125	467,125	0	338,625	338,625	0	280,625	280,625
b. Youth & Young Adult Ministries Comm									
Outdoor Ministry	45,000	18,178	63,178	15,000	31,200	46,200	15,000	31,200	46,200
Campus Ministry	28,000	18,000	46,000	14,000	16,000	30,000	14,000	14,000	28,000
Youth & Young Adult - Other	12,000	3,000	15,000	7,050	5,950	13,000	4,750	4,150	10,850
Total Youth & Young Adult Ministries	85,000	39,178	124,178	36,050	53,150	89,200	33,750	55,050	89,200
c. Candidacy Committee									
Bursaries & Internships	5,450	29,550	35,000	5,450	29,550	35,000	5,450	14,550	20,000
Other	4,500		4,500	4,500		4,500	4,500		4,500
Total Candidacy	9,950	29,550	39,500	9,950	29,550	39,500	9,950	14,550	24,500
d. Professional Leadership Committee	250		250	250		250	250		250
e. Stewardship & Resource Development									
Director Fees / Travel		31,400	31,400		27,000	27,000		33,200	33,200
Other		5,000	5,000		5,000	5,000		5,000	5,000
Total Resource Development	0	36,400	36,400	0	32,000	32,000	0	38,200	38,200

	2018 (REVISED)			2019			2020			2021		
	LEVEL 1 FUNDING	OTHER FUNDING	TOTAL	LEVEL 1 FUNDING	OTHER FUNDING	TOTAL	LEVEL 1 FUNDING	OTHER FUNDING	TOTAL	LEVEL 1 FUNDING	OTHER FUNDING	TOTAL
<b>f. Communication</b>												
Canada Lutheran	20,000		20,000	20,000		20,000	20,000		20,000	20,000		20,000
Website, Leaders' Edition, Misc	3,200	1,000	4,200	3,700	1,000	4,700	6,700	1,000	7,700	3,700	1,000	4,700
<b>Total Communication</b>	<b>23,200</b>	<b>1,000</b>	<b>24,200</b>	<b>23,700</b>	<b>1,000</b>	<b>24,700</b>	<b>26,700</b>	<b>1,000</b>	<b>27,700</b>	<b>23,700</b>	<b>1,000</b>	<b>24,700</b>
<b>g. Worship</b>	<b>1,500</b>		<b>1,500</b>	<b>1,500</b>		<b>1,500</b>	<b>1,500</b>		<b>1,500</b>	<b>1,500</b>		<b>1,500</b>
<b>h. Women</b>		<b>8,000</b>	<b>8,000</b>		<b>22,000</b>	<b>22,000</b>		<b>8,000</b>	<b>8,000</b>		<b>8,000</b>	<b>8,000</b>
<b>i. Public Policy &amp; Service</b>	<b>1,800</b>		<b>1,800</b>	<b>1,800</b>		<b>1,800</b>	<b>1,800</b>		<b>1,800</b>	<b>1,800</b>		<b>1,800</b>
<b>Total - Committee &amp; Ministry Programming</b>	<b>121,700</b>	<b>581,253</b>	<b>702,953</b>	<b>73,250</b>	<b>476,325</b>	<b>549,575</b>	<b>73,950</b>	<b>390,125</b>	<b>464,075</b>	<b>70,350</b>	<b>398,425</b>	<b>468,775</b>
<b>4. Other Ministries</b>												
<b>a. Office of the Bishop</b>												
Property Transformation		25,000	25,000		25,000	25,000		25,000	25,000		25,000	25,000
Congregational Leadership Workshops	4,600	13,000	17,600	3,600	9,000	12,600	3,600	5,000	8,600	4,600	5,000	9,600
Global Mission Companion Program		5,000	5,000		5,000	5,000		5,000	5,000		5,000	5,000
Other		10,000	10,000		10,000	10,000		10,000	10,000		10,000	10,000
<b>Total Office of the Bishop</b>	<b>4,600</b>	<b>53,000</b>	<b>57,600</b>	<b>3,600</b>	<b>49,000</b>	<b>52,600</b>	<b>3,600</b>	<b>45,000</b>	<b>48,600</b>	<b>4,600</b>	<b>45,000</b>	<b>49,600</b>
<b>b. Salaries and Professional</b>												
Professional Staff - Salaries & Benefits	354,300	57,000	411,300	366,300	58,000	424,300	376,300	59,000	435,300	386,300	60,000	446,300
Professional Staff - Travel	58,000		58,000	58,000		58,000	58,000		58,000	58,000		58,000
Office Staff - Salaries & Benefits	211,600	900	212,500	221,100	900	222,000	227,100	900	228,000	234,100	900	235,000
Directors / Deans / Officers	57,800		57,800	56,700		56,700	57,700		57,700	58,700		58,700
<b>Total Salaries and Professional</b>	<b>681,700</b>	<b>57,900</b>	<b>739,600</b>	<b>701,100</b>	<b>58,900</b>	<b>760,000</b>	<b>719,100</b>	<b>59,900</b>	<b>779,000</b>	<b>737,100</b>	<b>60,900</b>	<b>798,000</b>
<b>c. Office</b>												
Building - Utilities, Maint, Insurance	24,200	12,400	36,600	25,400	12,400	37,800	26,600	12,400	39,000	27,800	12,400	40,200
Office Supplies & Equipment	23,000		23,000	22,000		22,000	22,000		22,000	22,000		22,000
Telephone, Mailing, Legal, Audit, IT	72,500		72,500	68,500		68,500	77,000		77,000	71,000		71,000
Incidentals, Contingency	16,000		16,000	16,500		16,500	17,000		17,000	17,500		17,500
<b>Total Office</b>	<b>135,700</b>	<b>12,400</b>	<b>148,100</b>	<b>132,400</b>	<b>12,400</b>	<b>144,800</b>	<b>142,600</b>	<b>12,400</b>	<b>155,000</b>	<b>138,300</b>	<b>12,400</b>	<b>150,700</b>
<b>d. Retreats and Conferences</b>	<b>4,750</b>	<b>43,250</b>	<b>48,000</b>		<b>49,000</b>	<b>49,000</b>		<b>49,000</b>	<b>49,000</b>		<b>49,000</b>	<b>49,000</b>
<b>e. Synod Council &amp; SC Committees</b>	<b>18,150</b>		<b>18,150</b>	<b>19,150</b>		<b>19,150</b>	<b>20,150</b>		<b>20,150</b>	<b>21,150</b>		<b>21,150</b>
<b>f. Ministry Areas</b>												
Committee of Deans	18,000		18,000	18,000		18,000	18,000		18,000	18,000		18,000
Ministry Area Grants / Training		15,000	15,000		15,000	15,000		15,000	15,000		15,000	15,000
<b>Total Ministry Areas</b>	<b>18,000</b>	<b>15,000</b>	<b>33,000</b>	<b>18,000</b>	<b>15,000</b>	<b>33,000</b>	<b>18,000</b>	<b>15,000</b>	<b>33,000</b>	<b>18,000</b>	<b>15,000</b>	<b>33,000</b>
<b>g. Retiree Health Subsidy</b>	<b>67,800</b>	<b>1,600</b>	<b>69,400</b>	<b>67,800</b>	<b>1,600</b>	<b>69,400</b>	<b>67,800</b>	<b>1,600</b>	<b>69,400</b>	<b>67,800</b>	<b>1,600</b>	<b>69,400</b>

	2018 (REVISED)			2019			2020			2021		
	LEVEL 1 FUNDING	OTHER FUNDING	TOTAL	LEVEL 1 FUNDING	OTHER FUNDING	TOTAL	LEVEL 1 FUNDING	OTHER FUNDING	TOTAL	LEVEL 1 FUNDING	OTHER FUNDING	TOTAL
h. National Convention			0	33,000	25,050	58,050	0	0	0			0
i. Synod Assembly	5,000	128,600	133,600		0	0	0	0	0	5,000	128,600	133,600
Total - Other Ministries	935,700	311,750	1,247,450	975,050	210,950	1,186,000	971,250	182,900	1,154,150	991,950	312,500	1,304,450
Total - Expenditures	1,732,200	929,003	2,661,203	1,727,000	723,275	2,450,275	1,727,900	609,025	2,336,925	1,749,000	746,925	2,495,925
SURPLUS / (DEFICIT)	0	0	0			0			0			0

## Financial statements

### Eastern Synod of the Evangelical Lutheran Church in Canada

December 31, 2016

Financial statements of the Eastern Synod of the Evangelical Lutheran Church in Canada for the year ended December 31, 2016, were prepared in accordance with the accounting policies and procedures of the Synod. The financial statements are presented in Canadian dollars and are subject to audit by the Synod's financial statement auditor. The financial statements are presented in the English language and are subject to audit by the Synod's financial statement auditor. The financial statements are presented in the English language and are subject to audit by the Synod's financial statement auditor.



Building a better  
working world



### Independent auditors' report

To the Bishop and Directors of the  
**Eastern Synod of the Evangelical Lutheran Church in Canada**

We have audited the accompanying financial statements of **Eastern Synod of the Evangelical Lutheran Church in Canada**, which comprise the statements of financial position as at December 31, 2016, and the statements of operations, fund balances and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

#### Management's responsibility 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.

#### Auditors' responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

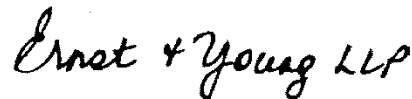
An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the **Eastern Synod of the Evangelical Lutheran Church in Canada** as at December 31, 2016 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.

Kitchener, Canada  
May 24th, 2017



Chartered Professional Accountants  
Licensed Public Accountants



A member firm of Ernst & Young Global Limited

**Eastern Synod of the Evangelical Lutheran Church in Canada**  
Incorporated by Act of Parliament

**Statement of financial position**

As at December 31

	Operating fund \$	Special purpose fund \$	2016 Total \$	2015 Total \$
	<i>[note 2]</i>			
<b>Assets</b>				
<b>Current</b>				
Cash	381,109	(376,364)	4,745	483,764
Miscellaneous receivables and prepaid expenses	414,309	—	414,309	440,417
Due from Evangelical Lutheran Foundation of Eastern Canada ["ELFEC"] <i>[note 8]</i>	149,745	396,967	546,712	145,612
Accrued interest	—	376	376	2,870
Investments — at cost <i>[note 3]</i>	—	75,500	75,500	575,500
ELFEC Managed Fund <i>[note 3] and 8[c]</i>	—	458,872	458,872	—
Current portion of loans receivable <i>[note 4]</i>	—	—	—	5,135
<b>Total current assets</b>	<b>945,163</b>	<b>555,351</b>	<b>1,500,514</b>	<b>1,653,298</b>
Long-term portion of loans receivable <i>[note 4]</i>	—	228,750	228,750	235,751
Capital assets, net <i>[note 5]</i>	—	807,372	807,372	867,078
	<b>945,163</b>	<b>1,591,473</b>	<b>2,536,636</b>	<b>2,756,127</b>
<b>Liabilities and fund balances</b>				
<b>Current</b>				
Accounts payable	240,965	—	240,965	242,349
Due to ELFEC <i>[note 8]</i>	—	55,488	55,488	154,350
<b>Total current liabilities</b>	<b>240,965</b>	<b>55,488</b>	<b>296,453</b>	<b>396,699</b>
Post-retirement benefits obligation <i>[note 6]</i>	1,333,530	—	1,333,530	1,338,124
<b>Total liabilities</b>	<b>1,574,495</b>	<b>55,488</b>	<b>1,629,983</b>	<b>1,734,823</b>
<b>Fund balances</b>				
Invested in capital assets	—	807,372	807,372	867,078
Endowments <i>[note 2]</i>	—	20,701	20,701	41,251
Externally restricted	—	81,564	81,564	558,333
Internally restricted	—	626,348	626,348	156,897
Operating fund	(629,332)	—	(629,332)	(602,255)
<b>Total fund balances</b>	<b>(629,332)</b>	<b>1,535,985</b>	<b>906,653</b>	<b>1,021,304</b>
	<b>945,163</b>	<b>1,591,473</b>	<b>2,536,636</b>	<b>2,756,127</b>

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 \$	2016 Total \$	2015 Total \$
<b>Revenue</b>				
Total offerings of member congregations [Schedule 1]	1,458,021	504,670	1,962,691	1,955,621
Program support from other sources	175,118	—	175,118	55,905
Support for ministries and administrative [note 8(a)]	216,659	—	216,659	87,042
Donations, bequests and other receipts [notes 5 and 11]	517,063	88,902	605,965	1,881,176
Grants from the ELFEC [note 8(b)]	356,745	396,966	753,711	761,312
Lutheran Campus Ministry Local Council income	834	—	834	7,830
Allocated interest and other investment income	658	20,890	21,548	21,739
	<b>2,725,098</b>	<b>1,011,428</b>	<b>3,736,526</b>	<b>4,770,625</b>
<b>Expenses</b>				
Evangelical Lutheran Church in Canada	437,100	—	437,100	533,300
Waterloo Lutheran Seminary	416,000	—	416,000	416,000
Synodical programmatic committees	332,703	365,631	698,334	577,364
Other ministries and administration	1,027,150	28,584	1,055,734	935,224
Disbursements for special purpose fund projects [note 8(c)]	30,000	584,854	614,854	1,767,371
Disbursements of special purpose congregational offerings	—	504,670	504,670	461,414
Post-retirement benefits [note 6]	48,600	—	48,600	49,200
Lutheran Campus Ministry Local Council expenses	10,622	—	10,622	61,765
Amortization of capital assets [note 5]	—	65,263	65,263	66,610
	<b>2,302,175</b>	<b>1,549,002</b>	<b>3,851,177</b>	<b>4,868,248</b>
<b>Excess (deficiency) of revenue over expenses for the year</b>	<b>422,923</b>	<b>(537,574)</b>	<b>(114,651)</b>	<b>(97,623)</b>

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	2016 Total	2015 Total
	\$	\$	\$	\$	\$	\$
<b>Fund balances, beginning of year</b>	(602,255)	41,251	1,023,975	558,333	1,021,304	1,118,927
Reallocation of unrestricted funds <i>(note 7)</i>	(450,000)	—	450,000	—	—	—
Excess (deficiency) of revenue over expenses for the year	422,923	(20,550)	(40,255)	(476,769)	(114,651)	(97,623)
<b>Fund balances, end of year</b>	<b>(629,332)</b>	<b>20,701</b>	<b>1,433,720</b>	<b>81,564</b>	<b>906,653</b>	<b>1,021,304</b>

See accompanying notes

### Eastern Synod of the Evangelical Lutheran Church in Canada

#### Statement of cash flows

Year ended December 31

	2016 \$	2015 \$
<b>Operating activities</b>		
Deficiency of revenue over expenses for the year	(114,651)	(97,623)
Add (deduct) items not involving current payment of cash		
Amortization of capital assets	65,263	66,610
Accretion of implicit interest on loans receivable [note 4]	(6,750)	(6,500)
Post-retirement benefits expense [note 6]	48,600	49,200
Net change in non-cash working capital balances related to operations [note 10]	(472,744)	120,123
Post-retirement benefits plan funding [note 6]	(53,194)	(56,325)
<b>Cash provided by (used in) operating activities</b>	<b>(533,476)</b>	<b>75,485</b>
<b>Investing activities</b>		
Purchase of capital assets	(5,557)	(19,084)
Decrease in investments	41,128	—
Decrease in loans receivable	18,886	62,203
<b>Cash provided by (used in) investing activities</b>	<b>54,457</b>	<b>43,119</b>
<b>Net increase (decrease) in cash during the year</b>	<b>(479,019)</b>	<b>118,604</b>
Cash, beginning of year	483,764	365,160
<b>Cash, end of year</b>	<b>4,745</b>	<b>483,764</b>

See accompanying notes

### Eastern Synod of the Evangelical Lutheran Church in Canada

## Notes to financial statements

December 31, 2016

### 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. Transactions are recorded on a trade-date basis, and transaction costs are expensed as incurred.

#### Loans receivable

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.

## Eastern Synod of the Evangelical Lutheran Church in Canada

### Notes to financial statements

December 31, 2016

#### 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:

Computer hardware and photocopier	3 years
Office building and furniture and equipment	25 years
Vehicles	3 - 4 years
Delton Glebe Counselling Centre property	25 years
Edgewood assets	5 - 25 years
Lutherlyn assets	10 years
Camp Mush-a-Mush assets	10 - 25 years

#### Financial instruments

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 fair value.

### 3. Investments

Investment certificates issued by the Evangelical Lutheran Church in Canada are carried at amortized cost of \$75,500 [2015 – \$575,500]. This investment matures February 11, 2018.

The ELFEC Managed Fund was established in 2016 to hold funds that will be used towards the Synod's commitment to Waterloo Lutheran Seminary's capital fundraising campaign [note 9] and is recorded at amortized cost of \$458,872.

### Eastern Synod of the Evangelical Lutheran Church in Canada

#### Notes to financial statements

December 31, 2016

#### 4. Loans receivable

Loans receivable consist of the following:

	2016 \$	2015 \$
Loan receivable from non-interest bearing loans	270,600	285,600
Loan receivable from interest bearing loans	—	18,886
	270,600	304,486
Less reduction in carrying value to recognize interest implied in the face value	21,250	28,000
Less allowance for loans receivable	20,600	35,600
Net carrying value	228,750	240,886
Less current portion	—	5,135
	228,750	235,751

The loan receivable from Waterloo Lutheran Seminary is due 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 will be recognized at 3.0% over the life of the loan, with a corresponding recognition of interest income in each future period. Interest income earned during 2016 was \$6,750 [2015 – \$6,500], offset by a reduction in carrying value to recognize interest implied.

The above-mentioned loans receivable are not secured by collateral.

#### 5. Capital assets

[a] Capital assets consist of the following:

	2016		
	Cost \$	Accumulated amortization \$	Net book value \$
Computer hardware and photocopier	20,365	20,365	—
Office furniture and equipment	47,636	30,486	17,150
Office building	676,673	418,620	258,053
Vehicles	29,608	29,608	—
Delton Glebe Counselling Centre property	206,920	18,049	188,871
Edgewood assets	573,318	455,339	117,979
Lutherlyn assets	193,598	105,265	88,333
Camp Mush-a-Mush assets	193,358	56,372	136,986
	1,941,476	1,134,104	807,372



### Eastern Synod of the Evangelical Lutheran Church in Canada

#### Notes to financial statements

December 31, 2016

	2015		
	Cost	Accumulated amortization	Net book value
	\$	\$	\$
Computer hardware and photocopier	20,365	17,627	2,738
Office furniture and equipment	47,636	28,580	19,056
Office building	676,673	391,553	285,120
Vehicles	29,608	29,608	—
Delton Glebe Counselling Centre property	206,920	13,536	193,384
Edgewood assets	573,318	450,099	123,219
Lutherlyn assets	188,041	91,088	96,953
Camp Mush-a-Mush assets	193,358	46,750	146,608
	<b>1,935,919</b>	<b>1,068,841</b>	<b>867,078</b>

[b] The change in the net book value of capital assets is due to the following:

	2016	2015
	\$	\$
<b>Balance, beginning of year</b>	<b>867,078</b>	914,604
Transfer of property	<b>5,557</b>	19,084
Purchase of capital assets	—	—
Amortization of capital assets	<b>(65,263)</b>	(66,610)
<b>Balance, end of year</b>	<b>807,372</b>	<b>867,078</b>

The Synod currently owns the following properties: Bear Lake, Ontario; Toronto, Ontario [Christ]; Elliot Lake, Ontario [Faith]; and Shantz Station, Ontario [Trinity]. These properties were all acquired in previous years for a nominal amount.

During 2016, St. John's, Riverside Heights was closed and the property transferred to the Eastern Synod for a nominal amount.

During 2013, the Synod repurposed the Lutheran Campus Ministry property to house the Delton Glebe Counselling Centre. Included in the Delton Glebe Counselling Centre assets is land carried at \$94,116 [2015 – \$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. The property is being prepared for sale. Included in the Edgewood assets is land carried at \$33,512 [2015 – \$33,512], which is not subject to amortization.

Included in the Lutherlyn assets is land carried at \$48,549 [2015 – \$48,549], which is not subject to amortization.

### Eastern Synod of the Evangelical Lutheran Church in Canada

#### Notes to financial statements

December 31, 2016

Lutherlyn transferred a new cabin roof and another water softener to the Synod in 2016 at an original cost of \$5,557. Lutherlyn transferred a water softener and heating system as well as a back-up generator to the Synod in 2015 with a carrying value of \$15,683.

Camp Mush-a-Mush transferred a new cabin roof to the Synod in 2015 with a carrying value of \$3,401.

Included in the Camp Mush-a-Mush assets is land carried at \$76,680 [2015 – \$76,680], which is not subject to amortization.

The Delton Glebe Counselling Centre property, Lutherlyn assets, Camp Mush-a-Mush assets and Shantz Station, Ontario [Trinity] 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.

For the first fiscal year commencing on or after January 1, 2014, the new Section 3463 under Part III of the CPA Canada Handbook - Accounting will apply. Therefore, the new standard was applied to the Synod's financial statements effective January 1, 2014, with comparative figures presented for the fiscal 2013 financial statements, resulting in the actuarial revaluation being recognized directly in fund balances in the statement of financial position rather than in the statement of operations, and presented as a separately identified line item in the statement of fund balances. It had an impact to fund balances in 2013 of \$425,100 and an impact to fund balances in 2014 of \$106,200.

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, 2014. 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:

	2016 \$	2015 \$
<b>Accrued benefit obligation, beginning of year</b>	<b>1,338,124</b>	1,345,249
Interest cost	<b>48,600</b>	49,200
Actuarial revaluation	—	—
Benefits paid	<b>(53,194)</b>	(56,325)
<b>Accrued benefit obligation, end of year</b>	<b>1,333,530</b>	1,338,124

### Eastern Synod of the Evangelical Lutheran Church in Canada

#### Notes to financial statements

December 31, 2016

The significant actuarial assumptions adopted in measuring the Synod's post-retirement benefits obligation and benefits cost are as follows:

	2016 \$	2015 \$
Discount rate	3.75%	3.75%
Health care cost trend rate	6.50%	6.75%
Ultimate health care cost trend rate	5.00%	5.00%
Ultimate trend rate reached in year	2022	2022

#### 7. Interfund transfer

In 2016, an undesignated bequest of \$500,000 was received from the Emily Brown Estate [note 11]. This was originally recorded as an increase to the operating fund. During the year, \$450,000 was designated as internally restricted to create the ELFEC Managed Fund [note 3]. The fund and the income it generates is used to support the Synod's commitment to Waterloo Lutheran Seminary's capital fundraising campaign.

In 2015, \$186,733 was reclassified from an endowment fund to operations. This change is reflected on the statement of fund balances. This fund was generated from the proceeds resulting from the sale of land and buildings that were transferred to the Synod. The income generated from this 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. 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 \$13,067 [2015 – \$12,900] 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 \$753,711 [2015 – \$761,312].
- [c] During the year, the Synod transferred to the ELFEC \$30,000 from the operating fund [2015 – \$1,442,442] and \$492,988 from the special purpose fund [2015 – \$71,908] of 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. The Synod also transferred \$450,000 to ELFEC for the ELFEC Managed Fund [note 3].

## Eastern Synod of the Evangelical Lutheran Church in Canada

### Notes to financial statements

December 31, 2016

Amounts due to/from ELFEC are as follows:

	2016 \$	2015 \$
Due from ELFEC	546,712	145,612
Due to ELFEC	(55,488)	(154,350)

#### 9. Controlled entities

The Synod controls Lutheran Homes Kitchener-Waterloo ["LHKW"] and Waterloo Lutheran Seminary ["WLS"].

The purpose of LHKW is to provide and operate non-profit residential accommodation and facilities incidental thereto, exclusively for persons of low/modest income, senior citizens of low/modest income, and disabled persons of low/modest income. LHKW is a registered charity, incorporated under the laws of Ontario and exempt from income taxes under section 149 of the *Income Tax Act* (Canada). The Synod Bishop appoints one individual to LHKW's Board of Directors and the Synod Council appoints the remaining directors.

WLS is an institution of the Eastern Synod of the Evangelical Lutheran Church in Canada, federated with Wilfrid Laurier University. The purpose of the WLS 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. WLS is a registered charity under the *Income Tax Act* (Canada) and exempt from income taxes. The Synod Council appoints members to the Seminary's Board of Governors according to the terms determined by the seminary. The Seminary'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, 2016

	2016	
	Lutheran Homes Kitchener-Waterloo	Waterloo Lutheran Seminary
	\$	\$
<b>Financial position</b>		
Total assets	32,184,954	13,306,856
Total liabilities	26,221,141	2,478,933
<b>Total net assets</b>	<b>5,963,813</b>	<b>10,827,923</b>
<b>Results of operations</b>		
Total revenue	14,361,517	3,105,480
Total expenses	13,718,460	2,460,133
Investment income (loss)	—	(246,076)
<b>Excess of revenue over expenses for the year</b>	<b>643,057</b>	<b>399,271</b>
<b>Cash flows</b>		
Cash provided by operating activities	1,120,052	448,964
Cash used in financing and investing activities	(1,356,983)	(515,244)
<b>Net decrease in cash during the year</b>	<b>(236,931)</b>	<b>(66,280)</b>
	2015	
	Lutheran Homes Kitchener-Waterloo	Waterloo Lutheran Seminary
	\$	\$
<b>Financial position</b>		
Total assets	32,415,802	12,947,570
Total liabilities	27,095,557	2,434,402
<b>Total net assets</b>	<b>5,320,245</b>	<b>10,513,168</b>
<b>Results of operations</b>		
Total revenue	13,809,981	2,624,117
Total expenses	13,455,624	2,270,858
Investment income	—	810,937
<b>Excess of revenue over expenses for the year</b>	<b>354,357</b>	<b>1,164,196</b>
<b>Cash flows</b>		
Cash provided by operating activities	1,331,899	1,219,742
Cash used in financing and investing activities	(1,841,113)	(1,567,361)
<b>Net decrease in cash during the year</b>	<b>(509,214)</b>	<b>(347,619)</b>

## Eastern Synod of the Evangelical Lutheran Church in Canada

### Notes to financial statements

December 31, 2016

The financial statements for WLS are prepared as at April 30, 2016. In the eight-month period ended December 31, 2016, there have been no transactions out of the ordinary.

During 2016, the Synod committed \$1,000,000 to WLS'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 payment in 2020 is contingent on WLS 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:

	2016 \$	2015 \$
Decrease (increase) in miscellaneous receivables, prepaid expenses and accrued interest	28,602	(39,039)
Net change in amounts due to/from ELFEC	(499,962)	141,833
Increase (decrease) in accounts payable	(1,384)	17,329
	<u>(472,744)</u>	<u>120,123</u>

#### 11. Non-recurring receipts

In 2016, the Synod received non-recurring donations from estates totalling nil for the special purpose fund and \$500,000 for the operating fund, and \$30,000 [gross proceeds] from the sale of property. These receipts are recorded in donations, bequests and other receipts on the statement of operations.

In 2015, the Synod received non-recurring donations from estates totalling nil for the special purpose fund and \$1,500,000 for the operating fund. 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

	2016 \$	2015 \$
<b>Offerings for Synod programs</b>		
Regular benevolence	1,458,021	1,488,270
Offerings – Eastern Synod Lutheran	—	5,937
<b>Total offerings for Synod programs</b>	<b>1,458,021</b>	<b>1,494,207</b>
<b>Offerings for special purposes</b>		
Canadian Lutheran World Relief	321,219	368,173
Lutheran Campus Ministry	4,298	3,250
Waterloo Lutheran Seminary	13,010	10,063
Synod camps	28,122	46,927
Praise appeal	10,461	10,389
Global missions	11,583	15,876
Reformation challenge	108,333	—
Other	7,644	6,736
<b>Total offerings for special purposes</b>	<b>504,670</b>	<b>461,414</b>
<b>Total offerings of member congregations</b>	<b>1,962,691</b>	<b>1,955,621</b>

This schedule excludes offerings in the amount of \$19,920 [2015 – \$49,148] that were remitted for designated synodical ministries that are already included in donations, bequests and other receipts in the statement of operations.

See accompanying notes

# Eastern Synod of the Evangelical Lutheran Church in Canada

Financial statements  
December 31, 2017





### Independent auditors' report

To the Bishop and Directors of the  
**Eastern Synod of the Evangelical Lutheran Church in Canada**

We have audited the accompanying financial statements of **Eastern Synod of the Evangelical Lutheran Church in Canada**, which comprise the statement of financial position as at December 31, 2017, and the statements of operations, fund balances and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

#### Management's responsibility 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.

#### Auditors' responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

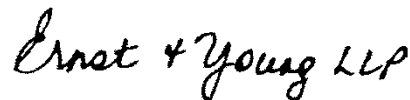
An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the **Eastern Synod of the Evangelical Lutheran Church in Canada** as at December 31, 2017 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.

Kitchener, Canada  
May 15, 2018



Chartered Professional Accountants  
Licensed Public Accountants



A member firm of Ernst & Young Global Limited

Eastern Synod of the Evangelical Lutheran Church in Canada  
Incorporated by Act of Parliament

Statement of financial position

As at December 31

	Operating fund	Special purpose fund	2017 Total	2016 Total
	\$	\$	\$	\$
<b>Assets</b>				
<b>Current</b>				
Cash	736,826	33,484	770,310	4,745
Miscellaneous receivables and prepaid expenses	440,948	6,040	446,988	414,309
Due from Evangelical Lutheran Foundation of Eastern Canada [ELFEC] [note 8]	—	279,017	279,017	546,712
Accrued interest	—	376	376	376
Investments — at cost [note 3]	—	75,500	75,500	75,500
ELFEC Managed Fund [note 3] and 8(c)]	—	490,172	490,172	458,872
<b>Total current assets</b>	<b>1,177,774</b>	<b>884,589</b>	<b>2,062,363</b>	<b>1,500,514</b>
Long-term portion of loans receivable [note 4]	—	235,650	235,650	228,750
Capital assets, net [note 5]	—	832,315	832,315	807,372
	<b>1,177,774</b>	<b>1,952,554</b>	<b>3,130,328</b>	<b>2,536,636</b>
<b>Liabilities and fund balances</b>				
<b>Current</b>				
Accounts payable	217,918	—	217,918	240,965
Due to ELFEC [note 8]	—	399,959	399,959	55,488
<b>Total current liabilities</b>	<b>217,918</b>	<b>399,959</b>	<b>617,877</b>	<b>296,453</b>
Post-retirement benefits obligation [note 6]	1,108,142	—	1,108,142	1,333,530
<b>Total liabilities</b>	<b>1,326,060</b>	<b>399,959</b>	<b>1,726,019</b>	<b>1,629,983</b>
<b>Fund balances</b>				
Invested in capital assets	—	832,315	832,315	807,372
Endowments [note 2]	—	20,601	20,601	20,701
Externally restricted	—	96,783	96,783	81,564
Internally restricted	—	602,896	602,896	626,348
Operating fund	(148,286)	—	(148,286)	(629,332)
<b>Total fund balances</b>	<b>(148,286)</b>	<b>1,552,595</b>	<b>1,404,309</b>	<b>906,653</b>
	<b>1,177,774</b>	<b>1,952,554</b>	<b>3,130,328</b>	<b>2,536,636</b>

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 \$	2017 Total \$	2016 Total \$
<b>Revenue</b>				
Total offerings of member congregations [schedule 1]	1,435,590	452,652	1,888,242	1,962,691
Program support from other sources	130,685	—	130,685	175,118
Support for ministries and administrative [note 8(a)]	97,942	—	97,942	216,659
Donations, bequests and other receipts [notes 5 and 11]	429,710	1,263,282	1,692,992	605,965
Grants from ELFEC [note 8(b)]	389,892	722,035	1,111,927	753,711
Lutheran Campus Ministry Local Council income	829	—	829	634
Allocated interest and other investment income	—	39,709	39,709	21,548
	<b>2,484,648</b>	<b>2,477,678</b>	<b>4,962,326</b>	<b>3,736,326</b>
<b>Expenses</b>				
Evangelical Lutheran Church in Canada	390,900	—	390,900	437,100
Waterloo Lutheran Seminary	366,000	—	366,000	416,000
Synodical programmatic committees	260,286	303,051	563,337	698,334
Other ministries and administration	937,064	48,752	985,816	1,055,734
Disbursements for special purpose fund projects [note 8(c)]	383,549	1,419,533	1,803,082	614,854
Disbursements of special purpose congregational offerings	—	452,652	452,652	504,670
Post-retirement benefits [note 6]	39,100	—	39,100	48,600
Lutheran Campus Ministry Local Council expenses	14,879	—	14,879	10,622
Amortization of capital assets [note 5]	—	51,704	51,704	65,263
	<b>2,391,778</b>	<b>2,275,692</b>	<b>4,667,470</b>	<b>3,851,177</b>
<b>Excess (deficiency) of revenue over expenses for the year</b>	<b>92,870</b>	<b>201,986</b>	<b>294,856</b>	<b>(114,651)</b>

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 \$	2017 Total \$	2016 Total \$
<b>Fund balances, beginning of year</b>	(629,332)	20,701	1,433,720	81,564	906,653	1,021,304
Reallocation of unrestricted funds [note 7]	185,376	—	(185,376)	—	—	—
Excess (deficiency) of revenue over expenses for the year	92,870	(100)	186,867	15,219	294,856	(114,651)
Adjustment to post-employment benefits [note 6]	202,800	—	—	—	202,800	—
<b>Fund balances, end of year</b>	<b>(148,286)</b>	<b>20,601</b>	<b>1,435,211</b>	<b>96,783</b>	<b>1,404,309</b>	<b>906,653</b>

See accompanying notes

### Eastern Synod of the Evangelical Lutheran Church in Canada

#### Statement of cash flows

Year ended December 31

	2017 \$	2016 \$
<b>Operating activities</b>		
Excess (deficiency) of revenue over expenses for the year	294,856	(114,651)
Add (deduct) items not involving current payment of cash		
Amortization of capital assets	51,704	65,263
Accretion of implicit interest on loans receivable <i>[note 4]</i>	(6,900)	(6,750)
Post-retirement benefits expense <i>[note 6]</i>	39,100	48,600
Net change in non-cash working capital balances related to operations <i>[note 10]</i>	556,440	(472,744)
Post-retirement benefits plan funding <i>[note 6]</i>	(61,688)	(53,194)
<b>Cash provided by (used in) operating activities</b>	<b>873,512</b>	<b>(533,476)</b>
<b>Investing activities</b>		
Purchase of capital assets	(76,647)	(5,557)
Decrease (increase) in investments	(31,300)	41,128
Decrease in loans receivable	—	18,886
<b>Cash provided by (used in) investing activities</b>	<b>(107,947)</b>	<b>54,457</b>
<b>Net increase (decrease) in cash during the year</b>	<b>765,565</b>	<b>(479,019)</b>
Cash, beginning of year	4,745	483,764
<b>Cash, end of year</b>	<b>770,310</b>	<b>4,745</b>

See accompanying notes

### Eastern Synod of the Evangelical Lutheran Church in Canada

#### Notes to financial statements

December 31, 2017

##### 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. Transactions are recorded on a trade-date basis, and transaction costs are expensed as incurred.

###### Loans receivable

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.

## Eastern Synod of the Evangelical Lutheran Church in Canada

### Notes to financial statements

December 31, 2017

#### 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:

Computer hardware and photocopier	3 years
Office building and furniture and equipment	25 years
Vehicles	3 - 4 years
Delton Glebe Counselling Centre property	25 years
Edgewood assets	5 - 25 years
Lutherlyn assets	10 - 20 years
Camp Mush-a-Mush assets	10 - 25 years

#### Financial instruments

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 fair value.

#### 3. Investments

Investment certificates issued by the Evangelical Lutheran Church in Canada are carried at amortized cost of \$75,500 [2016 – \$75,500]. These investments mature 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 Waterloo Lutheran Seminary's capital fundraising campaign [note 9] and is recorded at market value of \$490,172 [2016 – \$458,872].

### Eastern Synod of the Evangelical Lutheran Church in Canada

#### Notes to financial statements

December 31, 2017

#### 4. Loans receivable

Loans receivable consist of the following:

	2017 \$	2016 \$
Loan receivable from non-interest bearing loans	270,600	270,600
Less reduction in carrying value to recognize interest implied in the face value	14,350	21,250
Less allowance for loans receivable	20,600	20,600
Net carrying value	235,650	228,750
Less current portion	—	—
	<b>235,650</b>	<b>228,750</b>

The loan receivable from Waterloo Lutheran Seminary 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 will be recognized at 3.0% over the life of the loan, with a corresponding recognition of interest income in each future period. Interest income earned during 2017 was \$6,900 [2016 – \$6,750], offset by a reduction in carrying value to recognize interest implied.

The above-mentioned loans receivable are not secured by any collateral.

#### 5. Capital assets

[a] Capital assets consist of the following:

	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
	<b>2,018,123</b>	<b>1,185,808</b>	<b>832,315</b>



### Eastern Synod of the Evangelical Lutheran Church in Canada

#### Notes to financial statements

December 31, 2017

	2016		
	Cost	Accumulated amortization	Net book value
	\$	\$	\$
Computer hardware and photocopier	20,365	20,365	—
Office furniture and equipment	47,636	30,486	17,150
Office building	676,673	418,620	258,053
Vehicles	29,608	29,608	—
Delton Glebe Counselling Centre property	206,920	18,049	188,871
Edgewood assets	573,318	455,339	117,979
Lutherlyn assets	193,598	105,265	88,333
Camp Mush-a-Mush assets	193,358	56,372	136,986
	<b>1,941,476</b>	<b>1,134,104</b>	<b>807,372</b>

[b] The change in the net book value of capital assets is due to the following:

	2017	2016
	\$	\$
<b>Balance, beginning of year</b>	<b>807,372</b>	867,078
Transfer of property	<b>72,196</b>	5,557
Purchase of capital assets	<b>4,451</b>	—
Amortization of capital assets	<b>(51,704)</b>	(65,263)
<b>Balance, end of year</b>	<b>832,315</b>	<b>807,372</b>

The Synod currently owns the following properties: Bear Lake, Ontario; Toronto, Ontario [Christ]; Elliot Lake, Ontario [Faith]; and Shantz Station, Ontario [Trinity]. These properties were all acquired in previous years for a nominal amount.

During 2016, St. John's, Riverside Heights was closed and the property transferred to the Eastern Synod for a nominal amount.

During 2013, the Synod repurposed the Lutheran Campus Ministry property to house the Delton Glebe Counselling Centre. Included in the Delton Glebe Counselling Centre assets is land carried at \$94,116 [2016 – \$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. The property has been prepared for sale. Included in the Edgewood assets is land carried at \$33,512 [2016 – \$33,512], which is not subject to amortization. Cash assets of the camp in the amount of \$124,644 were transferred to the Synod.

Included in the Lutherlyn assets is land carried at \$48,549 [2016 – \$48,549], which is not subject to amortization.

### Eastern Synod of the Evangelical Lutheran Church in Canada

#### Notes to financial statements

December 31, 2017

Lutherlyn transferred the value of a kitchen renovation to the Synod in 2017 at an original cost of \$63,097. Lutherlyn transferred a new cabin roof and a water softener to the Synod in 2016 at an original cost of \$5,557.

Camp Mush-a-Mush transferred the value of a dishwasher and a road upgrade to the Synod in 2017 with an original cost of \$9,099.

Included in the Camp Mush-a-Mush assets is land carried at \$76,680 [2016 – \$76,680], which is not subject to amortization.

The Delton Glebe Counselling Centre property, Lutherlyn assets, Camp Mush-a-Mush assets and Shantz Station, Ontario [Trinity] 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.

For the first fiscal year commencing on or after January 1, 2014, the new Section 3463 under Part III of the *CPA Canada Handbook - Accounting* will apply. Therefore, the new standard was applied to the Synod's financial statements effective January 1, 2014, with comparative figures presented for the fiscal 2013 financial statements, resulting in the actuarial revaluation being recognized directly in fund balances in the statement of financial position rather than in the statement of operations, and presented as a separately identified line item in the statement of fund balances. It had an impact to fund balances in 2013 of \$425,100 and an impact to fund balances in 2014 of \$106,200.

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:

	2017 \$	2016 \$
Accrued benefit obligation, beginning of year	1,333,530	1,338,124
Interest cost	39,100	48,600
Actuarial revaluation	(202,800)	—
Benefits paid	(61,688)	(53,194)
Accrued benefit obligation, end of year	1,108,142	1,333,530

### Eastern Synod of the Evangelical Lutheran Church in Canada

#### Notes to financial statements

December 31, 2017

The significant actuarial assumptions adopted in measuring the Synod's post-retirement benefits obligation and benefits cost are as follows:

	2017	2016
Discount rate	3.40%	3.75%
Health care cost trend rate	6.00%	6.50%
Ultimate health care cost trend rate	4.00%	5.00%
Ultimate trend rate reached in year	2026	2022

#### 7. Interfund transfer

In 2017, internally restricted funds of \$185,376 were reclassified to unrestricted. This change is reflected on the statement of fund balances. The majority of the change was due to reclassifying a fund previously established to provide loan assistance to the bishop when purchasing a residence, which is no longer necessary. The income generated from the unrestricted fund is used to support Synod operations.

In 2016, an undesignated bequest of \$500,000 was received from the Emily Brown Estate [note 11]. This was originally recorded as an increase to the operating fund. During the year, \$450,000 was designated as internally restricted to create the ELFEC Managed Fund [note 3]. The fund and the income it generates is used to support the Synod's commitment to Waterloo Lutheran Seminary's capital fundraising campaign.

#### 8. Related party transactions

The Synod is related to the ELFEC, a foundation whose directors are elected by the Synod Council. 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 [2016 – \$13,067] 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 \$1,111,927 [2016 – \$753,711].
- [c] During the year, the Synod transferred to the ELFEC \$383,549 from the operating fund [2016 – \$30,000] and \$746,080 from the special purpose fund [2016 – \$492,988] 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. The Synod also transferred \$nil [2016 – \$450,000] to ELFEC for the ELFEC Managed Fund [note 3].

### Eastern Synod of the Evangelical Lutheran Church in Canada

#### Notes to financial statements

December 31, 2016

Amounts due to/from ELFEC are as follows:

	2016 \$	2015 \$
Due from ELFEC	546,712	145,612
Due to ELFEC	(55,488)	(154,350)

#### 9. Controlled entities

The Synod controls Lutheran Homes Kitchener-Waterloo ["LHKW"] and Waterloo Lutheran Seminary ["WLS"].

The purpose of LHKW is to provide and operate non-profit residential accommodation and facilities incidental thereto, exclusively for persons of low/modest income, senior citizens of low/modest income, and disabled persons of low/modest income. LHKW is a registered charity, incorporated under the laws of Ontario and exempt from income taxes under section 149 of the *Income Tax Act* (Canada). The Synod Bishop appoints one individual to LHKW's Board of Directors and the Synod Council appoints the remaining directors.

WLS is an institution of the Eastern Synod of the Evangelical Lutheran Church in Canada, federated with Wilfrid Laurier University. The purpose of the WLS 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. WLS is a registered charity under the *Income Tax Act* (Canada) and exempt from income taxes. The Synod Council appoints members to the Seminary's Board of Governors according to the terms determined by the seminary. The Seminary'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, 2016

	2016	
	Lutheran Homes Kitchener-Waterloo	Waterloo Lutheran Seminary
	\$	\$
<b>Financial position</b>		
Total assets	32,184,954	13,306,856
Total liabilities	26,221,141	2,478,933
<b>Total net assets</b>	<b>5,963,813</b>	<b>10,827,923</b>
<b>Results of operations</b>		
Total revenue	14,361,517	3,105,480
Total expenses	13,718,460	2,460,133
Investment income (loss)	—	(246,076)
<b>Excess of revenue over expenses for the year</b>	<b>643,057</b>	<b>399,271</b>
<b>Cash flows</b>		
Cash provided by operating activities	1,120,052	448,964
Cash used in financing and investing activities	(1,356,983)	(515,244)
<b>Net decrease in cash during the year</b>	<b>(236,931)</b>	<b>(66,280)</b>
	2015	
	Lutheran Homes Kitchener-Waterloo	Waterloo Lutheran Seminary
	\$	\$
<b>Financial position</b>		
Total assets	32,415,802	12,947,570
Total liabilities	27,095,557	2,434,402
<b>Total net assets</b>	<b>5,320,245</b>	<b>10,513,168</b>
<b>Results of operations</b>		
Total revenue	13,809,981	2,624,117
Total expenses	13,455,624	2,270,858
Investment income	—	810,937
<b>Excess of revenue over expenses for the year</b>	<b>354,357</b>	<b>1,164,196</b>
<b>Cash flows</b>		
Cash provided by operating activities	1,331,899	1,219,742
Cash used in financing and investing activities	(1,841,113)	(1,567,361)
<b>Net decrease in cash during the year</b>	<b>(509,214)</b>	<b>(347,619)</b>

### Eastern Synod of the Evangelical Lutheran Church in Canada

#### Notes to financial statements

December 31, 2016

The financial statements for WLS are prepared as at April 30, 2016. In the eight-month period ended December 31, 2016, there have been no transactions out of the ordinary.

During 2016, the Synod committed \$1,000,000 to WLS'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 payment in 2020 is contingent on WLS 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:

	2016 \$	2015 \$
Decrease (increase) in miscellaneous receivables, prepaid expenses and accrued interest	28,602	(39,039)
Net change in amounts due to/from ELFEC	(499,962)	141,833
Increase (decrease) in accounts payable	(1,384)	17,329
	<u>(472,744)</u>	<u>120,123</u>

#### 11. Non-recurring receipts

In 2016, the Synod received non-recurring donations from estates totalling nil for the special purpose fund and \$500,000 for the operating fund, and \$30,000 [gross proceeds] from the sale of property. These receipts are recorded in donations, bequests and other receipts on the statement of operations.

In 2015, the Synod received non-recurring donations from estates totalling nil for the special purpose fund and \$1,500,000 for the operating fund. 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

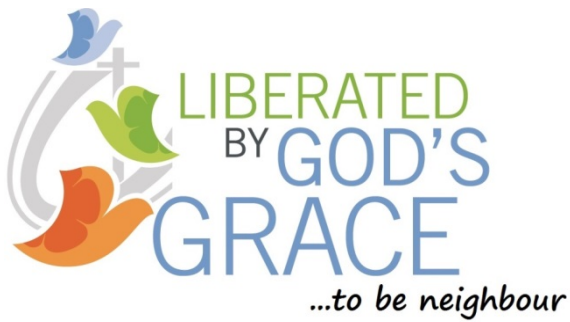
### Schedule of offerings

Year ended December 31

	2017 \$	2016 \$
<b>Offerings for Synod programs</b>		
Regular benevolence	1,435,590	1,458,021
<b>Offerings for special purposes</b>		
Canadian Lutheran World Relief	287,152	321,219
Lutheran Campus Ministry	4,013	4,298
Waterloo Lutheran Seminary	27,464	13,010
Synod camps	12,082	28,122
Praise appeal	8,328	10,461
Global missions	14,438	11,583
Reformation challenge	82,923	108,333
Other	16,252	7,644
<b>Total offerings for special purposes</b>	<b>452,652</b>	<b>504,670</b>
<b>Total offerings of member congregations</b>	<b>1,888,242</b>	<b>1,962,691</b>

This schedule excludes offerings in the amount of \$37,340 [2016 – \$19,920] that were remitted for designated synodical ministries that are already included in donations, bequests and other receipts in the statement of operations.

See accompanying notes

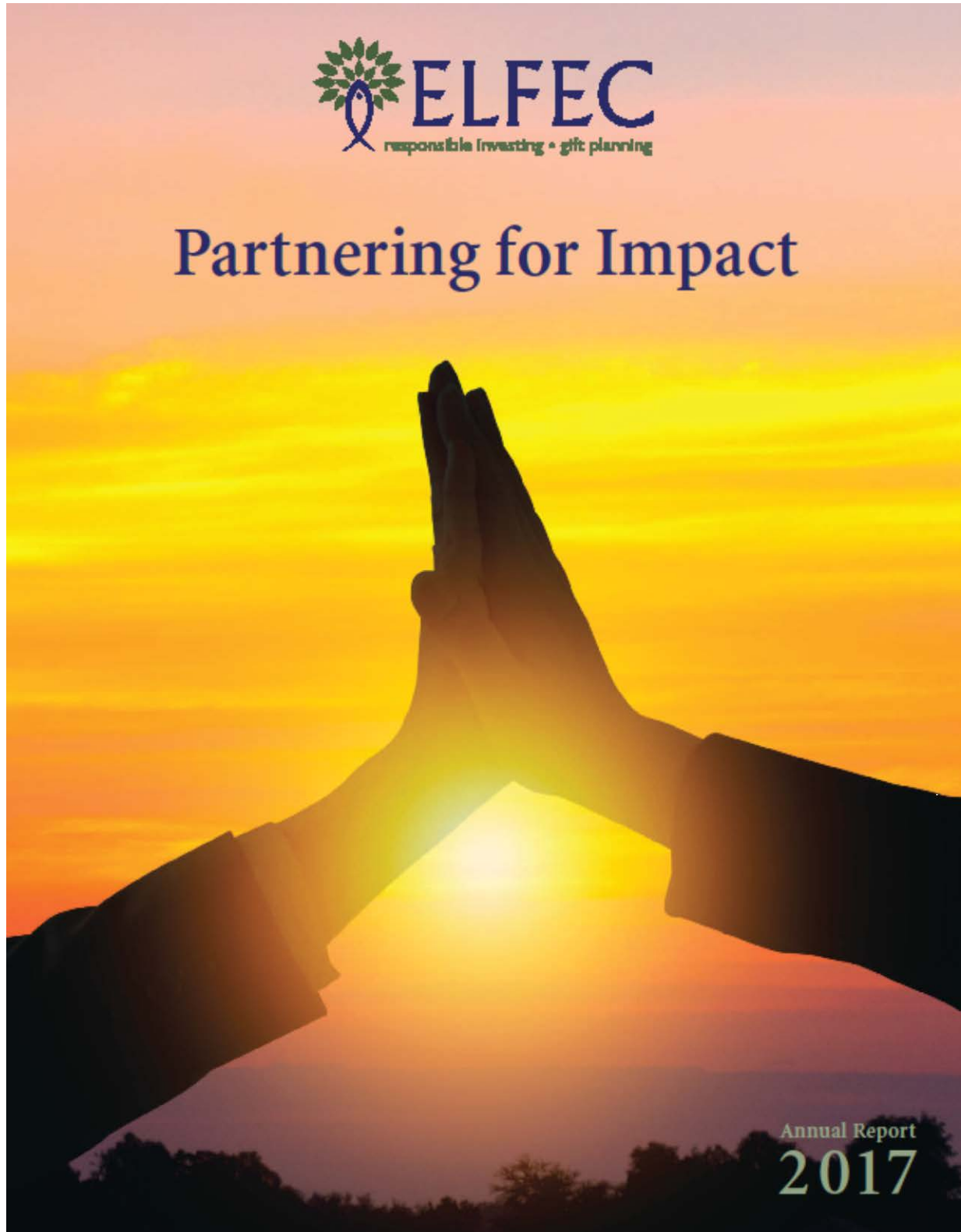


# **Section 9**

## **Evangelical Lutheran Foundation of Eastern Canada (ELFEC) Report**



## Section 9 - Report of the Evangelical Lutheran Foundation of Eastern Canada





## 2017 Highlights

ELFEC's mission is faithful investing that promotes justice and respects God's creation. We help individuals, congregations and faith-based institutions grow their assets, creating more money for ministry.



**40+ PARTNER ACCOUNTS**

**6 NEW Partners this year**  
First partner from Western Canada  
(Welcome Hosanna Edmonton!)



**\$12K distributed in PARTNER GRANTS**

to our investment partners



**\$627 THOUSAND**

In donations of stocks  
and mutual funds



**34 NEW PLANNED GIFTS**

(756 total since 1977)



**\$2.6 MILLION distributed**  
to CANADIAN CHARITIES



**\$10.9 MILLION distributed**  
to CANADIAN CHARITIES  
since 2008



**\$31.6 MILLION**  
UNDER MANAGEMENT

Call today to grow your congregation's assets, while doing good in the world | 888.308.9461

## 2017: Becoming *Your* Trusted Partner

As you know, ELFEC exists for three simple reasons:

- To help congregations manage their invested assets in ways that promote justice and respect for God's creation while earning a reasonable financial return
- To advise and assist faithful members who wish to make gifts or leave bequests to the church
- To fund ministry by granting money to Lutheran charities and other faith-based projects

When we grow larger, our assets gain more power in the market. This means more dollars working for good in the world, more churches and charities receiving grants for mission work, and – this year especially – higher financial returns for everyone.

Thus we are pleased to report that 2017 was another strong year for ELFEC, and for all the partners and charities depending on us. Here are a few highlights:



*Bill Kuehnbaum, Chair, Board of Directors, (left) with Jeff Pym, Executive Director.*

### **Assets under management top \$31.6M**

This year we welcomed six new investment partners, including Hosanna Lutheran Church in Edmonton, our first congregation from outside the Eastern Synod. Additionally, our existing partners entrusted us with another \$529K, bringing our total assets under management to \$31.6M. We also recorded 34 new planned gifts, which means more wonderful people have made sure the work of the church will continue after they've gone.

All this tells us three important things. First, Lutherans are thoughtful, generous people who want to help their church now and in the future. Two, we're meeting a real need for dependable, trustworthy financial management. And three, our existing partners are expressing their confidence by entrusting us with more of their financial assets.

### **Responsible Investment, plus record returns**

In 2017 we continued to ensure your dollars are invested in vehicles that do good in the world while they earn a reasonable income. Of particular note is an investment of \$250K in solar bonds, and a \$200K Oikocredit GIC that supports sustainable development projects around the world.

We're also delighted to report net returns to partners of 8.3%. This is an impressive feat given our primary commitment to protecting your capital from loss.

You can read about these and the other activities we undertake on your behalf in the following pages. As always, thank you for entrusting us with your carefully stewarded funds. We look forward to welcoming many more congregations like yours in the coming years.



**PARTNER GRANTS**

**Funding now available to you, our partner congregations**  
**Bright, Energy-Efficient Lighting,**  
**Thanks to ELFEC Partner Grant**

Mount Zion Waterloo was on a mission to replace its energy-hogging fluorescent light fixtures with bright, efficient LEDs. But it was an expensive proposition. Luckily, their project was a perfect fit for ELFEC's new Partner Grant Program.



*Mount Zion Café meets twice a month in the now brightly-lit Delton Glebe Fellowship room.*

A few years ago Waterloo's Mount Zion realized they had to do something about their sanctuary lighting. Dark spots throughout the space made it difficult for members to read, plus every time a bulb burned out they had to send a property committee volunteer up a 20+ foot ladder.

After some debate, the congregation decided to replace the sanctuary lighting with new energy-efficient LED bulbs. "It made all the difference," says Karen Gastmeier, Mount Zion's Council Chair. "It was brighter, more pleasant, and – most of all – easier to maintain."

With this success behind them, the congregation next took on replacing lighting in one of their two public spaces, the Norman Lange Auditorium. The new lighting plus a lick of paint transformed what was once a dowdy gym into a bright social space used heavily by both Mount Zion and its community.

**Big savings on hydro costs**

"After the second phase, we realized that in addition to being brighter, cleaner, and easier to maintain, the LED bulbs used much less hydro," says Karen. So then the church turned its attention to the remaining 56 fluorescent fixtures throughout the building. But rising costs meant they'd have to spread the project over two years, and they worried about disrupting the many groups and activities hosted by the church.

Luckily, with funds from ELFEC's new Partner Grant Program, the church was able to have the work done all at once, with the least disruption possible.

"We were delighted to receive the grant," says Karen. "Although we are an active church our congregation is getting smaller, and it would have been tough for us to finance this project on our own."

In total Mount Zion installed nearly 200 new fixtures and countless new bulbs, with a calculated energy savings of 75-80%.



*Some of Mount Zion's almost-200 old fluorescent fixtures replaced by energy-efficient LED bulbs, thanks to help from ELFEC's new Partner Grant.*

PARTNER GRANTS

## ELFEC Grant Helps Fund Renovation Trinity New Hamburg Banishes Asbestos and Mold, Welcomes Expanded Interfaith Counselling Centre

When Trinity New Hamburg began a much-needed public-space renovation, they found mold in the walls and asbestos in the floor. Project costs threatened to balloon out of control, until ELFEC funds were obtained to help.

It's a story all too familiar to many home renovators. You begin a simple project, only to find you've set off a chain reaction that requires much more work – and much more money – than you'd originally planned.

That's just what happened at Trinity New Hamburg. When plans were laid to renovate the washroom area of a well-used community room, the congregation thought they'd be replacing one toilet and patching up a bit of water damage.

Instead, they found black mold in the drywall, a rotting subfloor, and – most troubling – asbestos tiles throughout the entire room. The project quickly doubled in size, scope and cost. Sadly, available funds did not.

Fortunately, ELFEC's new Partner Grant was created for just this type of situation. These modest grants, available to ELFEC's partner congregations, are meant specifically to fund projects that address either environmental or community needs. In this case, Trinity's project fit both categories.

"This grant is huge for aging churches with dwindling cash resources," says Trinity's Pastor Tanya Ramer. "Like many other congregations, we want to be good stewards of Creation, but it's getting tougher to find the money to take on this sort of work."

With ELFEC's help Trinity's renovation was completed in early 2018, and the revamped space will soon welcome New Hamburg's expanded Interfaith Counselling Centre.

"It's really a double blessing, and a great example of the power of partnership," says Tanya. "Our partnership with ELFEC gave us the resources to close our funding gap, which now allows us to host another partner – a group that helps our community build emotional wellness."



Trinity New Hamburg now boasts a newly renovated public space, thanks to a timely ELFEC partner grant.

*New in 2017, the ELFEC Partner Grant Program offers matching grants to investment partner congregations and institutions for projects that address social needs and/or environmental impact within the church community. For more information please visit [elfec.ca/upcoming-grants](http://elfec.ca/upcoming-grants).*



NEW PARTNERS

**Hosanna Lutheran Church, Edmonton**

**A Warm Welcome to Our First Western Canadian Congregation**

Back in 2015 an Alberta/BC Lutheran Church Canada (LCC) investment fund went broke, and many churches and individuals lost heavily. In the wake of this disaster, Hosanna Lutheran realized they wanted professional management of their assets. This year they chose ELFEC, and couldn't be happier.



*Worship space of Hosanna Lutheran, Edmonton, our first western Canadian partner congregation.*

“We didn't want it to be just about protecting the money. We wanted these funds to become a vehicle for mission and ministry. ELFEC provided all these options and more.”

— Pastor James Hendricksen,  
Hosanna Lutheran, Edmonton

Hosanna Edmonton is a busy, active congregation with a long history of serving the Lutheran communities of West Edmonton.

In 2017 it found itself in possession of a significant sum of money, thanks to a generous bequest from a long-time member. And, since there was no current project requiring these funds, the congregation began thinking about how best to manage the money until it was needed.

Feelings were still running high in the wake of financial woes suffered by the LCC's Alberta-BC District when its 94-year-old internal savings-and-loan fund went broke in 2015, shocking churches across Canada.

“We wanted safe, professional management of these gifts,” says Pastor James Hendricksen, “But we didn't want it to be just about protecting the money. We

wanted these funds to become a vehicle for both mission and ministry.”

Pastor James goes on to say that Hosanna's finance committee grew more impressed with ELFEC the more they looked into it. They particularly liked the impact-investing aspect, knowing the money would be doing good in the world even while it wasn't actively directed to any particular project.

They also appreciated that they could withdraw the funds at any time. “We're prepared to spend it when the right project comes along,” explains Pastor James. “This was something not available through other options we looked at, including our local community foundation.”

Welcome, Hosanna! We're delighted to walk with you in growing your assets through faithful investing that promotes justice and respects God's creation.

NEW PARTNERS

## Good Shepherd Lutheran Church, Brockville Stability and Growth for Another New ELFEC Partner

A year of big change left Good Shepherd, Brockville with a new pastor, a new ministry partner, and a growing endowment they felt ill-equipped to manage themselves. Happily, ELFEC was there to help.

It's safe to say 2016 was an eventful year for Good Shepherd Lutheran Church in Brockville, Ontario.

It started the previous June when their pastor accepted a call to another congregation, catapulting Good Shepherd into the complex call process. "Calling a new pastor is a large undertaking for any church," says council chair Elaine Lamond. "But it's also an opportunity to take a look at everything – including church finances."

In this case, Good Shepherd decided it would be prudent to sell their parsonage and invest that money to safeguard the church's financial future. So now they were selling a property in addition to calling a new pastor.

But then they heard a sister church in nearby Williamsburg was also looking for a new pastor. A phone call led to a series of discussions, finally culminating in a decision for the two congregations to enter into a shared ministry arrangement.

"It was certainly a whirlwind year," laughs Elaine. But all's well that ends well, and both congregations are now being served by Pastor Moses Prashad, who lives in Williamsburg's parsonage and commutes between the two parishes.

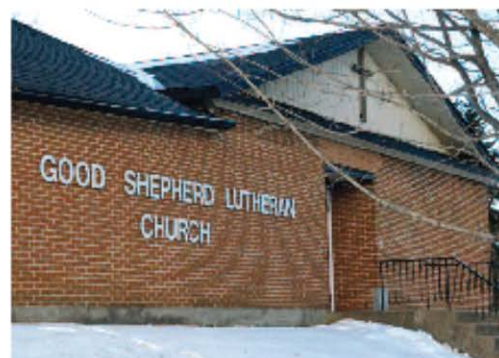
### "Investing that aligns with our values"

This left Good Shepherd with the proceeds of their sale, wondering how best to invest them. They had a small pre-existing endowment, but it wasn't performing very well. Finally, on the advice of then-interim pastor Sylvia Poetschke, Good Shepherd reached out to ELFEC for help.

"We were so impressed when Jeff came out to speak with us," says Elaine. "We liked the return on investment, of course, but also that our funds would be invested with ethical and socially just companies. It really aligned with our values."

Another big plus was ELFEC's management expertise. "We have a great treasurer, but this way we don't have to concern ourselves with managing the money day-to-day," says Elaine.

Good Shepherd has no plans to withdraw their capital anytime soon, but they like knowing their funds are accessible if needed. Until then, they'll use their interest to meet their annual budget, including their commitment to benevolence giving to the Eastern Synod.



Trinity New Hamburg now boasts a newly renovated public space, thanks to a timely ELFEC partner grant.



Good Shepherd's congregation rests easy, confident their investments are being well managed on their behalf.

*ELFEC helps congregations grow their assets through faithful investing that promotes justice and respects God's creation. Call any time for advice or information 1.888.308.9461.*



## COMMUNITY OUTREACH

### St. John's Lutheran, Hamilton Two-way Outreach Brings Church, Community Together



The "little library" in St. John's outdoor community greenspace.



Community chalkboard invites conversation with new neighbours.



English Conversation Café is a big hit at St. John's!

*Administration of the busy ELCIC Eastern Synod office is paid for by a grant from ELFEC. In this way your gifts and investments help support all the wonderful work done by the Synod across Eastern Canada.*

St. John's Lutheran Church Hamilton sits in the centre of a neighbourhood that has always welcomed newcomers.

This includes the church's founding congregation, made up mostly of refugees fleeing Europe in the aftermath of WWII. Today the neighbourhood is still populated by new Canadians, now coming from areas like China, Vietnam, Liberia and the Arab world.

But congregational leaders at St. John's recently noticed something troubling. These new neighbours weren't coming to church. And many old church families had moved on to different neighbourhoods. Although they still came for Sunday services, afterwards they just went home.

The church was no longer the linchpin of the community. More worrying still, it wasn't ministering to the needs of its closest neighbours.

#### New ways to be in mission for others

In response to this situation St. John's applied to a new Eastern Synod fund established to help congregations explore what it means to take part in God's mission today.

When their application was successful they were able to hire Rev. Chun Zhang as a part-time pastor. They tasked him with finding ways for St. John's to revitalize its relationship with its community and minister to its new neighbours.

Pastor Chun leapt into action, working with congregation members who were eager to help now that they had a dedicated leader. Within months St. John's had launched several enormously successful outreach initiatives. These include:

- An English Conversation Café
- Guided tours by community developers
- An outdoor greenspace on church property
- A community chalkboard where neighbours are invited to write down their thoughts, ideas and responses to the church's presence among them.

#### Two-way outreach helps both church and community

All these projects have led to increased connection between the church and its community. Six new households have joined the congregation since the outreach began, and many new groups are asking to use church space for community activities.

Most exciting to Pastor Chun, there is now a rejuvenated atmosphere in the congregation. "People are excited about and talking about mission again. And, because the outreach goes both ways, the project is helping us reach a new understanding of mission while also meeting the needs of our community. We are very grateful that Synod funding is available for projects like ours."



## You Can Change Everything ... When You Leave a Gift in Your Will

When Patricia Watts left the Synod an undesignated gift in her will, her family wanted it to support something Pat loved with all her heart: children and youth. Here's how it happened.

In 2009 Pastor Joel Crouse was wrestling with a familiar problem: how to attract more youth to the church.

But then he had an epiphany. What if he turned the whole question around, and instead asked "how can we encourage youth to impact the church in a positive way?"

Part of the answer was to do a better job helping very young kids understand and grow in faith. "More modern, progressive resources for families and congregations have been needed for some time," says Joel. "As a church, we had no programmatic way to open the minds of very young kids."

So Joel, who was then serving as the Synod's director of youth ministry, started looking at how this could be accomplished. He came up with a wish list that included a website filled with resources and ideas for parents, a modernized Sunday-School resource package, and training for adults who worked with youth and kids.

Unfortunately, all this was going to be expensive. And there was no Synod budget to cover it.

"This is why we are so overwhelmingly grateful to Pat Watts and her family," says Joel. "When they agreed to endow this gift so it could fund youth and young-adult ministries for all time, they accomplished two wonderful things.

"One, they gave us the resources we needed to help young people and families grow in faith. But even more importantly, they honoured Pat's spirit and gave her a way to continue making change for the youth she loved so long and so well."

### Projects Funded by the Patricia A. Watts Endowment As at December 31, 2017

- Youth Power Change website. Packed with ideas, suggestions, blog posts and more. Of enormous help to parents in helping their young families grow in faith.
- Congregational Resource Package for young children. Includes the Seven Sacred Teachings of the Anishinaabe
- Funding for 16 adults to attend youth-ministry training and conferences led by the Anglican Church of Canada
- Funds helping St. John Lutheran Church, Ottawa establish an Inshallah-style community choir for parents, youth and tots



Above, part of the new Sunday School resource package funded by the Watts Endowment. Below, enjoying children's time at St. John's, Ottawa.



"Pat's family hoped this gift could be attached to her own grandchildren, but the will didn't specify this. So we promised we'd use the funds to help all youth and kids across the Synod. Today, thanks to the generosity of this amazing family, we are truly becoming a youth-led church. We're deeply grateful."

— Pastor Joel Crouse, St. John Lutheran Church, Ottawa Eastern Synod Director of Youth and Young-Adult Ministries (2008 to 2017)

A big thank you to Pat and her family. This kindness and generosity will make positive change in the world for all time.

RESPONSIBLE INVESTING

## Impact Investing: Investing Your Funds to Create Social Good



“People like the idea that we can help them invest in things that produce a direct social good, while also earning a solid return on investment.”

– Jeff Pym, Executive Director, ELFEC

When you trust ELFEC to manage your assets, you get more than a great return. You become part of a global movement that shares your commitment to building a more just and sustainable world.

When ELFEC Executive Director Jeff Pym meets with congregations across the country, one thing always sparks enormous interest: impact investing. “People like the idea that we can help them invest in things that produce a direct social good, while also earning a solid return on investment,” he says.

This kind of investing is the logical next step in ELFEC’s commitment to the principles of Responsible Investment (RI). As you may recall, RI means not investing in companies engaged in tobacco, gambling, weapons, or other morally questionable activities. It also means choosing instead to invest in “good” companies – those who commit to ethically responsible behaviour on issues like labour rights, resource development, or environmental impact.

Impact investing goes one step further. It actively seeks out investment opportunities that will – in addition to earning a healthy return – support organizations that exist purely to create social good.

### Supporting solar power

For example, in 2017 we purchased a \$250K bond from SolarShare. SolarShare is a co-operative that lends money to solar power projects that are already built and generating stable revenues. Each of these projects has a 20-year commitment from the Ontario government to purchase the electricity produced. Shareholders earn a competitive interest rate, which this year was 5%.

This is a classic example of impact investing: while your money is working to earn interest, it’s also fueling growth in the important renewable-energy sector.

### Help for developing nations

We also invested some of your funds with Oikocredit, an international non-governmental organization (NGO) that invests in microfinance, agriculture, renewable energy and fair trade in developing countries. Examples include village banking for self-employed women in Bolivia, or processing organic fair-trade cashews in Benin.

Again, ELFEC partners are now supporting these important projects while also earning a strong return on their investment.

### Coming In 2018: Partnering with MaRS Centre for Impact Investing

These are just two examples of how your funds are working to create social good in the world. Next year we will identify more impact investment opportunities with the help of the MaRS Centre for Impact Investing, which works to mobilize private capital for public good in Canada.

As always, our priority is to bring you the highest return possible, while ensuring your funds are invested in accordance with your deepest values. Thank you for placing your trust in us.



## As of December 31, 2017 Foundation Financials

### Statement of Financial Position (000s)

<b>Assets</b>	
Cash	1,936
Accounts Receivable	463
Donated Life Insurance	13
Investments	29,980
<b>TOTAL</b>	<b>32,392</b>
<b>Liabilities</b>	
Accounts Payable	326
Managed Fund Income Due	1,150
Managed Fund Capital	13,566
<b>Fund Balances</b>	
Endowment	12,319
Restricted	4,976
Unrestricted	55
<b>TOTAL</b>	<b>32,392</b>

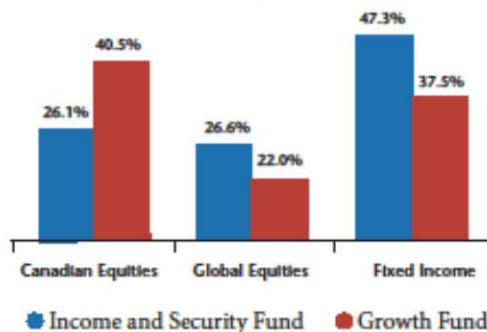
### Statement of Operations (000s)

Donations	1,537
Investment Gain	1,459
Other Income	201
<b>Total Income</b>	<b>3,197</b>
Expenses	282
Grants	1,405
<b>Reinvested Investment Income</b>	<b>1,510</b>

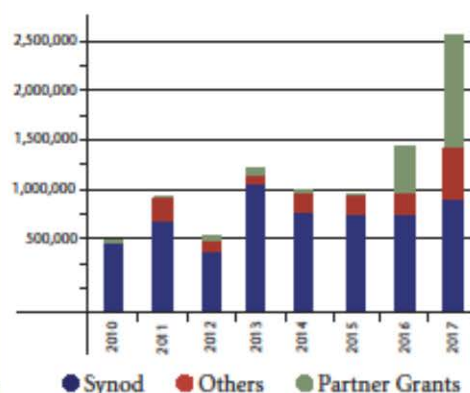
### A Year In Review

In 2017, total assets entrusted to ELFEC grew to \$31.6 million. Assets are invested according to the investment policy established by our board of directors and both funds are managed by Montrusco Bolton Investments Inc.

#### Asset Mix by Portfolio



#### Charitable Distributions



In keeping with our commitment to financial accountability and transparency, full audited financial statements prepared by RLB LLP are available at [www.elfec.ca](http://www.elfec.ca).

Many thanks to our supporting partners



Canadian Lutheran  
World Relief

Lutheran  Homes

ESTABLISHED 1979



#### Board of Directors 2017

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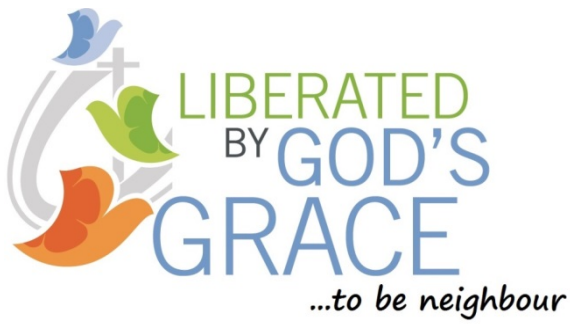
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# **Section 10**

## **Report of Waterloo Lutheran Seminary**

## Section 10 - Waterloo Lutheran Seminary Report



### WATERLOO LUTHERAN SEMINARY REPORT TO EASTERN SYNOD ASSEMBLY 2018

#### Report from the chairperson of the WLS Board of Governors

In the past biennium, the Board has been most actively living out our vision of “**inspiring lives of meaning and service in God’s world.**” The following report details the many actions we have taken in support of this vision.

Perhaps the most significant accomplishments of these past two years have been:

- The further development of our undergraduate program, and the significant opportunities it has provided for cross-registration by Laurier students;
- The continuing development of the Delton Glebe Counselling Centre which is becoming a significant community asset both for the training of students and as a service to the wider community;
- The expansion of the MDiv program to include bi-vocational options for students preparing for pastoral ministry (MDiv/MSW and MA/MDiv);
- The major redevelopment of the seminary facility over the past 13 months which will see the existing seminary transformed into a modern building that will accommodate our needs to support our vision for many years;
- Moving the faculty and staff into temporary facilities (from April 2017 to the end of June 2018) while the seminary reconstruction is underway;
- Undertaking a \$1.5-million capital fundraising campaign to support the building’s renewal and modernization;
- Obtaining approval from the Ministry of Advanced Education and Skills Development for changing the seminary’s name to Martin Luther University College, and pursuing the necessary business registrations and trademark registrations to secure the use of this name;
- Commissioning a creative firm to interview stakeholders, conduct research, and develop the vibrant visual identity for Martin Luther University College;
- Renegotiating a new operating agreement with Wilfrid Laurier University to replace the previous agreement that was 24 years old;
- Undertaking a comprehensive, institutional self-study in preparation for an ATS (Association of Theological Schools) Comprehensive Visit in March 2018.

Other highlights from the biennium include the following:

- Strong and steady enrolment — of students registering at the seminary and at Laurier — has continued in the Spiritual Care and Psychotherapy program.
- Ongoing development of the “alternative worshipping community” that was established as a pilot project at the seminary, providing the first non-traditional avenue for membership in the ELCIC-ES. This community, called thirdspace\_, is led by Rev. Anne Anderson.

The current membership of the Board of Governors consists of the following: James Phillips (chair), Rev. Steve Hoffard (vice-chair), Susan Heard (treasurer and chair of finance committee), Dr. Andrew Thompson (secretary), Heather Main, Ken Meinert (chair redevelopment committee), Uli Kuebler, Dave Schnarr, Rev. Tuula Van Gaasbeek, Bishop Michael Pryse, Karen Redman, Kevin Tuer, Chun Zhang, Tom Bishop. Ex officio (voice only) Rev. Dr. Mark Harris, principal-dean; Rev. Dr. Kristine Lund (vice-chair, Waterloo Lutheran Seminary Senate).

We want to thank these people who continue to offer their time and talents for the advancement of Waterloo Lutheran Seminary and who, we believe, will lead us to exciting new ministries while honoring and preserving our roots.

We appreciate the Women’s Auxiliary as they continue their faithful and generous service to the seminary community by keeping the building and grounds looking beautiful and well-decorated for each season. They also continue to support our MDiv students with bursaries and lovely quilts. We appreciate the faithful and thoughtful support they have offered over the years.

The Board of Governors owes a debt of gratitude to many people who share in the ministry of the seminary. WLS 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 faculty and staff of the seminary 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 the seminary come alive, and their formation as leaders in ministry is our purpose. 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.

James Phillips, Chairperson of the Board of Governors



### WATERLOO LUTHERAN SEMINARY REPORT TO EASTERN SYNOD ASSEMBLY 2016-2018

#### Report from the Principal-Dean

The **Evangelical Lutheran Theological Seminary of Eastern Canada** was established in Waterloo in 1911, by the Lutheran congregations of eastern Canada, solely as a means of preparing pastors to serve in congregations. Two years later, when legal documents were filed, the school was incorporated as the **Evangelical Lutheran Seminary of Canada**. Within three years of its founding, it became apparent that more was needed, both to better prepare future seminary students and in response to the educational needs of the wider community. Thus in 1914, the seminary launched **Waterloo College School**. The school grew to become, in 1924, the **Waterloo College of Arts**. In partnership with the **University of Western Ontario**, it started granting undergraduate degrees. In 1956, the board established the **Waterloo College Associate Faculties** as a way of delivering science programs. The **Associate Faculties** eventually moved down the street and, in 1959, co-founded the **University of Waterloo**. Also in 1959, the provincial government enacted **Waterloo Lutheran University** which, 13 years later, became **Wilfrid Laurier University**. **Waterloo Lutheran Seminary** retained part of the Waterloo campus and remained independent, but federated with Laurier. Since then, during the past 46 years, the seminary's academic programs have continued to grow and evolve in response to the changing needs of the church and Canadian society.

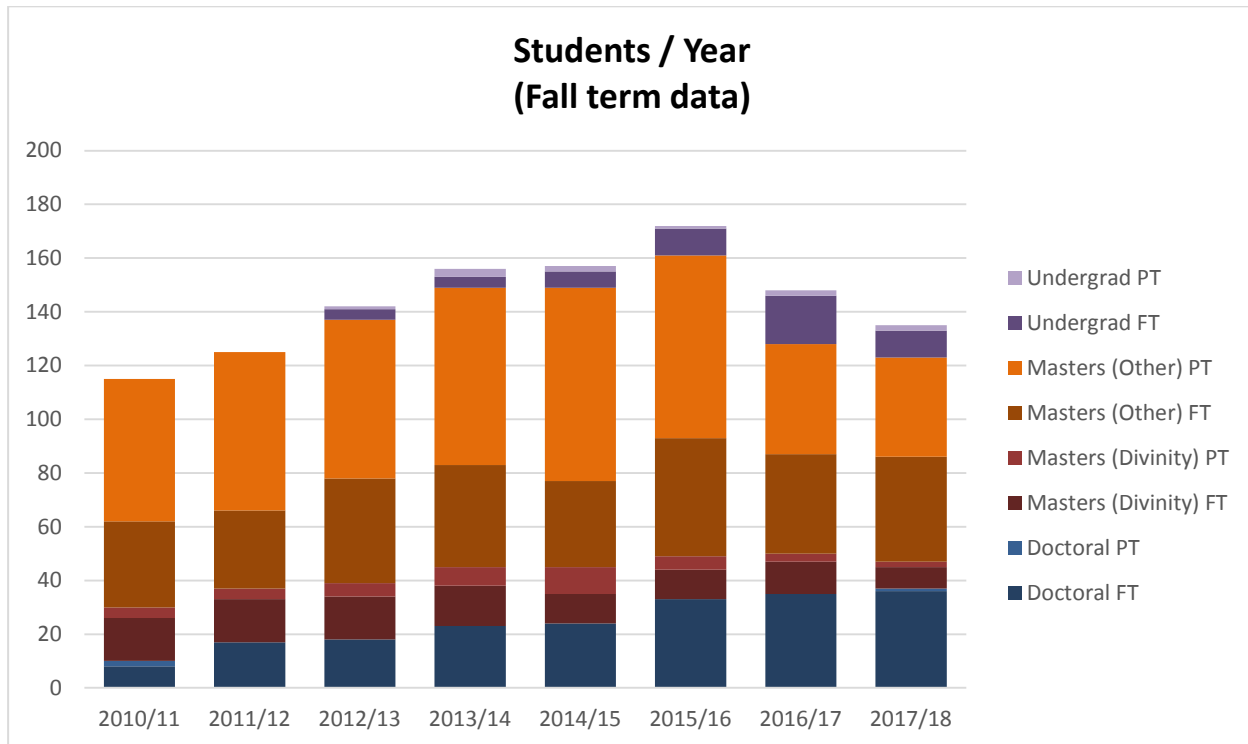
I begin with this brief, historical synopsis as a way of illustrating that change and evolution has been part of the DNA of this school since its founding. Reflecting our Lutheran commitment to education for clergy and laity, and in response to shifting opportunities and needs in Canadian society, this school has consistently been both a school "for the church," educating leaders to serve the church, but also a school "of the church," an expression of the church's mission to serve the needs of the wider community.

This is why, after providing a brief snapshot of the seminary's current enrolment, the balance of my report will largely focus on life at the seminary through the lens of the Eastern Synod's **2017 Vision for Mission**. Over the past biennium, the seminary has joined with congregations across the Eastern Synod in finding lively and creative ways to reflect these mission priorities in our common life. I will conclude with comments pertaining to the capital redevelopment of the facility and the renaming of **Waterloo Lutheran Seminary**.

#### Current Enrolment at the Seminary

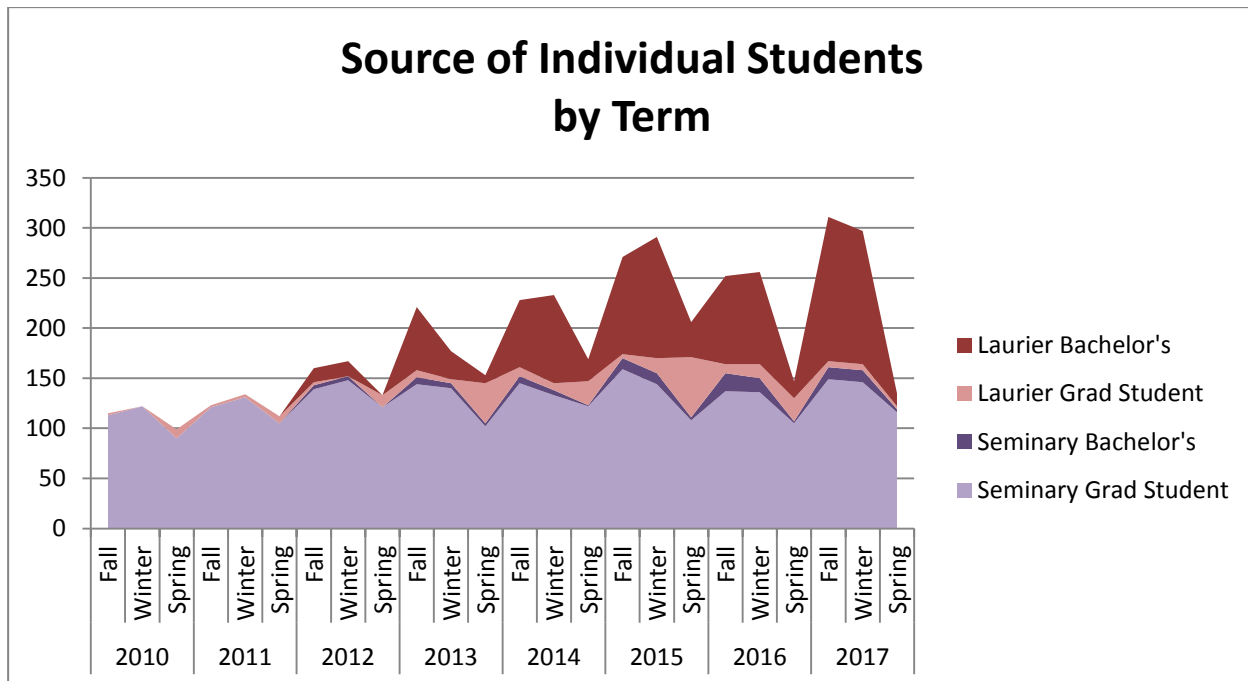
WLS continues to develop and refine its programs under the academic plan approved by the Board of Governors in 2015. Graduate enrolment has been capped by Laurier's funding formula. In light of the new Strategic Mandate Agreement with the province, there is pressure to limit the growth of the undergraduate program as well. The first chart below illustrates the enrolment patterns for the past eight years.





The MDiv program is now the smallest program at the seminary. While we anticipate that it will remain so, based on the enrolment trends in other schools, it nonetheless remains a core program to which this school is committed. MDiv students take introductory level theology and biblical courses alongside spiritual care students. Advanced MDiv courses consist solely of MDiv students. Enrolment in the spiritual care programs remains strong. The BA program remains small but steady.

WLS continues to refine its undergraduate program in Christian Studies and Global Citizenship. The advisory committee has just completed a thorough review of the program and courses, and has developed a number of recommendations regarding new electives, to meet the needs and interests of students. Recruitment remains an important priority for the program. WLS now has 14 students registered in this program, and we will celebrate our third graduating class in June. It is noteworthy that, from the outset, it was never anticipated that the BA in Christian Studies and Global Citizenship would be a large program. However, as chart # 2 reflects, it provides access to a much larger body of potential students. The BA classes provide the opportunity for Laurier students, majoring in other fields of study, to register for classes at the seminary. This is a wonderful opportunity for a growing number of university young people who are looking for ways to explore Christianity or are wrestling with issues of faith, life, and their own sense of vocation.



Across North America, enrolment in Master of Divinity programs is decreasing at a staggering rate. A report released last November, by the Evangelical Lutheran Church in America, indicated that enrolment in ELCA seminaries dropped 67% between 2010 and 2017. Similar reductions are being faced by theological schools across North America. In response to this and the growing number of MDiv students who are looking for programs that offer bi-vocational options, the seminary's double-degree programs (MA/MDiv and MDiv/MSW) are proving popular.

Our programs in Spiritually Integrated Psychotherapy, previously known as Pastoral Care, continue to be the most highly subscribed programs at the seminary. The MA in Theology (in Spiritual Care and Psychotherapy) has been revised in order to comply with the requirements of the College of Registered Psychotherapists of Ontario. As a result, we are awaiting confirmation of program accreditation with the college. This will enable students who successfully complete the program to receive licensing more readily.

## Synodical Mission Priorities

While the seminary's enrolment statistics provide a high-level overview, they only provide a cursory view. For a fuller picture of life at the seminary, it is helpful to consider the variety of opportunities meant to supplement and enrich classroom learning. Many of the activities are open to pastors, congregational members, and those in the wider community. These not only express the heart and soul of the seminary, they also clearly reflect the mission priorities of the Eastern Synod.

## Goal # 1: Provide Vision, Leadership and Support

The Delton Glebe Counselling Centre is one of the means through which we pursue social justice in our community. The centre has grown substantially over the past two years, thanks to the leadership provided by Janet Howitt. The Glebe Centre provides a range of wellness and counselling services to students and the public, as well as being a Centre for research and the

training. The centre has the capacity to offer counselling services in 13 different languages; has a partnership with Reception House, to provide concurrent counselling for new refugees and play therapy for their children; and has sponsored numerous training events for volunteers.

Through the **Centre for Public Ethics**, under the leadership of John Milloy, the seminary engages issues at the crossroads of faith and public ethics. The centre's scholars write guest columns that are published regularly by mainstream news outlets; hold public lectures on faith and politics; and have been organizing invitation-only "Community Leadership Breakfasts" to explore the intersection of faith and public life. The centre also offers a number of courses, in the undergrad curriculum, that are concerned with public faith and public ethics.

The **Abrahamic Faiths Forum**, sponsored in partnership with Interfaith Grand River, a coalition of faith leaders in Waterloo Region, provides opportunities for members of the Christian, Muslim, and Jewish communities to engage in conversation around issues of common concern. They gather twice yearly for events that are open to the public.

We are also deeply engaging the call to promote right and renewed relationships with the Indigenous peoples of Canada. Through our **Circle of Dialogue** program, we provide twice-yearly learning days led by Indigenous leaders. We include trips to the Six Nations of the Grand River in our undergrad core course requirements; partner with the Good Hearted Women Singers drum circle; have devoted a recent edition of the *Consensus* academic journal to articles on revisiting the relationships between First Nations and Christians; and work with Laurier's Office of Indigenous Initiatives and the Indigenous Student Centre. Assignments in a number of our courses feature the works of First Nations writers. We acknowledge traditional treaty lands in all public gatherings and have also included the acknowledgement in all course syllabi.

Through the work of the **Kanata Centre for Worship and Global Song** and the **Inshallah** community choir, the seminary works at the intersection of music, faith, and justice to promote right relations, develop partnerships, increase awareness, and raise funds to support justice initiatives. Over the past year, more than 130 singers have participated in Inshallah's eight public events, which have raised nearly \$15,000 to build community and benefit justice initiatives in the Waterloo Region.

A number of our core courses in the undergrad program in Christian Studies and Global Citizenship include a CSL (Community Service-Learning) component as part of the course curriculum. Students do not just study "public service," they put their faith and deepest values into practice in community service agencies. This practice of linking in-class readings and discussions with community placement experiences is proving to be a powerful and, in many cases, inspiring learning opportunity for our students.

The seminary is also the home for **thirdspace\_**, a small, emergent community sponsored by the synod's Mission Committee. Under the pastoral leadership of Rev. Anne Anderson, **thirdspace\_** continues to explore a model for faithful discipleship, lived in community, that does not necessarily meet the criteria of a normal "congregation," but which appeals to the needs and questions of millennial youth and young adults – a demographic that is often absent from our congregations. The questions and learning from this experience are feeding into course content and discussions, and are made available as a resource for the wider church.

Worship and the study of Scripture are at the very heart of who we are as Waterloo Lutheran Seminary.

During this past academic year, students and faculty gathered three days a week for **noon-hour prayers** offered on behalf of our community and the world. Wednesdays, at 5 p.m., we gathered for **Open Door**, a community wide Eucharist that included the participation of faculty and students from across the campus. We provide a hospitable welcome to all who wish to be nurtured in Word and sacrament; inspired by the music; included in community; or to wrestle with issues of faith and life. Up until the time of our move into interim facilities last April, this service was followed by a simple community supper. We often welcomed 150 or more participants for such gatherings.

Spirited discipleship is also evident in our classrooms. We are, first and foremost, a theological school. So the study of Scripture and an ever-deepening exploration and understanding of faith is part of every program of study. Particularly in the undergraduate courses, we have students who have no faith-memory who are exploring what Christianity is all about; devout youth raised in the church; young people who are questioning and wrestling with their faith; and those who come from other faith traditions. All are working, studying, and exploring together what it means to be individuals of faith and conscience. In the process, students learn about themselves, their traditions, and one another. It is an exciting learning environment.

## Goal # 2: Develop Capable Leaders

Since 1911, the seminary has provided theological education for the church's future leaders. While our educational opportunities have expanded far beyond that original vision, equipping faithful lay and ordained leaders has been the golden thread that has defined the fabric of the seminary to this day. While our current MDiv program is much smaller than it once was, it is still larger than in the seminary's first decades and continues to be a core reason for our existence as a school. Our double-degree options, MDiv/MSW and MA/MDiv, are efforts to expand the vocational option for pastors. Any of these programs equips pastors for a bi-vocation ministry: pastoral ministry and social work; or pastoral ministry and chaplaincy, counselling, or psychotherapy.

During this past academic year, WLS was home to 164 full-time and part-time students, and 248 Laurier students who took courses at the seminary. It's also home to 10 full-time, four part-time and 17 adjunct faculty. Thirty-one different faith traditions are represented within our community. What this means is that the seminary is no longer a Lutheran enclave as it once was. Rather, the seminary has grown to reflect a cross-section of Canadian society. The way that we understand this, as a seminary, is that we are Lutheran hosts to a wonderfully diverse, ecumenical and multifaith community.

This is unfamiliar ground for many of us, but it is also the new frontier that we, as Canadian Lutherans, are called to navigate. It prompts the question, "how do we remain faithful to our own tradition while, at the same time, partnering with others to promote justice in God's world?" It is a good question. At the same time, such a diverse community provides a rich learning environment in which to engage in these conversations, even as students develop the skills and nurture the relationships that make it possible to find common ground. We are learning that the development of such skills — a rootedness in one's own tradition, yet a simultaneous openness to collaborate with diverse communities — is a crucial antecedent to the pursuit of compassionate justice.

### Goal # 3: Connect through Effective Partnerships

The synod is one of two primary partners for WLS. We exist as an institution of the synod to serve the church through the preparation of theologically informed laity and candidates for ministry. At the same time, we are an expression of the synod's mission to the wider community, nurturing collaboration with a variety of faith communities and community partners.

While the seminary has been displaced from our facility during construction, we are deeply committed to working with the Area Ministry teams in supporting their ministries. Toward this end, we have been facilitators in the Area Ministry Confirmation Program and helped facilitate an area-wide Vacation Bible School program during the past few years.

We have also provided support to congregations throughout the Eastern Synod by helping pastors tell their congregations' stories. Mirko Petricevic, the seminary's director of communications and public affairs, delivered a three-part workshop during the Atlantic Pastors Conference in 2017. In May 2018, he delivered a daylong communications workshop at the synod office in Kitchener. The program focused on helping pastors pitch congregational stories to journalists, and on how to make better use of social media platforms. Mirko also contributes regularly to the Eastern Synod Communications Mutual Support group on Facebook.

Each year, in partnership with the Eastern Synod, the seminary hosts the **Dubrick Summer Institute for Ministry** (formerly **Lutherhostel**). This is a continuing education event that runs each June. It is an opportunity for newly ordained pastors to deepen their skills for leadership in ministry.

WLS enjoys a very positive relationship with Wilfrid Laurier University. As the founding institution for Wilfrid Laurier University, our historic contribution is recognized and supported by Laurier's senior administrators and many of Laurier's faculty. The current relationship traces its origins to "An Act respecting Wilfrid Laurier University (1973)" that was drafted at the time WLU became a provincial university. A new Memorandum of Agreement was signed with Laurier earlier this year.

WLS also enjoys many wider community partnerships. We have benefitted, over the last biennium, from a working relationship with St. Joseph's Health System, the Hamilton Health Sciences Centre, the Centre for Addiction and Mental Health, and Grand River Hospital.

WLS has benefited from the Face to Faith program. In 2013, the Eastern Synod signed a partnership agreement with the **Evangelical Lutheran Church in Jordan and the Holy Land (ELCJHL)**. One expression of that partnership is our biennial trip to the Holy Land, which includes visits to the holy sites but also time with our partner church and other significant multifaith actors and organizations. Our next trip is planned for April/May 2019. The seminary is also sponsoring a student from the ELCJHL. Rodny Said is now in his final year of academic work before returning to serve the ELCJHL. We have also hosted several Iranian students (Muslim) who were with us for advanced counselling training. Such international visitors provide a great learning opportunity for our community.

Through the Glebe Centre, the seminary has been partnering with a number of community counselling and refugee settlement agencies. Through the Office of Indigenous Initiatives at Laurier, we have been working with a number of First Nations groups. Through our community pastor (Anne Anderson), the seminary is partnering with the chaplaincy and diversity offices at

Laurier, and with a number of Christian student groups on campus. Also, we host a number of joint initiatives with Interfaith Grand River.

### Goal # 4: Live as a Healthy Synod

Many of the seminary's lectures, workshops, and continuing-education offerings provide an opportunity for pastors and laity to grow in faith, wrestle with current issues, or meet new ministry partners. Once again, the seminary is planning to lead a study course in the Holy Land. All are welcome to join us April-May 2019. Further information on that opportunity will be provided in the coming months.

All of the seminary's programs — undergraduate, master's, and doctoral — are efforts to either equip lay persons for ministry in the world, or to deepen the expertise of pastoral candidates and leaders to better serve in their settings. All of our students are engaged in biblical and theological studies and are wrestling with questions of what it means to be people of faith in the contemporary world. While a minority of those will end up leading or participating in Lutheran congregations, many confirm that they have found the seminary to be an educationally rich, safe and welcoming place to grow in their faith. That may not directly serve to make us a healthy synod, but it is a powerful witness to who we are as a Lutheran community: Strengthening people of faith from many different traditions.

### Capital Redevelopment

In April 2017, the faculty, staff, and students of the seminary vacated our facility in order for the building to undergo a \$9-million renovation. This involved totally gutting the interior of the facility, with the exception of the chapel, reconfiguring the classroom and office spaces, and the addition of a welcoming new entrance and administrative level on Bricker Avenue. The result of this renovation will be an increased number of classrooms that meet current educational standards; expanded common areas and office space; and a highly energy efficient and cost-effective facility. Further information will be provided in the presentation at Synod Assembly.

### Renaming

Since its founding in 1911, the school that began as **The Evangelical Lutheran Theological Seminary of Eastern Canada** has changed its name five times. On each occasion, this change was meant to reflect what the school was becoming. While the name **Waterloo Lutheran Seminary** has been used since 1973, when the university was provincialized and the seminary became a separate entity federated with Laurier, it is no longer adequate to convey the rich variety of programming that we offer. This is why, with the support of Laurier and the approval of Synod Council and the Board of Governors, the seminary has received approval from the Ministry of Advanced Education and Skills Development to become known as **Martin Luther University College**. Final approval for this change was received in 2017, the quincentennial of the Lutheran Reformation, and will become effective when we move into the renewed facility at the end of June. The new logo will be publicly unveiled at the Synod Assembly.

### Concluding Remarks

These are challenging times in theological education. Yet our school has been working hard to adjust to the ever-changing world of post-secondary education and the changing needs of the church.



As we continue to grow and evolve, as an institution of the church, we have just completed a yearlong, comprehensive, institutional self-study and, as a result, have been recommended for a 10-year accreditation by the Association of Theological Schools. We have recently welcomed the Rev. Dr. Gyeong Kim to the faculty, and we eagerly anticipate our move back into the renewed facility during the week after the Synod Assembly.

This will be the last report that I am preparing for the Eastern Synod Assembly and the last report under the name Waterloo Lutheran Seminary. When this report next prepared, three years from now, it will be the report from Martin Luther University College, and prepared by my successor.

In closing, on behalf of the WLS Board of Governors, the faculty, staff and all the students, I also wish to express our deep appreciation to the Eastern Synod for your generous support, encouragement and prayers. To Bishop Pryse and his staff; Synod Vice Chairperson Laurie Knott; Synod Treasurer Keith Myra; Synod Secretary Wendell Grahlman; and to the whole Synod Council who works so hard on our behalf, we are most grateful. Among theological schools and synods, we enjoy a unique and distinctive partnership in ministry. May it continue to serve the synod, the school, and the wider community for many years to come.

The Rev. Dr. Mark W. Harris  
Principal-Dean

### Waterloo Lutheran Seminary Faculty Updates

The following are some of the highlights of faculty involvements over the past six months, just to give an impression of activities in addition to regular teaching, advising, and administrative responsibilities.

**Brice Balmer**: Assistant Professor, Spiritual Care and Psychotherapy

Brice has been teaching five courses per year plus advising PhD students. He serves on the WLU Research Ethics Board. He continues to be deeply involved in a Shi'a-Protestant Dialogue program, and recently returned from teaching in Iran. He is co-ordinating the Abrahamic Faiths Forum; has edited a number of articles; and has fulfilled numerous community speaking engagements.

**Mark Harris**: Principal-Dean, Professor of Functional Theology

A significant amount of Mark's time, over the past year, has been spent overseeing the redevelopment of the seminary facility; co-ordinating the Reform Capital Campaign; and renegotiating the operating agreement with Laurier while attending to his ongoing teaching and administrative responsibilities. He is a member of the Ontario Provincial Commission on Theological Education (Anglican) and the ELCIC Program Committee on Leadership in Ministry. He recently presented at a Luther's Legacies conference and at a symposium with the United Church of Canada in Toronto.

**Kate Harper**: Assistant Professor, Spiritual Care and Psychotherapy

Kate, who successfully defended her PhD thesis since the last assembly, is currently on a health leave. Over the past year she taught three courses: Human Development; Theories of Change; and Assessment. She advised several doctoral students; served on the Senate and the Honorary Degree Committee; is continuing research with Kristine Lund; and worked on an online academic integrity training module for new students.

**Allen Jorgenson**: Professor of Systematic Theology, Assistant Dean

In addition to teaching a full load and overseeing the BA and MA (Public Faith and Spirituality field), Allen has maintained a heavy speaking and travel schedule. He presented at a number of conferences over the past year. In July, Allen will begin a 12-month sabbatical that will focus on issues around the indigenization of the seminary curriculum. He received a substantial Wabash Grant to support him in these efforts.

**Florence Juma**: Associate Professional Faculty

During the winter term, Florence taught one course; supervised PCE (Pastoral Counselling Education) students placed at the Freeport Campus of Grand River Hospital (GRH); submitted an application to the accreditation committee of the Canadian Association for Spiritual Care (CASC) for program approval on behalf of GRH in partnership with WLS; completed her requirements for CASC's Associate Supervisory Education program; was elected vice chair for CASC's Southwest Ontario Region (four-year commitment); received a recognition award on International Women's Day for her work with immigrant women in southwestern Ontario; and will be presenting a



workshop on postmodern, social construction and narrative theories to a group of spiritual care providers (chaplains) in May.

**Debbie Lou Ludolph:** Dean of Chapel, Director of the Kanata Centre for Worship and Global Song

As well as overseeing the worship life of the seminary community, Debbie Lou oversees the Kanata Centre and directs Inshallah; oversees undergraduate recruitment; and recently taught a Christian Studies and Global Citizenship introductory course. She serves on numerous committees including BA advisory; BA recruitment; Inshallah advisory; art advisory; Sing Fires advisory; and community pastor advisory. In her role as ministry director for the Eastern Synod, she is overseeing and co-ordinating worship for Synod Assembly 2018. She is also nearing the completion of her doctoral dissertation.

**Kristine Lund:** Professor, Assistant Principal, Director of Spiritual Care and Psychotherapy Programs

Kristine has continued to be very busy overseeing the MA in Theology: Spiritual Care and Psychotherapy program and the PhD in Human Relationships program. She is the clinical director at the Delton Glebe Counselling Centre where she supervises practicum students and professional therapists. She has published a number of articles and co-ordinated a number of workshops.

**Daniel Maoz:** Jewish Scholar in Residence, Instructor in Hebrew Texts

Daniel is a member of the steering committee, Abrahamic Faiths Forum, Waterloo Lutheran Seminary, and the Abrahamic Faith Workshop, Renison University College; co-founder and organizer of Scriptural Reasoning discussion group and the Christian-Jewish Text Discussion Group; Vice President of the Canadian Society for Jewish Studies and program co-ordinator, Canadian Society for Jewish Studies Publications. Daniel has numerous speaking engagements and publications to his credit, and is co-author of *The Christian Bible: Jewish and Christian Perspectives*, which is ready for submission to the publisher. He is also preparing for the presentation "Animal Talk: How Creation Teaches Humans about the Environment" at an International Conference on Nature and Environment, Nazareth College, Rochester, NY.

**John Milloy:** Assistant Professor of Public Ethics, Director of the Centre for Public Ethics at WLS; Practitioner-in-Residence (Department of Political Science at Laurier)

John continues in his role at the seminary, teaching a course on major issues facing Canada. He used the class as an opportunity to welcome a number of community leaders to the seminary as guest speakers. Part of John's role is to build bridges with Laurier's Department of Political Science where he is the practitioner-in-residence. He co-ordinates events sponsored by the centre, and writes a bi-weekly column on issues related to faith and politics for the news website National Newswatch. He is also a regular guest on CBC radio and 570 News where he comments on matters of faith and public ethics, and has contributed a number of op-ed pieces to the Waterloo Region Record.

**Mary Joy Philip:** Assistant Professor of Lutheran Global Theology and Mission

In addition to her teaching, advising, and committee responsibilities, Joy attended the Global Christian Forum as the Lutheran World Federation delegate, in Bogota, Colombia; she was the plenary speaker for the upstate New York synod assembly of the Evangelical Lutheran Church in

America, in Rochester, NY; she was speaker at the Toronto West Kairos Workshop, EXPLOITED PEOPLES: Migrant Workers and Trafficked Humans, held in Etobicoke, Toronto; she spoke on the topic of Human Beings not for Sale, giving special attention to human trafficking, organized by Martin Luther Evangelical Church, Toronto. She continues to co-edit *Consensus: A Canadian Journal of Public Theology*; and is an ELCIC representative to the Catholic-Lutheran dialogue.

**Mona Tokarek LaFosse**: Assistant Professor of Christian Scriptures and Sacred Texts

Mona teaches courses in the area of Bible/New Testament. She also advises students, conducts administrative work, and contributes to community worship. She holds workshops for students on citation style; helps advise full-time and adjunct faculty on questions of academic integrity; and organizes presenters for "Toward Right Relations," a time set aside each week to learn about, and reflect on, Indigenous teachings, stories and justice issues. Themes included water (2016-17) and Indigenous art (2017-18). She continues to serve as vice-president of Canadian Society of Patristic Studies (2014-2018), and is on the advisory board of *Studies in Religion*, a Canadian journal. She recently published two essays on age, women and social context in early Christianity; and she continues to work on her book manuscript, which is a revision of her doctoral dissertation to be published by McGill-Queen's University Press. During the adult education program at St. Mark's Lutheran Church (Kitchener), she presented a four-part series on aspects of age and age structure in the New Testament and now.

**Gyeong Kim**: Assistant Professor, Spiritual Care and Psychotherapy

Gyeong joined the seminary faculty on May 1, 2018. He is preparing courses that he will offer in the fall and winter terms, and serves as a member on the dissertation committee for doctoral students. He is also getting involved in the life of Christian leaders in the region. Prior to coming to WLS, Gyeong taught at Seoul Women's University for eight years, and at Georgia Christian University for two years. He has been consistently engaged in providing clinical supervision for practicum students of counselling and clinicians in the Korean Association of Pastoral Counseling and at Seoul Women's University. He has also performed academic research, published articles in various journals, and recently translated a book, *The Eight Concepts of Bowen Theory*, into Korean.