

## Report of the National Bishop

### ‘Together for the love of the world’

I can't even begin to tell you how excited I am for the 2013 Joint Assembly. This joint gathering of our two churches has been a long-time in the planning. A dream, a hope that Archbishop Fred Hiltz and I have had since we were both elected in 2007 is finally happening!

This is a meeting quite unlike any other meeting we have ever had. This isn't just the ELCIC's National Convention and the Anglican Church of Canada's General Synod happening in the same place and at the same time. Instead, we will be meeting together in a joint assembly, doing most things together and only doing what our constitutions require in our separate gatherings. This is a historic gathering and the whole church will be watching.

The theme of the Joint Assembly, *Together for the love of the world*, illustrates how our Full Communion relationship isn't just a document that describes a relationship between our two churches. It demonstrates how our relationship enables us to reach out in mission and ministry, love and service to the world that God so dearly loves.

During the Joint Assembly we will deal with a number of important matters that you would expect at a National Convention and General Synod—i.e. the business of the church. But we will also have a number of unique opportunities at this special event. We will welcome and host many special guests at the Joint Assembly. They will come from the Lutheran and Anglican Communion and from our ecumenical partners to share in this special gathering with us. During our time together we will also participate in a special public witness event as we gather together on Parliament Hill on Saturday morning to be a visible sign of how we have come *Together for the love of the world*.

During our time in Ottawa, we will also have the opportunity to gather separately as the 14<sup>th</sup> Biennial Convention of the ELCIC. The National Convention is the highest legislative authority of our church and we have a number of items on the business agenda this year.

We will spend time during our business sessions discussing Structural Renewal within the ELCIC. A number of proposed changes to the constitution are coming to the Joint Assembly. I urge all delegates (and even non-delegates) to read the documents on Structural Renewal (you can find more background on [www.elcic.ca/structural-renewal](http://www.elcic.ca/structural-renewal)), discuss them with your conferences and congregations, and with others in your community.

Structural Renewal has been a topic of much conversation throughout our church for several years now. I will admit I was disappointed during the synod conventions last year when the four western synods chose not to support the proposal for amalgamation. The challenges of decreasing resources in both membership and finances remain before us. So it is time for us to roll up our sleeves and work to find a new way forward. We are a gifted and creative church and the Holy Spirit will lead and guide us. We will have time during our business sessions to begin to discuss the future of our church.

I remain convinced that one of the important ways forward for us is to continue to work on deepening our discipleship. The Call to Spiritual Renewal—to pray, read, worship, study, serve, give and tell—are vital to preparing us for the church God is calling us to be. We cannot fulfill our call to make disciples if we cannot first take seriously what it means to BE disciples.

Another important item of business at this convention will be to take up an unfinished piece of business from the 2011 National Convention. We will be considering a Resolution on Addressing Sexual Exploitation and Human Trafficking. This resolution comes out of the positions taken in our *Social Statement on Human Sexuality*.

Together with the Anglicans we will consider a Joint Assembly Declaration that challenges us to work together in the areas of Homelessness and Affordable Housing and Responsible Resource Extraction. Committing to work together in these two areas is one way we will demonstrate that we are *Together for the love of the world*.

This convention marks a turning point in the life of our church. The current strategic plan 2008–2013 has helped us focus on five areas of ministry as a National Church—Effective Partnerships, Focused Framework, Compassionate Justice, Diverse Faces and Spirited Discipleship. After a year of reflection and much hard work, National Church Council has adopted a new strategic plan. To help us focus our work as a church *In Mission for Others* we will practice Spirited Discipleship, nurture a Healthy Church, practice Compassionate Justice, and practice Effective Partnerships. I trust and pray that this plan will help us move forward.

In closing, I want to thank those who have worked in partnership with me.

- Thank you to all those who serve on NCC. You bring your gifts and talents together as you faithfully discern how God is calling us to be *In Mission for Others*. I am so pleased with the work we have accomplished together and I look forward to your continued partnership. In particular I want to thank the officers—Sheila Hamilton, Murray Walter, and Ken Day—who put in many extra hours of service to our church.
- Thank you to the Conference of Bishops, my colleagues and my friends, who continue to provide support and encouragement to me and to each other.
- Thank you to Robert Granke, executive director, Canadian Lutheran World Relief and Hildy Thiessen, executive director, Group Services Inc. for the excellent working relationships we share individually and between our staffs.
- My biggest thanks go to my staff, both those who work in the National Office and those who are deployed. In the past biennium they have included Barb Wiebe, Myrna Penner, Rick Natividad, Desiree Mendoza, Faye Schultz, Susan McIntyre, Lucia Carruthers, Catherine Crivici, Norm Coull, Gloria McNabb, Trina Gallop, Paul Gehrs, Lyle McKenzie, Carla Blakley and André Lavergne. Thank you for your hard work, dedication, vision, creativity, patience and good humour! I want the rest of the church to know of your faithful service and dedication, to our church and to our God.

Thank you all for allowing me the honour of serving you as National Bishop. There are many challenges and frustrations in carrying out this office and sometimes it is overwhelming. But there are many more days when I feel deeply privileged to fulfill this calling and awed by the wonderful opportunities and challenges I am allowed to experience on your behalf. I know that I am not called to do this ministry alone but have been given wonderful partners for the journey. I also want to say thank you to the many of you who hold me in prayer. Your support means a lot to me.

I am not afraid for the future of our church because I know in the end it is God's church. We do not know for sure how things are going to turn out but we know that with God they will be good. As we strive together for the love of the world, we know that with God we will be blessed and that with God's help we will be a blessing to others.

Rev. Susan C. Johnson  
National Bishop

## The Report of the National Office

The following is the combined reporting of the work of the National Office. It is only the highlights of our work but it is my hope that this report will provide you with a glimpse at how we carry out the mandate we receive from the church. This mandate is carried out by staff, committees, and numerous volunteers—all serving to help us be a church *In Mission for Others*.

### Effective Partnerships

*Our work In Mission for Others is multiplied when we work together with our partners both within the Lutheran community and ecumenically. The ELCIC strives to be good stewards of the resources we have been given by working alongside our partners and rejoicing in the gifts we can share together.*

### Anglican Church of Canada (ACC)

The Joint Anglican—Lutheran Commission (JALC) continues to work on strengthening *Waterloo Ministries*, full-communion (ACC-ELCIC) ministries that give expression to *The Waterloo Declaration* (2001). The *Waterloo Ministries* catalogue serves to promote communication between Lutheran and Anglican communities around common needs and concerns. This catalogue has also been provided to the Shared Ministries Bureau which maintains a larger list of ecumenical shared ministries at [www.ecumenist.net/smb/](http://www.ecumenist.net/smb/).

JALC and the Lutheran Episcopal Coordinating Committee (LECC) jointly produced a series of Epiphany devotions for 2013. These six devotions focus on our full-communion realities as an expression of Christian unity and are a good lead up to the 2013 Joint Assembly.

The presiding bishops of our four Anglican/Lutheran North American churches which include ELCIC, ACC, ELCA and The Episcopal Church, USA (TEC) requested that JALC and LECC draft a statement on cooperation. This *Word to the Churches* will include what we have achieved in 12 years of full communion, north and south; hopes for the future; shared witness of the four churches; shared context for our North American churches—how our churches can offer a significant voice on, e.g., indigenous matters, governmental issues, environment, pipeline, etc. It is planned for publication by Pentecost.

JALC has created draft *Governance Guidelines for Joint Anglican-Lutheran Congregational Ministries*.

In May 2012, a delegation including National Bishop Susan Johnson, Archbishop Fred Hiltz (primate, ACC) and JALC co-chairs Bishop Michael Pryse and Dean Peter Wall travelled to Jerusalem to meet with Bishop Suheil Dawani (Episcopal Diocese of Jerusalem) and Bishop Munib Younan (Evangelical Lutheran Church of Jordan and the Holy Land). The Canadian delegation met with the bishops and members of both churches to encourage their friendship and collaboration as their churches contemplate the journey toward full communion. *The Waterloo Declaration* (ELCIC and ACC, 2001) was presented and discussed. Both local bishops agreed to issue a joint pastoral letter and the path to a refreshed and deepening working relationship between the churches and their many institutions was launched and celebrated. The journey came

at the request and expense of the Anglican Communion and The Lutheran World Federation.

The Canadian 2012–13 (Advent through Reign of Christ) *Anglican-Lutheran Cycle of Prayer* has been published.

The ACC is in a formal ecumenical dialogue with the United Church of Canada (UCC). In the spirit of Full Communion, the ELCIC's Rev. Dr. Gordon Jensen serves as an "Anglican" on the dialogue. With the blessing of the ELCIC, Bishop Don McCoid, executive for ecumenical and inter-religious relations in the Office of the Presiding Bishop for the ELCA, has agreed to serve.

The ACC is also in a formal ecumenical dialogue with the Canadian Conference of Catholic Bishops. Rev. Dr. Matthew Anderson was appointed as the ELCIC partner for this dialogue.

### **Mennonite Church Canada (MCC)**

*Healing Memories, Reconciling in Christ*, a four-session study process intended primarily for groups that include both Lutherans and Mennonites, was distributed to delegates at the 2011 National Convention and was distributed to congregations who were not at convention. Additional copies are available from the National Office.

In December 2011, senior staff members from the ELCIC and MCC met to deepen understanding of each other's churches and to consider possible areas of cooperation. It was agreed that one area of possible collaboration could be in the area of indigenous ministries.

### **Canadian Council of Churches (CCC)**

Rev. André Lavergne, assistant to the bishop for ecumenical relations, and Pat Lovell, NCC member, represent the ELCIC at the CCC governing board. The CCC is contemplating whether to hold an assembly in future years, something which is provided for in the constitution but which has not been undertaken in some years.

In May 2012, the CCC entered a new triennium with a fresh executive and repopulation of its commissions and committees. The ELCIC is more active than ever with a variety of new and renewed appointments. The ELCIC has offered a firm witness around the careful stewardship of our resources with a view to: (1) bringing clear focus and prioritization to the work of the CCC, in line with (2) the CCC's capacity, and (3) the CCC's need to engage in any particular work.

The Commission on Faith and Witness (CFW) met for the second time in the new Canadian Council of Churches (CCC) triennium, the first time that the ELCIC has had representation in recent years. The Commission is considering a couple of potential directions for intensive theological study. The ELCIC has interest in pursuing a theology of interfaith (Christian/non-Christian) engagement. The CFW is one of the few places where the ELCIC is in significant conversation with a number of Orthodox churches.

The future of CCC Christian—Jewish dialogue is unclear as the Jewish representatives have withdrawn following the recent United Church of Canada General Council (August, 2012) decision calling for a boycott of goods produced in the West Bank.

### **Canadian Interfaith Conversation (CIC)**

The Canadian Interfaith Conversation (CIC), under the secretariat of the Baha'i community, is in the process of creating a charter vision to serve as a reference point for ongoing conversation. The CIC has already provided a valuable witness on the recent question of terminating non-Christian prison chaplains. At this juncture, the ELCIC will be joining the Anglicans, Uniteds, Mennonites and others Christians in participating in the CIC which includes Hindu, Jewish and Muslim voices among others.

### **Canadian Churches Forum for Global Ministries (CCFGM)**

An ecumenical consultation occurred in December 2012, to assist the CCFGM with contemplating its place on the Canadian ecumenical scene. The conversation was fruitful. While the future remains unclear, CCFGM is considering new forms of engagement, possibly internal to Canada, possibly to address new interfaith and unfolding aboriginal realities.

### **Church Council on Theological Education (CCTE)**

Since 1990, CCTE has encouraged discussion of theological education beyond denominational barriers. In recent years, the desire for wider interfaith discussion, various opportunities for ecumenical gathering and reduced denominational resources mean that CCTE does not have a clear purpose or sustainable future. At its May 2012 board meeting, a decision was made to wind up operations of this ecumenical council by December 31, 2012. The ELCIC is a member of CCTE, and will be diligent to the governance and administration required for closure.

### **The Lutheran World Federation (LWF)**

The LWF engaged in a strategic planning process that is captured in *LWF Strategy 2012–2017: The LWF Communion—With Passion for the Church and for the World*.  
([www.lutheranworld.org/lwf/wp-content/uploads/2011/08/LWF-Strategy-2012\\_2017-EN-low.pdf](http://www.lutheranworld.org/lwf/wp-content/uploads/2011/08/LWF-Strategy-2012_2017-EN-low.pdf))

Bishop Cindy Halmarson has been appointed as LWF Council Adviser.

Planning continues at many levels for the celebration of the 500 anniversary of the Lutheran Reformation in 2017. National Bishop Johnson is part of an international task force planning events for The Lutheran World Federation. The committee has underlined the use of new information technology—"from Gutenberg to Google"—as crucial especially in engaging young people in the different activities planned by LWF member churches throughout the world. The committee affirmed that the LWF Twelfth Assembly in 2017 would be the primary focus for international recognition of the anniversary year. On October 31, 2017, multiple observances will occur in congregations and local settings around the world. The ELCIC has asked to be kept in the loop as ELCA does its planning for 2017 so that we might also think of how to celebrate regionally.

### World Council of Churches (WCC)

The WCC Central Committee has determined that the theme of the WCC's Tenth Assembly meeting in Busan, South Korea in 2013 will be a prayer, "God of life, lead us to justice and peace." Just peace became a dominant motif of the 2011 Ecumenical Peace Convocation that ended the Decade to Overcome Violence. The biblical text for the theme will be Isaiah 42:1–4. National Bishop Johnson is a delegate, Rev. André Lavergne, assistant to the bishop for ecumenical relations, will attend as an ecumenical officer, and Emily Ritz will be a steward.

The WCC has produced a unity statement for ratification at its Tenth Assembly. The statement will take the World Council's partner churches into the next generation of ecumenical engagement.

### Partner Churches

Through a network of strong partners, we are able to live out the call to be *In Mission for Others* through the important ministry of global mission. The ELCIC's Global Mission program has been reimagined over the last few years. Recent financial challenges, such as significant decreases in benevolence to the National Office and decreased funding to designated giving for Global Mission, have meant that the church has had to look at new ways of carrying out this ministry.

In 2012, ELCIC Global Mission giving exceeded \$209,000 (with \$69,363 of that designated for companion synod programs). Although this is good news, the reality is that support for ELCIC Global Mission fell \$48,000 short of budget last year.

This has meant the following changes to ELCIC Global Mission:

- After 20 years of service in Thailand, Lori Endress returned to Canada at the end of June 2011 when her contract with the ELCIC came to an end.
- Rev. Fran Schmidt, who worked on our behalf in Lima, Peru with the Iglesia Luterana Evangelica Peruana (ILEP) from 2008 to 2012, returned to Canada at the end of June 2012 when her contract was completed.
- Rev. Brian Rude, the ELCIC's longest serving missionary in El Salvador, completed his term with National Office at the end of December 2012.

We give thanks and celebrate the work of these faithful servants! While the way we carry out the ministry of global mission is changing, the ELCIC continues to be engaged in this important ministry through the following relationships:

- Through our partnership with ELCA Global Mission (GM), ELCIC personnel can continue to serve in opportunities around the world. These opportunities include the Young Adults in Global Mission (YAGM) program. The ELCA GM accepted an ELCIC young adult, Jane Gingrich, into this program in February 2012 and she was assigned to Madagascar. For the 2013–14 program year, we will be in partnership with Canadian



Lutheran World Relief to sponsor an ELCIC youth participant to the YAGM program. Ole Schenk is waiting to hear of his placement at this time.

- We continue to partner with the United Evangelical Lutheran Church in Argentina to support the ministry done in the Patagonia area with Indigenous people. Currently this work is served by Rev. Andrea Baez. We look forward to welcoming an additional pastor in the area this year.
- We also continue to partner with the Peruvian Evangelical Lutheran Church to support the ministry done in the Amazon area with indigenous people. Currently this work is served by Rev. Yoli Zavaleta.

Rev. Carla Blakley, assistant to the bishop for global mission, was invited to attend the National Assembly of the Peruvian Evangelical Lutheran Church (ILEP) October 25–27, 2011. The Lutheran World Federation has been assisting ILEP in a process of sustainability. The sixteen ILEP congregations and the four ILEP faith communities, along with the nine clergy participated in a process to set values, goals, visions for ILEP for 2012–16.

In April 2012, National Bishop Susan Johnson and Rev. Carla Blakley, assistant to the bishop for global mission, attended the 52 National Assembly of the United Evangelical Lutheran Church in Argentina and Uruguay (IELU). One of the highlights of the assembly was the election of Rev. Gustavo Gomez as president. ELCIC Global Mission financially supported the work of Rev. Gomez previously as a mission pastor in the Patagonia region. Pastor Sergio Utz, mission pastor in the Patagonia region, also supported by the ELCIC Global Mission, hopes to be joined by a replacement pastor in the near future. Rev Blakley visited the mission areas of the Patagonia, including Bariloche, Esquel and Cushamen. These mission areas are grateful for the financial support given by ELCIC Global Mission.

A letter was sent to our primary ecumenical partners communicating the decision of convention to adopt the *Social Statement on Human Sexuality* and the three related policy motions on church unity, presiding at marriages and roster standards.

## Focused Framework

*Being effective as a church body means having a framework that is responsive to our mission, vision and goals. In the ELCIC, we work to build community within the church and among our partners through a strong administrative structure, open lines of communication, fostering relationships among all expressions of the church, and by having the courage to face the challenges of new realities that come before us.*

The homepage for [elcic.ca](http://elcic.ca) was redesigned and launched in July 2011. The redesigned page features more organized content and a dynamic visual presentation. It will also allow us to better work on “telling the story” of the ELCIC *In Mission for Others* through the homepage banner that visitors see when they visit the site.

The [www.worship.ca](http://www.worship.ca) website “Lift Up Your Hearts,” is now hosted on the ELCIC server and managed by Communications Department. An online survey on the use of the website was created as well as a survey questionnaire as part of the annual parochial report. Information



gathered from the surveys will be used to direct a redesign of the website as a worship resource for the ELCIC and others.

The Program Committee for Leadership for Ministry (PCLM) was asked by the Conference of Bishops to make a change to the *Candidacy Manual* regarding the role of relators. There is a general feeling at PCLM that the ELCIC needs a “culture of call,” where awareness and articulation of vocation is common place among lay and rostered leaders. Such a culture would support both invitation to rostered leadership, and an ongoing commitment to continuing education.

The Conference of Bishops suggested revisions to the standards for the Alternative Route for Admission to the Ordained Roster of the ELCIC. The Alternative Route is designed “to provide ordained leadership in specific communities who face difficulty in securing Word and Sacrament ministry through the church’s regular call process.” Currently, a candidate for the Alternative Route needs to emerge from within the specific community. A proposed amendment would open the process to an appropriate candidate emerging from elsewhere in the synod.

PCLM made final revisions to a *Mentor’s Handbook* to support the process of mentoring candidates for rostered ministry in the ELCIC. At its March 2013 meeting, NCC endorsed the *Mentor’s Handbook* as a recommended resource to support mentorship during candidacy; the handbook will now be included in the appendices of the *Candidacy Manual*.

National Office staffing changes:

- In December 2011 we said goodbye to Lucia Carruthers, editor of *Canada Lutheran*. We welcomed a new editor, Susan McIlveen, in February 2012.
- Faye Schultz retired in September 2012 after faithfully serving the ELCIC for the past 13 years.
- In November 2012 Desiree Mendoza joined the ELCIC national staff team in the new position of meeting and communications assistant
- Rev. Carla Blakley resigned as assistant to the bishop for global mission, effective January 31, 2013. National Bishop Johnson is currently filling this portfolio.

After 15 years on Portage Avenue in downtown Winnipeg, the National Office has moved about 5 blocks east and 1 block north to the Exchange District. Canadian Lutheran World Relief and the ELCIC continue to share an office and our new address is 600 - 177 Lombard Avenue, Winnipeg, MB R3B 0W5. ELCIC Group Services Inc. has moved also and is located on the eight floor of the same building. The cost of tenant improvements is being covered by the tenant’s improvement allowance provided under our lease with our new landlord. The move will provide cost savings to the National Church from reduced rent costs.

## Compassionate Justice

*Through ministries such as Stewardship of Creation, the ELCIC, along with our partners Canadian Lutheran World Relief, KAIROS, and others, strives to be a church In Mission for Others by being a prophetic public voice and actively addressing social, environmental and justice issues locally, nationally and internationally.*

On March 3, 2011 the National Bishop joined other faith leaders in signing an open letter calling on members of Parliament to support Bill C-393, a bill to improve Canada's Access to Medicine Regime (CAMR.) While the bill passed in the House of Commons, it did not come to a vote in the Senate before the election was called.

On April 12, 2011 the National Bishop wrote to the Chief Electoral Officer of Canada, and to party leaders, asking for a review of the practices regarding advance polling procedures, as on this election advance polls were open on Good Friday. The chief electoral officer replied to the bishop's letter, indicating that election procedures are dictated by an act of Parliament and could not be changed for this election.

On April 13, 2011 the National Bishop wrote to the Parole Board of Canada (PBC) about the large increase to the fee being charged to ex-offenders who apply for a pardon. The formal complaint process is a legal protocol, promised to Canadians by law. The ELCIC received much support from the Church Council on Justice and Corrections (CCJC) in this process. Based on several complaints, the PBC set up an independent advisory panel, whose recommendations will be presented to the minister of public safety for consideration and will form part of the package the minister will table in Parliament.

On June 20, 2011 the National Bishop was in Ottawa as a church leader to participate in a day of events that encouraged Canada to implement the *UN Declaration of Rights of Indigenous Peoples*. She spoke at a press conference in the Centre Block and later addressed participants and some members of Parliament on the ground of Parliament Hill. The event was organized by KAIROS.

On June 30, 2011 the National Bishop agreed to support the general spirit and intent of "A New Energy Vision for Canada." (<http://tidescanada.org/news/canadians-want-low-carbon-energy-leadership/>) Canada's provincial and territorial energy ministers, and federal government representatives, met July 17–18 to discuss national energy strategies. Endorsements were gathered to encourage the ministers to develop a national energy strategy that includes environmental concerns and the need to develop renewable energy sources. The vision paper was endorsed by companies, organizations, academics and faith groups. Working with this coalition gave ELCIC the opportunity to advocate on the issue of climate change (convention motion NC-09-39).

The United Nations Climate Change Conference (COP-17) met November 28 to December 9, 2011 in Durban, South Africa. A "Canadian Interfaith Call for Leadership and Action on Climate Change" was developed by a group of interfaith partners; National Bishop Johnson signed the call on behalf of the ELCIC.

From September 6–11, 2011, the World Council of Churches (WCC) hosted a "North American Forum on Poverty, Wealth and Ecology" in Calgary. A key goal was to analyse the links between issues of poverty, wealth and ecology. Rev. Paul Gehrs represented the ELCIC at this event.

There were three domestic disaster appeals in 2011, jointly-issued by the ELCIC and CLWR, for Wildfires in Alberta, Flooding in Manitoba, and Flooding in Saskatchewan. The funds are used to support local relief efforts. The final results of these appeals are:

- Alberta: \$34,498 used to support Canadian Red Cross, Salvation Army, and congregational relief programming by St. Peter's Ecumenical/Faith Lutheran, Slave Lake.
- Manitoba: \$12,576 used to support Salvation Army.
- Saskatchewan: \$5,579 used to support Canadian Red Cross and Salvation Army.

On December 14, 2011 the National Bishop wrote to the Honourable Peter Kent, minister of the environment, expressing disappointment and concern at the government's decision to withdraw Canada from the Kyoto Protocol.

The Commission on Justice and Peace (CJP) of the Canadian Council of Churches focused on a strategic planning process. CJP assigned a priority ranking to all of its existing work. The ELCIC is emphasizing the need to work in partnership where other groups are doing this work.

Trina Gallop, the ELCIC's director of communications, participated in a CLWR Global Encounter trip to Ethiopia in 2012. Trina assisted CLWR with the development and implementation of the communication strategy for the trip. In addition to blogging, social media updates and photo opportunities, a number of new videos have been created as a result of the Global Encounter trip that help share with ELCIC members our important work in that region. You can view a video from National Bishop Johnson as she reflects on "the gift of a goat" at: <http://youtu.be/cVWDMSrMHl0>.

The Coalition on Physical Punishment of Children and Youth invited the ELCIC to endorse the *Joint Statement on Physical Punishment of Children and Youth*. The Children's Hospital of Eastern Ontario is a key member of the coalition, and members of the ELCIC have brought this matter to the attention of the church. Information about the joint statement including the full statement and an executive summary can be found at <http://www.cheo.on.ca/en/physicalpunishment>. The Joint Statement concludes that "On the basis of the clear and compelling evidence—that the physical punishment of children and youth plays no useful role in their upbringing and poses only risks to their development—parents should be strongly encouraged to develop alternative and positive approaches to discipline. The implications of this evidence and this goal are examined in relation to Canadian law, human rights and actions taken by other countries." NCC endorsed the *Joint Statement on Physical Punishment of Children and Youth* based on the *Social Statement on Human Sexuality*.

The National Bishop signed an interfaith letter expressing concern regarding cuts to part-time chaplaincy and changes to the model for delivering chaplaincy.

KAIROS released a video called "Remember the Land" based on the May 2011 Ecumenical Conference on Mining. The video features a clip from the last ELCIC National Convention related to the motion on ethical investing. You can view the video online and download the Study Guide here: <http://www.kairoscanada.org/sustainability/resource-extraction/ecumenical-conference-on-mining/remember-the-land-global-ecumenical-voices-on-mining/>.

As part of The Lutheran World Federation youth delegation, Jeff Buhse, NCC member, attended the United Nations Framework Convention on Climate Change in Doha, Qatar November 24 to December 7, 2012. You can read a blog he posted during the conference at:

<http://lwfyouth.org/2012/11/29/the-bank-of-climate-change/>.

## Diverse Faces

*Young and old, male and female, ethnically diverse and drawing on the gifts of people with varying abilities and socio-economic differences; we strive to be a church that better represents the landscape where God has planted us. All are welcome at the table and our unique gifts enable us to be a church truly In Mission for Others.*

The Cora Martinson Memorial Fund committee reviewed its terms of reference. The fund supports Chinese ministry in the ELCIC by offering scholarships to ELCIC students who are studying to be church leaders and by supporting ELCIC congregations with grants for mission training events.

Indigenous rights continues to be one of KAIROS' priorities, which is in harmony with the "Covenant People: *In Mission for Others*" theme from the last ELCIC convention. KAIROS' public campaign is entitled "Truth, Reconciliation and Equity," and will continue for a few more years. As well, on October 24, 2011 KAIROS, in partnership with First Nations Child and Family Caring Society of Canada, issued "Honouring the Children," a "shadow report" sent to the United Nations Committee on the Rights of the Child. It focuses on the plight of First Nations, Inuit and Métis children in the areas of education, welfare and health care.

Using compassionate justice funds, the ELCIC is providing \$2000 for each synod to support a diverse face training opportunity. The Eastern and Saskatchewan synods have both identified projects related to engaging in discussion with aboriginal communities. The remaining synods continue to work on identifying projects.

National Bishop Susan Johnson was invited to attend the Anglican Indigenous Sacred Circle, August 5–12, 2012 in Pinawa, MB. You can find information on Sacred Circle at <http://www.anglican.ca/im/category/sc2012/>. Check out the National Bishop's greetings at <http://www.anglican.ca/im/video-highlights-national-bishop-susan-johnson/>.

CLAY 2012 invited some Anglican indigenous youth leaders to attend the gathering as guests. Both of these visits were opportunities for listening and learning about right relationship.

On the evening of October 4, 2012, in Winnipeg, the National Bishop and Rev. Paul Gehrs, assistant to the bishop for justice and leadership, attended a "Sisters in Spirit Vigil" in memory of missing and murdered Aboriginal women.

Canadian Lutheran World Relief has hired Rev. Tyler Gingrich to serve as youth engagement coordinator. This new position, with an initial three-year contract, seeks to help youth connect with the work of CLWR. The ELCIC looks forward to working with CLWR on engaging youth

in the work of challenging the causes and responding to the consequences of injustice and poverty.

### **Spirited Discipleship**

*By living out our call to be In Mission for Others we strive to share our faith through our everyday actions. Whether it's being involved in one of the ELCIC's ministries or sharing the good news in our own unique way, members of the ELCIC are signs of hope and of God's amazing grace in this world.*

### **Youth**

Twelve members of the ELCIC attended “Common Ground,” an ecumenical youth ministry leadership training conference, including the assistant to the bishop for justice and leadership. It was organized by representatives from four churches: Anglican, Presbyterian, United, and ELCIC. It was a very good opportunity for learning, connecting, and being inspired.

From September 13–16, 2011, a group of 24 Anglican and Lutheran diocesan, synodical and national youth ministry leaders from across Canada gathered at Camp Columbia on Thetis Island, BC. Time was spent discussing vision, strategy and existing cooperative programs such as the Canadian Lutheran Anglican Youth Gathering ([www.clay2012.ca](http://www.clay2012.ca)), the National Youth Project, and Justice Camp. The group prepared “A Statement Reflecting the Visions and Conversations at Stronger Together.”

The 2010–12 National Youth Project 12 for 12: Developing Full Community raised \$42,876.02 for the work of CLWR and Primate's World Relief and Development Fund (PWRDF). The majority of this money came from Lutheran youth groups, who have a much longer history with the national youth project. As such, \$500 was sent to PWRDF, and the remainder was designated to support CLWR.

Another successful Canadian Lutheran Anglican Youth (CLAY) Gathering took place August 16–19, 2012 in Saskatoon, gathering under the theme “hyperlink.” The next CLAYgathering will take place August 14–17, 2014 in Kamloops, BC.

The 2012–14 National Youth Project is seeking to address the issue of “the right to water in Canadian indigenous communities.” Indigenous leaders are indicating that the first step is to build relationships and then determine appropriate action.

The Program Committee for Youth Ministry (PCYM) recommends to synods that they send two people per synod to Stronger Together 2013, a gathering of youth leaders from Anglican diocese and Lutheran synods. The primary leadership and invitation for Stronger Together events in 2011 and 2012 has come from Anglican youth leaders. The 2011 and 2012 events developed a values document which PCYM received and recommends to synods as a resource for initiating conversation about youth ministry.

## Worship

The National Anglican Lutheran Worship Conference took place, June 29 to July 2, 2012 at St. John's College at the University of Manitoba in Winnipeg. The conference theme "Beyond the Fortress" was explored by presenters, Rev. Dr. Craig Van Gelder, professor of Luther Seminary, St. Paul, MN; and Douglas Cowling, director of music at St. Philip's Anglican, Etobicoke, ON. Rev. Dr. Jann Boyd received the conferral of the Companion of the Worship Arts (CWA) at the Sunday morning worship.

The Program Committee for Worship (PCW) met July 2–3, in Winnipeg, following the Worship Conference. Significant agenda items included:

- review of the Companion of the Worship Arts, including cost reductions, continuation of the conferral and production of new medals; an invitation was issued to Faith Worship and Ministry of the ACC to make a CWA conferral upon an Anglican recipient together with a Lutheran in 2014;
- invitation from the North American Academy for the Catechumenate to participate in its regional event at Vancouver School of Theology, Vancouver, in 2014; PCW approved using Catechumenate designated reserves to subsidize registrations for some to attend the conference who are interested/actively using the Catechumenate process; and
- reviewed and established a process for renewing [www.worship.ca](http://www.worship.ca) Lift Up Your Hearts ELCIC Worship website.

Adapted Rites for Marriage and Prayers and Blessing after a Civil Marriage were completed, shared with the ELCA and copyright permission was received for provisional use until 2015; final versions have been prepared and distributed to synod bishops.

Planning for the 2014 National Anglican Lutheran Worship Conference (NWC) is well underway with our Anglican partners. It will be jointly hosted by the Diocese of Edmonton of the ACC and the Synod of Alberta and the Territories, ELCIC. It will take place July 20–23, 2014 at Providence Renewal Centre, Edmonton. The presenters are Rev. Dr. Ruth Meyers, Church Divinity School of the Pacific and David Cherwin, Cantor, Mt. Olive Lutheran Church, Minneapolis.

Continuing a commitment made to annually lift up our Christian brothers and sisters in the Holy Land, on the Second Sunday in Lent ELCIC members were invited to include prayers for the Holy Land in both 2012 and 2013. This year, National Bishop Susan Johnson also invited members of the church to pray for peace in the Middle East on the twenty-fourth of each month. This regular call to prayer is part of a global ecumenical prayer vigil initiated by ACT Alliance.

## Spiritual Renewal

The Call to Spiritual Renewal was officially launched at the 2011 National Convention and resources were distributed to delegates at convention and mailed to congregations who were not represented at convention. Full details can be viewed at <http://elcic.ca/csr/default.cfm>



*A Call to Spiritual Renewal Lenten Study* was introduced in February 2012. ELCIC members are invited to use the seven areas of the Call to Spiritual Renewal—Pray, Read, Worship, Study, Serve, Give, and Tell—to help focus their Lenten journey. A series of reflections around each of the areas have been prepared to help shape individual and group study. The resources are available online at [elcic.ca/csr](http://elcic.ca/csr) and can be used at any time of the year.

The National Bishop released a special December 2011 video inviting ELCIC members to engage in the Call to Spiritual Renewal during the Christmas season. In the video, National Bishop Johnson shares her thoughts on ways to embark on the Call to Spiritual Renewal journey throughout Advent and Christmas. She also included this call to spiritual renewal in her Easter message for April 2013.

### **Diaconal Ministry**

As declared by NCC, February 26, 2012 and February 24, 2013 were celebrated as ELCIC Diaconal Sunday. Resources and a bulletin insert were prepared and posted on the ELCIC website.

The Diaconal Formation Event and gathering of the Diaconal Community of the ELCIC took July 9–16, 2012 in Surrey, BC.

### **Stewardship**

The National Office distributes stewardship resource sample packages to all ELCIC congregations, typically during the month of May. The 2012–13 theme materials focus around "Abundant Joy, Overflowing Generosity." Congregations are invited to review the materials and submit orders. These materials, produced by the Ecumenical Stewardship Centre, are provided at no cost to ELCIC congregations and all are encouraged to make use of these resources as part of their stewardship ministry. Stewardship annual report covers were also distributed to all ELCIC congregations that requested them. The covers focus on the same theme as the stewardship resources and highlights the Call to Spiritual Renewal initiative with ideas for congregations and individuals. The resource also includes a suggestion for opening and closing of a congregation's annual general meeting—again, based on the annual theme.

Final numbers are in for the ELCIC's second year of the Praise Appeal. It definitely was a marked improvement over 2011 and we look forward to even more engagement with this initiative in 2013! We offer our sincere thanks to all who donated to last year's appeal.

2011 Praise Appeal Contributions: \$37,275.37

2012 Praise Appeal Contributions: \$152,985.58

We particularly want to thank the Eastern Synod for their extra mile efforts in setting a one-time Praise Appeal goal in 2012 of \$100,000. Through the generosity of the members of this synod, they exceeded their goal and donated \$124,165.05 to the appeal last year!

Resources for the 2013 ELCIC Praise Appeal, “Let the peoples praise you, O God” are now available online at: <http://elcic.ca/PraiseAppeal/resources.cfm>. You are encouraged to share this information with your congregation and community.

### **Conclusion**

The work of the National Office continues to face many challenges. We remain excited about the work that lies ahead of us and are committed to do all we can to answer the call to be a church *In Mission for Others*.

## Report of the Vice-President

It has been my honour to serve as vice-president of the ELCIC over the last biennium. National Bishop Susan Johnson and I have continued to co-chair National Church Council (NCC) meetings. This allows both of us to participate in discussions when we are not chairing. We work well together and I think that my participation helps to ease some of the workload for our very busy bishop.

I have chaired the Governance Committee during this biennium. This committee is responsible for ensuring that the NCC is following good governance practices. I was also very involved in the development of the 2014–17 National Church Strategic Plan which is included in your *Bulletin of Reports* and will be presented at the convention. This plan was begun by NCC, fleshed out by the national staff, and then revised and adopted by NCC.

Over the past two years I have chaired the National Implementation Team which came out of the recommendations from the Structural Renewal Taskforce that were approved in principle at the 2011 Convention. The recommendations from this team are included in your *Bulletin of Reports* as the “Implementation Guide.” These recommendations concerning changes to the structure of the National Church were developed by a team of dedicated folks from across the church. We will be presenting these recommendations at convention to ensure that you understand both the “what” and “why” before you are asked to vote on the constitutional changes which reflect these recommendations.

My term of office expires at this convention. There will therefore be an election for vice-president. I will allow my name to stand for re-election if the assembly so desires.

Sheila Hamilton  
Vice-President  
Evangelical Lutheran Church in Canada

## Structural Renewal Implementation Guide



Back in February of 2009, the officers of the National Church, along with the officers of all five synods, including the National and Synod Bishops, met in Winnipeg to look at the current challenges facing our church. Everyone at that meeting agreed that over the next few years, these challenges would become more severe and that major changes to the overall structure of the church would be required to enable the Evangelical Lutheran Church in Canada (ELCIC) to live out our call to be a church *In Mission for Others*.

Much work has been done since that initial meeting four years ago. Change of this magnitude is not something that is done overnight, nor should it be done in a silo. This is the reason we are sharing this Structural Renewal Implementation Guide with you now and asking for your assistance.

The structural renewal strategy comes following years of work at the national and synod levels with various implementation teams and lots of church-wide consultation. Throughout this process it has become clear that there is a strong desire for:

- a National Church that works internationally and ecumenically on behalf of all members of the ELCIC;
- Synods that support congregations in ministry; and,
- the ELCIC to be a church *In Mission for Others* through a structure that is flexible, affordable and sustainable.

### What IS structural renewal?

#### What is involved in the implementation of structural renewal?

First of all, structural renewal implementation currently involves only those items that relate to the National Church. There were previous recommendations relating to restructuring at the synod level, but these were dealt with at the Synod Conventions this past summer. Specifically, this means that the structural renewal proposals coming to the 2013 National Convention (taking place as part of the 2013 Joint Assembly) involves the following areas:

#### ***Constitutional and Administrative Bylaw Changes:***

The proposed changes to these important governance documents will help our church function efficiently and effectively. The proposed changes reflect that constitutions should be contained to “who and what” the ELCIC is; other items, the “how to,” are moved to the Administrative Bylaws where they belong. This results in a leaner/meaner constitution and a bulked up set of bylaws. The proposed changes allow us more flexibility. Moving more items to the bylaws allows us as a church to be able to adapt more quickly to our changing environment and landscape, since bylaws are easier to amend.

The proposed changes help us reduce duplication between the constitutions of the National Church and Synods. Items that are within the jurisdiction of the synods (such as the seminaries) would be removed from the national constitution.

***Synodically Recognized Ministries:***

The structural renewal strategy proposes the creation of a new category of church membership called Synodically Recognized Ministries. Currently, the only way you can be a member of the ELCIC is to be a member of an ELCIC congregation. The Constitution and Administrative Bylaws, along with the Model Constitution for Congregations, set out expectations that define how a congregation needs to function. By having a new option for church membership, Synodically Recognized Ministries, we will be able to help out ministries on two ends of the spectrum:

- Congregations that are declining in membership and unable to meet the basic expectations of a congregation will have the option of becoming Synodically Recognized Ministries. This will allow the members the option of staying together and remaining as members of the ELCIC.
- It is increasingly difficult for new worshipping communities to be able to afford our current practice of mission starts – buying land and putting up a building. Now new worshipping communities will be able to begin as Synodically Recognized Ministries and their members will be members of the ELCIC.

***National Convention Changes:***

Some of the specific changes in the Constitution and Administrative Bylaws relate to National Convention.

- *Change from having National Conventions take place every two years to having them take place every three years.* Moving the National Convention to a triennial cycle will help the whole church save money as conventions are a very costly item, and having less frequent conventions will free up important resources to do mission and ministry.
- *Elect delegates to National Convention at Synod Conventions.* Currently delegates are elected through a combination of synod conference conventions and congregational meetings. This change reflects an understanding that Synods relate to congregations, and the National Church relates to synods as well as internationally and ecumenically. The proposed election process mirrors the way that the funding of the National Church takes place—from synods. Some members of our church may regret the loss of the principle that each parish is represented at National Convention. However, in reality that has not been the practice for some time. What the new election of delegates at Synod Conventions ensures is that there will be a majority of laypersons at National Convention, a founding principle of the ELCIC that has been lost over time.
- *With National Convention delegates elected from synods, a smaller number of delegates overall would be elected.* The biggest factor for this recommendation is that again, it will save money that can be spent on mission and ministry. Part of the change is that Synods will now be responsible for the costs for delegates to the National Convention – another reason to keep both delegate numbers and associated costs lower!



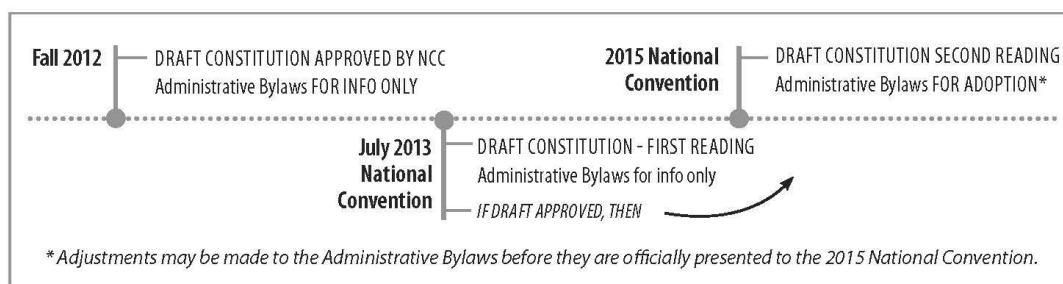
**National Church Council Changes:**

Another of the major areas of change in the proposed amendments to the Constitution and Administrative Bylaws relate to National Church Council (NCC). Changes to NCC include:

- *Reducing the size of the council* which provides cost savings while ensuring representation among synods.
- *Changing the term of NCC members to be in-line with National Conventions*; instead of the current four-year term, renewable once, NCC members will be elected to three-year terms, renewable twice.
- *Changes to the officers' positions*. To ensure a high lay representation at NCC, the positions of Vice-Chairperson, Secretary and Treasurer will all be lay positions. Terms for these offices will be three years and, like now, there will be no term limits. Similar to the current election of the Treasurer, NCC will bring forward a nomination for Secretary to the National Convention to ensure the necessary skill set is met.
- *Changes to the position of National Bishop*. Terms for the National Bishop will be for six years and, like now, there will be no term limit. In addition, in cases where the National Bishop is eligible for re-election, the convention first ballot shall contain one name only in a yes or no vote on election of the incumbent. Election would require a two-thirds majority. Should the election fail, the voting process would continue with an ecclesiastical ballot.

Other enhancements that will be made possible through the implementation of structural renewal include changes to the name and function of the Court of Adjudication—which will see it become a true appeal body named the Court of Appeal.

This guide only highlights the major changes to the Constitution and Administrative Bylaws. To find all the proposed changes to the current Constitution and Administrative Bylaws, compare the attached Constitution and Administrative Bylaws to the existing versions found at: [www.elcic.ca/structural-renewal](http://www.elcic.ca/structural-renewal).

**What is the timeline for Structural Renewal Implementation?**

NCC has approved a draft Constitution that will come to the 2013 National Convention for first reading. NCC has also prepared the accompanying draft Administrative Bylaws, but these are for information only.



## Report of the Secretary

I wish to acknowledge and thank National Bishop Susan Johnson and all of her staff, both rostered and lay, and all members of National Church Council (NCC) who have helped me adjust to the duties of secretary since my election at the 2011 Convention. I'm confident I can count on their support during the balance of my rookie term.

Attached is the Report of the Committee on Nominations including the nomination forms signed by each nominee (*pages G-23 to G48*). Members of the Committee are Larry Ulrich, Wendell Grahlman, Julianne Barlow, Mark Harris, Marilyn Murray, Linda Grainger, Darlene Harrison, Brian Krushel and Joan Meyer. Gloria McNabb provided invaluable service to this committee. Attached is a blank nomination form (*page G-49*). If you wish to make a nomination from the floor, please be sure to have the form completed and signed by the nominee prior to making the nomination.

I also chaired the Constitution Committee and served as a member of the National Implementation Team (NIT). During the past two years the Constitution Committee, with valuable contribution from NIT, drafted a model constitution and bylaws for synods. While this was done in anticipation that synods would adopt major restructuring proposals which were approved in principle at the 2011 National Convention, the model constitution and bylaws will still be of value to those synods when considering future constitutional amendments. The Constitution Committee is currently completing a review of the *Approved Model Constitution for Congregations* for consideration by NCC.

At the 2011 Convention, delegates gave first reading approval to amendments to the national constitution. At the 2013 Convention, delegates will be asked to give second reading approval (Section H—National Church Council Report *Appendix L page H-108*). The reasons for these amendments are to reflect the Full Communion Agreement with the Anglican Church of Canada, to clarify certain processes between rostered clergy and synodical bishops and to move many details from the constitution to the administrative bylaws.

At the direction of NCC, the Constitution Committee has also drafted a new constitution and bylaws for the National Church. NCC has approved the draft constitution and is recommending first reading approval of the constitution at this convention (Section H—National Church Council Report *Appendix M page H-118*). The draft administrative bylaws are being presented for information only. NCC will work further to refine the bylaws should this convention grant first reading approval to the constitution. The administrative bylaws would be considered by Convention in 2015 if the new constitution is approved.

When drafting the new constitution and administrative bylaws, the Constitution Committee attempted to do the following:

1. To have a more flexible and responsive constitution which can respond to the challenges of the church in a timely manner.

2. To restrict the constitution to who and what the ELCIC is and to move the how to items to the bylaws. This results in a slimmed-down constitution and a bulked-up set of bylaws. Moving more items to bylaws results in more flexibility to meet rapidly changing conditions.
3. To implement the Structural Renewal Task Force recommendations that relate only to the National Church. These include tri-annual conventions, reduction in number of convention delegates, and reduction in size of NCC.
4. To reduce duplication between the national constitution and synod constitutions and to remove those items from the national constitution that are within the jurisdiction of the synods.
5. To change the name and function of the Court of Adjudication to a true appeal body.
6. To have a more responsive and flexible amendment process.

I have enjoyed the challenges and opportunities granted to me as your secretary (at least most days) and I look forward to further service during the final two years of my term.

Murray Walter  
Secretary  
Evangelical Lutheran Church in Canada

## Report of the Nominating Committee

The Nominating Committee of the Evangelical Lutheran Church in Canada (ELCIC) has the mandate of submitting the names of two candidates for each available position on National Church Council, the Court of Adjudication and the Board of Directors of ELCIC Group Services Inc.

The following represents the report of the Nominating Committee which will be presented to the ELCIC in Convention, July 3–7, 2013 in Ottawa, ON. The committee expresses thanks to all who were willing to participate in this process.

<b>National Church Council</b>			
<b>Positions Required: BC – 1 Lay, AB - 1 Rostered &amp; 1 Lay, SK – 1 Lay, MNO – 1 Rostered, E – 1 Rostered &amp; 2 Lay</b>			
<b>Synod</b>	<b>Type</b>	<b>Term</b>	<b>Nominee</b>
BC	Lay	4 years	Sue Palmer
	Lay		Jeanie Stann (e)
ABT	Rostered	4 years	Marc Jerry
	Rostered		Kristian Wold
ABT	Lay	4 years	Ron Schlegelmilch
	Lay		Judy Wry
SK	Lay	4 years	Vanessa Bergeron
	Lay		Mary Vetter
MNO	Rostered	4 years	Cameron Harder
	Rostered		Bruce Zinken
E	Rostered	4 years	Stanley Johnstone
	Rostered		Brian Wilker-Frey
	Lay 1	4 years	Bruce Cook
	Lay 1		Carol Meindl
	Lay 2	4 years	Marie-Laure Collett (e)
	Lay 2		Christine Hulan

**Note:** (e) eligible for re-election

<b>ELCIC Group Services Inc.</b>			
<b>Positions Required: 1 Non-Plan Member</b>			
<b>Synod</b>	<b>Type</b>	<b>Term</b>	<b>Nominee</b>
N/A	Non-Plan Member	4 years	Bob Matthes
N/A	Non-Plan Member		Norma Yau

**Note:** N/A – Synod requirement not applicable

<b>Court of Adjudication</b>			
<b>Positions Required: 1 Rostered and 2 Lay</b>			
<b>Synod</b>	<b>Type</b>	<b>Term</b>	<b>Nominee</b>
N/A	Rostered	4 years	Bart Beglo
N/A	Rostered		Stephen Kristenson (e)
N/A	Lay 1	4 years	Susan Bottern
N/A	Lay 1		Roger Kingsley (e)
N/A	Lay 2	4 years	Sandra Anderson
N/A	Lay 2		Cathy Morris

**Notes:** N/A – Synod requirement not applicable - (e) eligible for re-election  
See e-vote on page H-24

Murray Walter  
National Secretary

<b>2015 Nominating Committee*</b>		
<b>2015 Nominating Committee</b>		
<b>Synod</b>	<b>Term</b>	<b>Nominee</b>
BC Synod	2 years	Tim Le Drew
ABT Synod	2 years	Marilyn Murray Thomas Peterson
SK Synod	2 years	Joan Meyer Stewart Miller
MNO Synod	2 years	Larry Ulrich
Eastern Synod	2 years	Wendell Grahlman Linda Grainger Mark Harris

\* Nominated by NCC – see motion on page H-18

**ELCIC–2013 Slate of Nominees**

<b>Position Nominated For</b>	National Church Council—BC Synod Lay Delegate				
<b>Name</b>	Sue Palmer				
<b>Occupation</b>					
<b>Congregational Membership</b>					
<b>Name of Congregation</b>					
<b>City, Province</b>			<b>Synod</b>	BC	
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
<b>What recent professional development have you taken that might relate to the above position?</b>					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance		Fund raising		Policy setting	
Business acumen		Governance		Public relations	
Communications/Writing		Law or legal documents		Risk management	
Financial management		Negotiation and mediation		Strategic planning	
<b>Describe past experience or positions held that would assist you in the above position.</b>					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
<b>Why are you interested in serving on the above position?</b>					

<b>Position Nominated For</b>	National Church Council—BC Synod Lay Delegate				
<b>Name</b>	Jeanie Stann				
<b>Occupation</b>	Retired Registered Nurse (Management)				
<b>Congregational Membership</b>					
<b>Name of Congregation</b>	Lutheran Church of the Cross				
<b>City, Province</b>	Victoria, BC	<b>Synod</b>	BC		
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
Bachelor of Science in Nursing (BScN)					
<b>What recent professional development have you taken that might relate to the above position?</b>					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance	2	Fund raising	2	Policy setting	1
Business acumen	2	Governance	2	Public relations	2
Communications/Writing	3	Law or legal documents	1	Risk management	2
Financial management	2	Negotiation and mediation	1	Strategic planning	2
<b>Describe past experience or positions held that would assist you in the above position.</b>					
Nursing Management over almost 30 years Have served on local, provincial and national boards and committees Chaired the national hospice palliative care conference 1997 (Saskatoon) BC Synod Lay representative on NCC for the past 4 years (serving on Finance Committee)					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
My hope is that we as a church can continue to dream and take risks in striving to follow the way of Jesus being among the people and calling them to an abundant life. The Spirit calls us to this every day and it is always a new calling to be not what we were yesterday, but to be open to where we need to act, call and be willing to do things in new ways.  My concern is the increasing amount of work and expectations being carried by our National Bishop and staff.					
<b>Why are you interested in serving on the above position?</b>					
In my desire to continue my spiritual and professional journey, I wish to know how things work at all levels and make what contributions I can to support its continuance and vitality.					



<b>Position Nominated For</b>	National Church Council—ABT Synod Rostered Delegate				
<b>Name</b>	The Rev. Marc Jerry				
<b>Occupation</b>	Pastor				
<b>Congregational Membership</b>					
<b>Name of Congregation</b>	Lutheran Church of the Good Shepherd				
<b>City, Province</b>	Red Deer, AB	<b>Synod</b>	ABT		
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
Doctor of Theology (in progress) Master of Divinity, Lutheran Theological Seminary – Saskatoon Master of Arts (Economics), Lakehead University – Thunder Bay, ON Bachelor of Arts (Economics), The University of Calgary – Calgary					
<b>What recent professional development have you taken that might relate to the above position?</b>					
I am currently an ordained, rostered clergy member in the Alberta and the Territories Synod of the ELCIC. Prior to attending seminary, I was an administrator, academic chair, and faculty member in business and economics at a Canadian university. My discipline (and degrees) prior to seminary was in economics and macroeconomic policy.					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance	2	Fund raising	3	Policy setting	2
Business acumen	1	Governance	2	Public relations	2
Communications/Writing	2	Law or legal documents	3	Risk management	2
Financial management	2	Negotiation and mediation	1	Strategic planning	1
<b>Describe past experience or positions held that would assist you in the above position.</b>					
Secretary—West Central Conference Council (ABT Synod); Program Chair—Bissett School of Business, Mount Royal University President—Canadian Association of Aviation Colleges; Treasurer and Director—Aviation Alberta In each of these roles, I have gained valuable facilitation, strategic planning, and negotiation/mediation experience. I often facilitated visioning processes for non-profit organizations.					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
The ELCIC finds itself now in a time and period of renewal. It is my hope that God will continue to call individuals who are capable of helping lead a clear visioning process to discern God's call for the ELCIC as a church as we strive to clarify our identity in 2013 and how we are to be <i>In Mission for Others</i> .					
<b>Why are you interested in serving on the above position?</b>					
I strongly support our national institutions and initiatives, and am excited about opportunities that would lead to discerning God's call for productive renewal in our church. My hope is that my combined economics and theology backgrounds might be of unique benefit and service at the National Church Council level.					

<b>Position Nominated For</b>	National Church Council—ABT Synod Rostered Delegate				
<b>Name</b>	Kristian Wold				
<b>Occupation</b>	Pastor				
<b>Congregational Membership</b>					
<b>Name of Congregation</b>	Bethel Evangelical Lutheran Church				
<b>City, Province</b>	Camrose, AB	<b>Synod</b>	ABT		
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
M.Div. (2004), LTS Saskatoon Dip. Mus (1997), Red Deer College B.A. (1995), Augustana University B.Th. (1995), Canadian Lutheran Bible Institute					
<b>What recent professional development have you taken that might relate to the above position?</b>					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance	3	Fund raising	3	Policy setting	2
Business acumen	3	Governance	2	Public relations	1
Communications/Writing	1	Law or legal documents	3	Risk management	2
Financial management	2	Negotiation and mediation	1	Strategic planning	2
<b>Describe past experience or positions held that would assist you in the above position.</b>					
As a pastor I meet with the council of my congregation on a monthly basis. I have served on boards of church and non-profit agencies, including: Wilderness Ranch Camp (1997–99), Augustana Chaplaincy Council (2005–08), Habitat for Humanity (2004–06).					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
In the decades to come I hope the ELCIC will emerge as a church that is both vital and faithful: creative and vibrant in worship, hospitable to the stranger, outward-looking, rooted in Lutheran tradition and spirituality, mission-oriented, and most of all proclaiming nothing but Christ and him crucified. I hope that the experience of cultural marginalization and exile will create a church livelier and stronger in faith than ever before, a church my son will grow up excited to be involved in. I am concerned lest the current process of restructuring and demographic change overwhelm the church with fear and close us off from Christ's promise of resurrection.					
<b>Why are you interested in serving on the above position?</b>					
I care about the future of the ELCIC and I am interested to get to know more about the church in its national expression.					

<b>Position Nominated For</b>	National Church Council—ABT Synod Lay Delegate				
<b>Name</b>	Ron Schlegelmilch				
<b>Occupation</b>	Consultant—public and non-profit governance, policy and strategic planning				
<b>Congregational Membership</b>					
<b>Name of Congregation</b>	Holy Spirit Lutheran Church				
<b>City, Province</b>	Edmonton, AB	<b>Synod</b>	ABT		
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
B.Ed.—biology major M.Sc.—exercise physiology & anatomy					
<b>What recent professional development have you taken that might relate to the above position?</b>					
No formal professional development. Twenty-five years of professional experience.					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance	3	Fund raising	2	Policy setting	1
Business acumen	1	Governance	1	Public relations	2
Communications/Writing	3	Law or legal documents	3	Risk management	2
Financial management	3	Negotiation and mediation	3	Strategic planning	1
<b>Describe past experience or positions held that would assist you in the above position.</b>					
In cooperation with Rev. Les Stahlke (author <i>Governance Matters</i> ) developed and delivered a 20 week online instruction program based on the Relationship Model. Facilitated an inter-disciplinary training program (University of Alberta) with multiple medical disciplines (e.g. medicine, dentistry, nursing, physical and occupational therapy) that helped refine my facilitation, communication, and conflict resolution skills.					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
My concern is that ELCIC will be able to learn how to adapt quick enough in selected areas in order to minimize the impact of the current changing environment. My hope is that the national, and synodical, church will make the best spirit-lead decision to guide individual congregations into the future.					
<b>Why are you interested in serving on the above position?</b>					
I was born and raised into the Lutheran church – my father was a Missouri Synod pastor. I was educated at Concordia Teachers College, (Nebraska), taught 15 years at Concordia College, Edmonton. So my life has been directly linked to the Lutheran Church. I believe that my background, church and consulting experience have prepared me to be able to give something back to the church after supporting me my entire life.					

<b>Position Nominated For</b>	National Church Council—ABT Synod Lay Delegate				
<b>Name</b>	Judy Wry				
<b>Occupation</b>	Management Consultant				
<b>Congregational Membership</b>					
<b>Name of Congregation</b>	Holy Spirit Lutheran				
<b>City, Province</b>	Edmonton, AB	<b>Synod</b>	ABT		
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
Registered Nurse Bachelor of Science, Nursing Masters in Educational Administration					
<b>What recent professional development have you taken that might relate to the above position?</b>					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance	3	Fund raising	2	Policy setting	1
Business acumen	2	Governance	1	Public relations	2
Communications/Writing	1	Law or legal documents	3	Risk management	2
Financial management	3	Negotiation and mediation	1	Strategic planning	1
<b>Describe past experience or positions held that would assist you in the above position.</b>					
Chair, Holy Spirit Church Council Secretary, ABT Synod Member, National Church Council Co-chair, Future Directions Task Force on Mission Chair, Human Sexuality Task Force					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
As Lutherans we make up only a small fraction of church numbers and yet we are making a significant difference in Alberta, in Canada and the world.					
<b>Why are you interested in serving on the above position?</b>					
There is great opportunity to really make a difference to our church by being involved at the national level. Our focus <i>In Mission for Others</i> is important and there are still many unexplored ways we can be <i>In Mission for Others</i> . There is much to be done and ways must be found to accomplish as much as possible within our reduced budget.					

<b>Position Nominated For</b>	National Church Council—Sask Synod Lay Delegate				
<b>Name</b>	Vanessa Bergeron				
<b>Occupation</b>	Social Worker				
<b>Congregational Membership</b>					
<b>Name of Congregation</b>	Messiah Lutheran Church				
<b>City, Province</b>	Assiniboia, SK	<b>Synod</b>	Sask		
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
Bachelor of Social Work (2011)					
<b>What recent professional development have you taken that might relate to the above position?</b>					
Self-learning: <i>The Abundant Community: Awakening the Power of Families and Neighborhoods</i> by John McKnight and Peter Block <i>The Anxious Congregation: Manage Your Fear, Before It Manages You</i> by Ken Thiessen Recently participated in various learning seminars on topics such as community, the Holy Spirit and grief					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance	3	Fund raising	1	Policy setting	2
Business acumen	3	Governance	2	Public relations	2
Communications/Writing	1	Law or legal documents	2	Risk management	2
Financial management	2	Negotiation and mediation	1	Strategic planning	2
<b>Describe past experience or positions held that would assist you in the above position.</b>					
Attended 2 synod conventions and 1 national convention as a youth delegate Student Chaplain for Augustana Faculty, University of Alberta, 2008 Studied program development during university practicum in a community school setting and studied macro-level practice Missions Committee member, short term volunteer missions trip to Tarija, Bolivia, 2012 Host of a weekly “small group” of young adults from various denominations					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
My hope is that ELCIC will continue to grow and develop as a healthy community of believers united in Christ and in mission for others. I also hope that we continue to find ways to show the relevancy of our traditional Lutheran foundations in our modern world of instant gratification, constant connectivity and information overload.					
<b>Why are you interested in serving on the above position?</b>					
I love the church and I enjoy working towards organizational health through strategic policy and development. I want to serve others and learn more about God's will for our church from an organizational level. Further, I feel that there is need for more of our younger men/women to participate in leadership roles in order to invest in our present and future.					

<b>Position Nominated For</b>	National Church Council—Sask Synod Lay Delegate				
<b>Name</b>	Mary Vetter				
<b>Occupation</b>	Professor of biology, Luther College at the University of Regina, Regina				
<b>Congregational Membership</b>					
<b>Name of Congregation</b>	Bread of Life				
<b>City, Province</b>	Regina, SK	<b>Synod</b>	Sask		
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
PhD (Botany, Duke University); MA (Environmental Planning, University of Waterloo); BA summa cum laude (Biology, Augustana College, Sioux Falls, SD)					
<b>What recent professional development have you taken that might relate to the above position?</b>					
Various short training sessions for senior leadership at Luther College and the University of Regina.					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance	3	Fund raising	3	Policy setting	1.5
Business acumen	2	Governance	2	Public relations	2
Communications/Writing	1	Law or legal documents	3	Risk management	2
Financial management	2	Negotiation and mediation	2	Strategic planning	1.5
<b>Describe past experience or positions held that would assist you in the above position.</b>					
I was academic dean at Luther College at the University of Regina for 7 years (2005–12); I was responsible for budget development and management for the academic unit, chairing the long-range planning, performance review for faculty and academic staff, annual schedule and event planning, overseeing student recruitment (including strategic planning), academic public relations (speaking at public events and ceremonies), developing academic policies and procedures, etc.					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
Continue to explore and research how to help young adults (especially late teens and 20-somethings) to feel that the church has something to offer them and vice versa. Set the stage with best confirmation practices—enhance welcoming of diversity, work to heal divisions; continue to support social justice activities; make sure our seminaries' needs and our needs for clergy and lay diaconal persons are met; work synergistically with LCBI and Luther College.					
<b>Why are you interested in serving on the above position?</b>					
I am very interested in some of the challenges we face, in particular, keeping our young people involved and continuing social justice work. I am a lifelong Lutheran and knowledgeable about Lutheran history and theology. I would bring some skills as a long-time educator and active congregation member to the position. I have more time at this point in my life.					



<b>Position Nominated For</b>	National Church Council—MNO Synod Rostered Delegate				
<b>Name</b>	Rev. Dr. Cameron Harder				
<b>Occupation</b>	Pastor				
<b>Congregational Membership</b>					
<b>Name of Congregation</b>	Trinity Lutheran				
<b>City, Province</b>	Thalberg, MB	<b>Synod</b>	MNO		
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
CLBI diploma, B.A. in sociology/psychology (U of A), M.Div (Lutheran Theological Seminary Saskatoon), S.T.M. (Saskatoon Theological Union); Ph.D. (interdisciplinary in theology and sociology—University of St. Michael's College, Toronto)					
<b>What recent professional development have you taken that might relate to the above position?</b>					
Doctoral training in mission and evangelism; doctoral and post-doctoral study of the role of the church in rural and urban communities; training in the use of asset-based tools for helping congregations develop energy and imagination for their mission and for community development. Graduate thesis on Church Growth Movement in light of Lutheran theology.					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance	1	Fund raising	2	Policy setting	1
Business acumen	2	Governance	1	Public relations	1
Communications/Writing	1	Law or legal documents	2	Risk management	2
Financial management	1	Negotiation and mediation	1	Strategic planning	1
<b>Describe past experience or positions held that would assist you in the above position.</b>					
Founder of Habitat for Humanity Camrose and Centre for Rural Community Leadership and Ministry. Member/chair of (not exhaustive): the Canadian Lutheran bible Institute; The Micah Mission; Joint Anglican Lutheran Commission for Canada and Anglican Lutheran International Commission; Prof. of Systematic Theology LTS (16 yrs.). 16 years pastor in Calgary, Camrose, AB. ELCIC Court of Adjudication; ELCIC Faith Order and Doctrine Committee, SK Synod small church taskforce.					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
We have been focused on internal matters the last few years, ethically, structurally, relationally. Now is the time to look outward again to the communities in which God has placed us. Lutherans bring essential gifts—of God's grace, of life-giving liturgy, a theology of the cross—that our communities desperately need in order to be healthy, to hope, and to heal. I want to help the church find imaginative ways of equipping its members and leaders for that mission.					
<b>Why are you interested in serving on the above position?</b>					
I bring energy and enthusiasm, access to ecumenical resources and bridges, life-long Lutheran depth theologically and relationally, and some effective tools for that may help us in thinking strategically about how to support our churches—of all sizes and in all contexts— and equip them to share effectively their gospel gifts in a rapidly changing world.					

<b>Position Nominated For</b>	National Church Council—MNO Synod Rostered Delegate				
<b>Name</b>	Bruce W. Zinken				
<b>Occupation</b>	Pastor				
<b>Congregational Membership</b>					
<b>Name of Congregation</b>	Ardal-Geysir Lutheran				
<b>City, Province</b>	Arborg, MB	<b>Synod</b>	MNO		
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
Bachelor of Theology (BTh) Lutheran Theological Seminary Saskatoon, SK (1996)					
<b>What recent professional development have you taken that might relate to the above position?</b>					
For the past 8 years I have been serving Ardal-Geysir Lutheran Church, a rural congregation, in the Interlake Conference of the MNO Synod. I served 9 years at St. John Lutheran, Ardrossan, AB in the ABT Synod.					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance	3	Fund raising	2	Policy setting	2
Business acumen	2	Governance	2	Public relations	2
Communications/Writing	2	Law or legal documents	3	Risk management	3
Financial management	2	Negotiation and mediation	2	Strategic planning	3
<b>Describe past experience or positions held that would assist you in the above position.</b>					
<p>I have served on a number of church councils prior to becoming a pastor, have some understanding of the concerns laity have surrounding parish life, and the larger church i.e. Synod / National Church.</p> <p>Prior to attending seminary I worked in a number of vocations, including a hospital, retail sales, and warehousing. I also know what it means to be unemployed. All of these experiences have made me a better person and pastor.</p>					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
<p>I hope and pray for unity within the diversity of our church.</p> <p>I am concerned about the decrease in membership within the ELCIC, also within other Christian communities.</p> <p>I have some concerns with the restructuring process—although inevitable—which may see fewer members of the ELCIC making decisions. I am concerned with the disconnect that some rural parishes have with one another and with the Synod /National Church.</p>					
<b>Why are you interested in serving on the above position?</b>					
<p>I am responding to a call to serve our church in another capacity; as a representative of clergy/laity serving and living in rural MNO synod.</p> <p>I see this as an opportunity to grow in my own understanding of our church beyond the parish and synod level.</p>					

<b>Position Nominated For</b>	National Church Council—Eastern Synod Rostered Delegate				
<b>Name</b>	Rev. Stanley Johnstone				
<b>Occupation</b>	Clergy				
<b>Congregational Membership</b>					
<b>Name of Congregation</b>	Resurrection Lutheran Church				
<b>City, Province</b>	Ottawa, ON	<b>Synod</b>	Eastern		
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
B.A., MDiv, DMin					
<b>What recent professional development have you taken that might relate to the above position?</b>					
2012 Seminar on charity and NFP organizations and their corporate responsibilities					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance	3	Fund raising	3	Policy setting	1
Business acumen	3	Governance	2	Public relations	2
Communications/Writing	1	Law or legal documents	3	Risk management	2
Financial management	3	Negotiation and mediation	2	Strategic planning	2
<b>Describe past experience or positions held that would assist you in the above position.</b>					
<p>Service in senior leadership of Canadian Forces chaplaincy, administratively and operationally. Experience in ecumenical and multi-faith ministry development and team ministry; supervision of ministry of over 200 chaplains.</p> <p>Clerical/theological advisory and administrative positions presently held in the Order of St. John in charitable activities.</p> <p>Ethnic ministry and interim ministry experience both in ELCIC and ACC.</p>					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
<p>Well-being of congregations and the maintenance of knowledge of Christian and specifically Lutheran faith and doctrine, especially among younger members and families. This is important for the evolving development of our identity in a world that is changing at a staggering rate. Faith is our compass. We are influenced by the social phenomenon of church irrelevancy and we need our best well-defined strategy in a time when faith decreases as an integral value for many.</p>					
<b>Why are you interested in serving on the above position?</b>					
Simply that I will serve the church in whatever capacity to which I am called.					

<b>Position Nominated For</b>	National Church Council—Eastern Synod Rostered Delegate				
<b>Name</b>	Rev. Brian Wilker-Frey				
<b>Occupation</b>	Pastor				
<b>Congregational Membership</b>					
<b>Name of Congregation</b>	St. Ansgar Lutheran Church				
<b>City, Province</b>	Toronto, ON	<b>Synod</b>	Eastern		
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
Waterloo Lutheran Seminary, Diploma in Theology—1997					
<b>What recent professional development have you taken that might relate to the above position?</b>					
Bishop's Spiritual Retreat where the guest speaker challenged us to ask: <i>What is the most pressing pastoral/liturgical/educational need in my congregational setting?</i> And further, <i>What gifts do I have to address this need?</i> What resources are available to help me? Who are the colleagues that I can access to help me? Good questions for an NCC member to ask!					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance	2	Fund raising	2	Policy setting	1
Business acumen	3	Governance	1	Public relations	1
Communications/Writing	1	Law or legal documents	2	Risk management	2
Financial management	2	Negotiation and mediation	1	Strategic planning	1
<b>Describe past experience or positions held that would assist you in the above position.</b>					
<p>Current member of Toronto Campus Ministry Council (<a href="http://www.lutheransconnect.com">www.lutheransconnect.com</a>)</p> <p>Past member of the Board of Directors of Potentials – an ecumenical organization committed to assisting congregations and other organizations through periods of change and turmoil</p> <p>Past member of Eastern Synod Working Group: Service, Justice and Compassion</p> <p>Past member of Toronto Conference Council / Member of Eastern Synod Assembly 2010 local arrangements committee</p>					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
I hope that we can move beyond our fear of small numbers, fewer congregations, and shrinking financial resources. We have inherited a solid theological and liturgical heritage of grace and resurrection. Let's embrace that. Let's live as if it is true. Let's let go of fear that holds us back. Let's determine what is unique and wonderful about the ELCIC, and let's boldly offer that to our society and the communities our congregations serve.					
<b>Why are you interested in serving on the above position?</b>					
The church is changing. It's irrelevant parts are dying off, and the rest is being re-evaluated and re-examined. That's exciting to me. I want to help us ride through these changes in healthy ways; respectful and thankful for that which brought us here but which may no longer serve the gospel, and moving ahead boldly and fearlessly.					

<b>Position Nominated For</b>	National Church Council—Eastern Synod Lay 1 Delegate				
<b>Name</b>	Bruce Cook				
<b>Occupation</b>	Senior Disability Claims Consultant (Sun Life Financial)				
<b>Congregational Membership</b>					
<b>Name of Congregation</b>	St. Peter's				
<b>City, Province</b>	Gadshill, ON	<b>Synod</b>	Eastern		
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
Registered Nurse – Diploma – Conestoga College Cardiac Care Certificate – Conestoga College					
<b>What recent professional development have you taken that might relate to the above position?</b>					
No recent courses Various nursing leadership conferences and workshops in the past Served on the Conestoga College Ethics Committee while in school					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance	2	Fund raising	3	Policy setting	2
Business acumen	2	Governance	1	Public relations	2
Communications/Writing	1	Law or legal documents	1	Risk management	1
Financial management	2	Negotiation and mediation	1	Strategic planning	2
<b>Describe past experience or positions held that would assist you in the above position.</b>					
My clinical nursing experience focused on Palliative Care. I worked as a Palliative Care Practice leader—this work included policy, procedure development, implementation, and program delivery and development. My current employment is primarily disability insurance litigation work mediation, examination for discovery and other legal proceedings) and complex case referrals. I also have past experience with accounting, income tax and some financial planning.					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
With declining membership, decreasing financial support, increasing social challenges and a multitude of other competing interests, the ELCIC's mission faces many challenges. We are a church of reformation and to be a church of the future. We will have to change how we do "business" to be relevant. I am hopeful & worried but I strongly believe that if we focus on the basics – Pray, Read, Worship, Study, Serve, Give and Tell – we will be a strong church now and in the future.					
<b>Why are you interested in serving on the above position?</b>					
It is a time of change and renewal—being part of the revival and revitalization through Structural and Spiritual Renewal is exciting to me. How our National Church positions itself from the perspective of leadership, justice, spiritual guidance, and discipleship will play a pivotal role in the mission and future of our local churches—and I want to be part of it!					

<b>Position Nominated For</b>	National Church Council—Eastern Synod Lay Delegate				
<b>Name</b>	Carol C. Meindl				
<b>Occupation</b>	Executive Director				
<b>Congregational Membership</b>					
<b>Name of Congregation</b>	St. John's Lutheran				
<b>City, Province</b>	Montreal, Quebec	<b>Synod</b>	Eastern		
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
Bachelor of Arts – English / Minor: Philosophy, Fine Arts Leslie N Buzzell Award (for Outstanding Service to the QFHSA at the Provincial Level)					
<b>What recent professional development have you taken that might relate to the above position?</b>					
My 15 years of volunteering with the Quebec Federation of Home and School Associations (QFHSA) and the Lutheran Church organization, at all levels, has given me valuable experience in supporting a not for profit charitable organization, seeing what makes it “tick” from the inside out and offering what service I can to its health and vitality.					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance	2	Fund raising	3	Policy setting	1
Business acumen	2	Governance	2	Public relations	1
Communications/Writing	2	Law or legal documents	3	Risk management	2
Financial management	2	Negotiation and mediation	2	Strategic planning	2
<b>Describe past experience or positions held that would assist you in the above position.</b>					
I have served on the Church Council of Saint John's Lutheran for a total of 10 years, 2 as vice chair, currently as chair. I have volunteered with my local Home and School Associations, serving as a director and as president and currently as its executive director, using all the human relation and administrative skills accumulated so far to serve my community.					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
I am concerned that the local church community does not see the “big picture” and does not feel enough pride in the role the National Church can and does play on the world stage. Without a “buy-in” from the local congregations to recognize their responsibility to support the National Church, we are doomed to shrink ever smaller. We must not disappear altogether, rather, we must grow.					
<b>Why are you interested in serving on the above position?</b>					
In my desire to continue my spiritual and professional journey, I wish to know how things work at all levels and make what contributions I can to support its continuance and vitality.					



<b>Position Nominated For</b>	National Church Council—Eastern Synod Lay 2 Delegate				
<b>Name</b>	Marie-Laure Collet				
<b>Occupation</b>	Retired				
<b>Congregational Membership</b>					
<b>Name of Congregation</b>	Resurrection				
<b>City, Province</b>	Orleans, ON	<b>Synod</b>	Eastern		
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
Bachelor in Architecture (1978), Post-Graduate Diploma in accounting (2000), Certified Management Accountant (2002–09)					
<b>What recent professional development have you taken that might relate to the above position?</b>					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance	1	Fund raising	3	Policy setting	2
Business acumen	3	Governance	2	Public relations	2
Communications/Writing	1	Law or legal documents	3	Risk management	3
Financial management	2	Negotiation and mediation	3	Strategic planning	2
<b>Describe past experience or positions held that would assist you in the above position.</b>					
Council member Good Shepherd /Bon Pastor Saint-Lambert 1991–92, treasurer/ELW vice-president and president Resurrection Orleans 1995–02, Member Professional Leadership Committee Eastern Synod 2001–09, Council member/chair Service Committee /Council chair, Westside Barrie 2003–06, Member Mutual Ministry/chair Financial Resources /Council vice chair Resurrectionm Orleans 2006–present, Member National Church Council 2009-present					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
I believe strongly in Luther's vision of renewing the church to find God's will for each generation. Although I have concerns about the relevance of the church in today's society, I also believe that our Lutheran tradition can provide the tools to reinvent ourselves and work in partnerships to bring new strength and new meaning. The ELCIC is going through much changes, as is the world around us, and we will need much discernment, love and good faith to keep our way.					
<b>Why are you interested in serving on the above position?</b>					
The ELCIC is very close to my heart and it is a true joy to serve the church as I am able. I believe that I have learned much and brought positive contributions to NCC, and that my abilities will continue to grow. I have also been able to bring back much wisdom and energy to my congregation through serving the ELCIC in that position.					

<b>Position Nominated For</b>	National Church Council—Eastern Synod Lay 2 Delegate				
<b>Name</b>	Christine Hulan				
<b>Occupation</b>	Office Administrator, part-time				
<b>Congregational Membership</b>					
<b>Name of Congregation</b>	Redeemer Evangelical Lutheran Church				
<b>City, Province</b>	London, ON	<b>Synod</b>	Eastern		
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
Honours Bachelor of Arts, Political Science, The University of Western Ontario Certificate in Management, the professional designation of the Canadian Institute of Management (CIM)					
<b>What recent professional development have you taken that might relate to the above position?</b>					
With the church, I have attended London Conference workshops and seminars on <i>In Mission for Others</i> , the Church's Statement on Human Sexuality and Messy Church. Professionally, I have attended workshops and seminars on Social Media, Brand Imaging, Conflict Resolution, Selling to your Market and Goal Setting and Achievement					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance	2	Fund raising	2	Policy setting	1
Business acumen	1	Governance	1	Public relations	1
Communications/Writing	1	Law or legal documents	3	Risk management	2
Financial management	2	Negotiation and mediation	2	Strategic planning	1
<b>Describe past experience or positions held that would assist you in the above position.</b>					
I am a member of Redeemer's joint ministry team who, with St. Ansgar London, ON developed a new ministry model for our two congregations forming a Team Ministry Partnership. I have been active on a number of committees and Church Council at Redeemer, serving as chair from 2009–11 and co-chair in 2012. I have been active with CIM since 1994, serving as branch president from 1999–2004 and currently as chair of the National Membership Committee and 2013 Conference Committee.					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
Through ALSOC youth events, I have seen first-hand how excited and motivated our youth are to live their faith. We do face the challenges of an aging membership and stagnate or declining financial and volunteer resources, but I believe there are opportunities for all Lutherans to be excited about how and where the church fits in their lives and society. We will have to be open to exploring new ideas, but can do so while honouring our history, tradition and theology.					
<b>Why are you interested in serving on the above position?</b>					
My faith and church involvement have always been very important to me. Serving the church is one way I am able to give thanks for the blessings in my life. I believe that my skills and past experiences would allow me to positively serve our church, as we together face the challenges and opportunities we will have over the next years.					

**ELCIC Group Services Inc. (GSI) Non-Plan Members**

<b>Name</b>	Bob Matthes		
<b>Congregational Membership</b>			
<b>Name of Congregation</b>	Grace Lutheran		
<b>Location</b>	Winnipeg, MB	<b>Synod</b>	MNO
<b>Education</b>			
<b>Please list any degrees or certificates obtained.</b>			
B.Comm (Hons), CA, CFP, RFP			
<b>What recent professional development have you taken that might relate to the above position?</b>			
Accident and Sickness insurance license Duties and responsibilities of directors for NPO Effective Meetings			
<b>Employment</b>			
<b>Please list your current and/or recent employment.</b>			
Director, Matthes Financial Planning Inc. Director, R Matthes Chartered Accountant and Business Advisor Inc.			

**Skills**

The following is a list of desirable skills for GSI Board members. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)

Accounting and finance	1	Finance and planning	1	Policy setting	1
Actuarial	2	Governance	1	Public relations	2
Benefits	1	Investment management	1	Risk management	1
Business acumen	1	Law	2	Strategic planning	1
Communications	1	Negotiation and mediation	1	Writing	1
Economics	1	Pension administration	2		

**Describe how past education, experience or positions held might assist you in some of the technical issues the GSI Board faces such as investment management, actuarial evaluations, accounting, and finance reports.**

Education areas include finance, statistics, accounting, human resources, personal and corporate investing, auditing, and micro and macro economics. Act as personal financial planner.

**Describe how past education, experience or positions held might allow you to assist the Board in how it functions as a non-profit governing body in dealing with process issues such as strategic planning, corporate governance, communications, and policy setting.**

I was actively involved on strategic planning committee with the accounting firm of Meyers Norris Penny when I was a partner there for five years. I have chaired the expansion committee at Grace Lutheran, managing a \$1.4 million project in 2003. I have helped over 100 small businesses with strategic planning issues. I draft client communication documents every day.

**Are there issues related to employment benefits or pensions that are of particular interest to you?**

I have a passion for seeing employees and employers get the best benefit package possible, matching needs with industry trends and knowledgeable providers.

**Why are you interested in serving on the Board of Directors for Group of Services Inc.?**

If I have the knowledge and skills that can benefit our church, I feel a call or obligation to participate.

<b>Name</b>	Norma Yau		
<b>Congregational Membership</b>			
<b>Name of Congregation</b>	St. Ansgar		
<b>Location</b>	London, ON	<b>Synod</b>	Eastern
<b>Education</b>			
<b>Please list any degrees or certificates obtained.</b>			
Bachelor of Music (Honours)			
<b>What recent professional development have you taken that might relate to the above position?</b>			
Treasurer for London Fanshawe Symphonic Chorus—another non-profit group			
<b>Employment</b>			
<b>Please list your current and/or recent employment.</b>			
Trustee in bankruptcy with Hoyes Michalos			

**Skills**

The following is a list of desirable skills for GSI Board members. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)

Accounting and finance	✓	Finance and planning	✓	Policy setting	✓
Actuarial		Governance	✓	Public relations	✓
Benefits		Investment management	✓	Risk management	✓
Business acumen	✓	Law	✓	Strategic planning	✓
Communications	✓	Negotiation and mediation	✓	Writing	✓
Economics		Pension administration			

**Describe how past education, experience or positions held might assist you in some of the technical issues the GSI Board faces such as investment management, actuarial evaluations, accounting, and finance reports.**

Employment from 1980 –91 in investment industry.  
Treasurer for BPW Ontario (Business and Professional Women's Clubs) for 5 years to 2012.

**Describe how past education, experience or positions held might allow you to assist the Board in how it functions as a non-profit governing body in dealing with process issues such as strategic planning, corporate governance, communications, and policy setting.**

Board member for Family Services Thames Valley, London, ON for about six years.  
Board member for Camp Edgewood for six years.

**Are there issues related to employment benefits or pensions that are of particular interest to you?**

People not realizing or understanding pension and disability benefits tax situation—Are they tax-free? Is there tax off? How does it work with CPP?

**Why are you interested in serving on the Board of Directors for Group of Services Inc.?**

This is a whole new area that I have some expertise but have not been greatly involved in.

### **Court of Adjudication**

<b>Position Nominated For</b>	Court of Adjudication (Rostered)				
<b>Name</b>	Rev. Dr. Bart Beglo				
<b>Occupation</b>	Parish Pastor				
<b>Congregational Membership</b>					
<b>Name of Congregation</b>	St. Peter's				
<b>City, Province</b>	Ottawa, ON	<b>Synod</b>	Eastern		
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
D.Min., Toronto School of Theology / St. Michael's College, Toronto M.A., McGill University, Montreal M.Div., Waterloo Lutheran Seminary, Waterloo					
<b>What recent professional development have you taken that might relate to the above position?</b>					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance	1	Fund raising	2	Policy setting	1
Business acumen	1	Governance	1	Public relations	1
Communications/Writing	1	Law or legal documents	2	Risk management	1
Financial management	1	Negotiation and mediation	1	Strategic planning	2
<b>Describe past experience or positions held that would assist you in the above position.</b>					
Supervised interns from Lutheran Theological Seminary Saskatoon and Waterloo Lutheran Seminary Supervised informal internship for pastor from Congo Lutheran Council in Canada representative for Interfaith Committee on Committee for Canadian Military Chaplains (chair) Served as Dean of Ottawa—St. Lawrence Conference					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
Spiritual renewal and good order in the faith community are essential to facing a rapidly changing society and a church seeking to honour its heritage.					
<b>Why are you interested in serving on the above position?</b>					
The Court of Adjudication serves the church when it is needed. I am interested in serving the church when needed.					

<b>Position Nominated For</b>	Court of Adjudication (Rostered)				
<b>Name</b>	Stephen Kristenson				
<b>Occupation</b>	Pastor				
<b>Congregational Membership</b>					
<b>Name of Congregation</b>	St. John's Evangelical Lutheran Church				
<b>City, Province</b>	Mahone Bay, NS	<b>Synod</b>	Eastern		
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
M.Div.					
<b>What recent professional development have you taken that might relate to the above position?</b>					
Senior on church governance, spring 2012					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance	2	Fund raising	2	Policy setting	1
Business acumen	3	Governance	1	Public relations	1
Communications/Writing	1	Law or legal documents	3	Risk management	1
Financial management	2	Negotiation and mediation	2	Strategic planning	1
<b>Describe past experience or positions held that would assist you in the above position.</b>					
I have served on the church council of Saint John's Lutheran for a total of 10 years, 2 as vice chair, currently as chair. I have volunteered with my local Home and School Associations, serving as a director and as president and currently as its executive director, using all the human relation and administrative skills accumulated so far to serve my community.					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
Bishop, Synod of Alberta and the Territories, 1994–2006					
<b>Why are you interested in serving on the above position?</b>					
I appreciate the need for good order in our church, and the court provides a forum in which concerns about good order can be heard.					



<b>Position Nominated For</b>	Court of Adjudication (Lay 1)				
<b>Name</b>	Susan Bottern				
<b>Occupation</b>	Lawyer				
<b>Congregational Membership</b>					
<b>Name of Congregation</b>	Christ the King Lutheran Church				
<b>City, Province</b>	Ft. McMurray, AB	<b>Synod</b>	ABT		
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
Bachelor of Arts (Honours) LLB					
<b>What recent professional development have you taken that might relate to the above position?</b>					
Other than 30 years of appearing before judges at two different levels (Alberta Provincial Court and Queen's Bench) just about every working day of my life, and watching and listening to how the judges in both courts comfort themselves and express themselves, orally and in written form, none.					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance	3	Fund raising	3	Policy setting	3
Business acumen	2	Governance	2	Public relations	2
Communications/Writing	1	Law or legal documents	1	Risk management	1
Financial management	2	Negotiation and mediation	2	Strategic planning	3
<b>Describe past experience or positions held that would assist you in the above position.</b>					
Already mentioned, but 30 years of appearing almost daily in front of judges at both the provincial court level and The Queen's Bench level. 30 years of criminal defence work. 18 years of family law work, which sometimes spilled over into interim applications. six years of ad hoc provincial crown work. And 12 years of ad hoc drug prosecution work.					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
<p>I love my church. It is a perfect blend of education and spirituality. It remains gospel based. It ordains women and is taking baby steps (many would see them as giant steps) towards treating gay people with dignity and equality and bringing them fully into our church family. And at the risk of sounding boastful, we have the best church music around.</p> <p>I am part of a youthful, exciting but tiny congregation. Recently, Sunday school, held once a month, had 15 children (if everyone had been in town there would have been 19). Our children are our best evangelists.</p> <p>I am concerned about our dwindling numbers and financial constraints. These problems are not limited to our church.</p> <p>I am excited about our church members who are on fire with social issues. We are so blessed with our caring young people (and by this, I do not mean to say older people are not equally on fire. We have thousands of members who quietly walk the walk.)</p> <p>My hope? To see our church on fire. Re-energized with the Holy Spirit. With justice issues. With increasing congregation sizes.</p>					
<b>Why are you interested in serving on the above position?</b>					
Because a dear friend asked me to (and I sat on a Court of Adjudication case, many years ago on a temporary basis). I would not have agreed to serve if I felt I was not qualified to fulfil the position's requirements. Court of Adjudication cases involve painful issues and deal with people we care deeply about who may or who may not have transgressed our church rules. Each case must be dealt with in a thoughtful, thorough and constructive manner. I hope and believe I have the ability to deal with such cases in such a manner.					

<b>Position Nominated For</b>	Court of Adjudication (Lay 1)				
<b>Name</b>	Roger Kingsley				
<b>Occupation</b>	Retired				
<b>Congregational Membership</b>					
<b>Name of Congregation</b>	Faith				
<b>City, Province</b>	Winnipeg, MB	<b>Synod</b>	MNO		
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
BA, MMath, PhD					
<b>What recent professional development have you taken that might relate to the above position?</b>					
None. However, I have extensive experience with administrative law and natural justice.					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance	1	Fund raising	2	Policy setting	1
Business acumen	1	Governance	1	Public relations	2
Communications/Writing	1	Law or legal documents	1	Risk management	1
Financial management	1	Negotiation and mediation	1	Strategic planning	1
<b>Describe past experience or positions held that would assist you in the above position.</b>					
University secretary, The University of Winnipeg, 1988–2005. Vice-president ELCIC, 2005–09. Member of NCC, 1999–2009, Chair of Audit Committee, 2000–05 President, Court of Adjudication, 2009–13. Governor, Scouts Canada, 2001–04. Chair of Audit Committee, 2003–04.					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
I hope that the ELCIC continues to grow as a welcoming church, and that it encourages its members to be servant leaders.					
<b>Why are you interested in serving on the above position?</b>					
The Court of Adjudication is an appeal court; it is the “supreme court” of the ELCIC. I would strive to ensure that every matter brought before the court was dealt with following the tenets of natural justice. I would bring an unbiased attitude to any matter which I heard.					

<b>Position Nominated For</b>	Court of Adjudication (Lay 2)				
<b>Name</b>	Sandra M. Anderson				
<b>Occupation</b>	Lawyer (Retired Dec. 31, 2011)				
<b>Congregational Membership</b>					
<b>Name of Congregation</b>	I've been a member of: St. John's (Bankhead), Lutheran Church of Our Saviour (Calgary) & Hosannah (Edmonton) - currently inactive there				
<b>City, Province</b>	Montreal, Quebec	<b>Synod</b>	Eastern		
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
BA 1964 – Duke University MA (1965) & PhD – Northwestern U. (ILL.) – Dissertation on Martin Luther LLB (1989) – University of Calgary					
<b>What recent professional development have you taken that might relate to the above position?</b>					
Working as a lawyer for many years, serving on the board of the Canadian Mental Health Association Also on board of Augustana University College (1991–2007) — Edmonton Region					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance	2	Fund raising	2	Policy setting	1
Business acumen	1	Governance	1	Public relations	1
Communications/Writing	1	Law or legal documents	1	Risk management	1
Financial management	2	Negotiation and mediation	1	Strategic planning	1
<b>Describe past experience or positions held that would assist you in the above position.</b>					
As above, plus experience as a public school trustee on the Calgary Board of Education—active in teacher collective bargaining and general political and adm. Issues. Over 20 years experience practicing employment, labour and privacy law in all courts, incl. the SCC. Now, serving on arbitration boards.					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
I hope that the ELCIC can build upon its past strengths and keep and attract thoughtful, faithful people to serve God and their communities and to support each other in their efforts.					
<b>Why are you interested in serving on the above position?</b>					
Although I understand that the court seldom meets, its work would be extremely important to those embroiled in difficulties leading to possible disciplinary measures, and I believe I can bring a balanced and trained perspective to the court's work.					

<b>Position Nominated For</b>	Court of Adjudication (Lay 2)				
<b>Name</b>	Cathy Hanischuk Morris				
<b>Occupation</b>	Semi-retired				
<b>Congregational Membership</b>					
<b>Name of Congregation</b>	Gloria Dei Lutheran Church				
<b>City, Province</b>	Winnipeg, MB	<b>Synod</b>	MNO		
<b>Education</b>					
<b>Please list any degrees or certificates obtained.</b>					
B.A. in Conflict Resolution Studies from the University of Winnipeg/Menno Simons College; Certificate in Mediation (35 hours); Certificate in Management from the University of Manitoba; Diploma in Business Administration from Red River Community College; Certificate in Social Services from Assiniboine Community College.					
<b>What recent professional development have you taken that might relate to the above position?</b>					
June 20–24, 2012 Canadian School of Peacebuilding—36-hour week long intensive course in Peacemaking Circles					
<b>Skills</b>					
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>					
Accounting and finance	3	Fund raising	3	Policy setting	2
Business acumen	1	Governance	2	Public relations	2
Communications/Writing	1	Law or legal documents	2	Risk management	2
Financial management	2	Negotiation and mediation	1	Strategic planning	2
<b>Describe past experience or positions held that would assist you in the above position.</b>					
Sessional instructor for 4 years at the University of Winnipeg/Menno Simons College in the Conflict Resolution Studies program. Conflict Resolution Facilitator for 17 years—assist congregations, workplaces, community groups & individuals using alternative dispute processes such as mediation and peacemaking circles; volunteer mediator for court referred/diversion cases. Employee Relations/HR—extensive experience assisting employees & management.					
<b>Other</b>					
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>					
I have some concern for the continuing existence of the ELCIC as there are new faith groups that seem to be “competing” for our membership. With an aging population the current membership is declining so my hope is that the ELCIC will find ways to reach out to a diverse and inclusive population with particular focus on attracting youth, young adults and young families.					
<b>Why are you interested in serving on the above position?</b>					
I have considerable experience and skill in assisting individuals and groups to resolve conflicts and would like to offer my gifts to the ELCIC. I am curious about situations and people and like to delve into their ‘stories’ and all sides of an issue rather than being judgemental. I believe these qualities would be very helpful in this position.					


**BIOGRAPHICAL DATA FORM**  
**EVANGELICAL LUTHERAN CHURCH IN CANADA**

<b>Position Nominated For</b>			
<b>Name</b>		<b>Gender (M or F)</b>	
<b>Address, City, Province, PC</b>			
<b>Day Time Telephone</b>		<b>Email</b>	
<b>Occupation</b>			
<b>Congregational Membership</b>			
<b>Name of Congregation</b>			
<b>City, Province</b>		<b>Synod</b>	
<b>Education</b>			
<b>Please list any degrees or certificates obtained.</b>			
<b>What recent professional development have you taken that might relate to the above position?</b>			
<b>Skills</b>			
<b>The following is a list of desirable skills for National Church Council or the Court of Adjudication. Please rank your personal ability of each. (Rank: 1 = high level, 2 = moderate level, or 3 = low level)</b>			
Accounting and finance		Fund raising	
Business acumen		Governance	
Communications/Writing		Law or legal documents	
Financial management		Negotiation and mediation	
		Policy setting	
		Public relations	
		Risk management	
		Strategic planning	
<b>Describe past experience or positions held that would assist you in the above position.</b>			
<b>Other</b>			
<b>Please indicate your concerns and hopes for the future of the ELCIC.</b>			
<b>Why are you interested in serving on the above position?</b>			
<b>Are you over the age of 18 and a baptized member of the ELCIC?</b>		<b>Yes</b>	<b>No</b>
<b>Are you currently under bankruptcy status?</b>		<b>Yes</b>	<b>No</b>
<b>Have you been found by a court to be of unsound mind?</b>		<b>Yes</b>	<b>No</b>
<b>Will you be in attendance at the 2013 convention?</b>		<b>Yes</b>	<b>No</b>
<b>If elected at the convention, I am willing to serve in this position.</b>		<b>Signature:</b>	

## Report of the Treasurer and Department of Finance and Administration

The accounting firm of Ernst & Young LLP Chartered Accountants has examined the financial records of the National Office of the Evangelical Lutheran Church in Canada (ELCIC) and has released the audited financial statements to December 31, 2012. The attached statements were prepared in accordance with Part III of the Canadian Institute of Chartered Accountants (CICA) handbook *Accounting Standards for Not-for-Profit Organizations* which constitutes GAAP in Canada. This report summarizes these statements.

The audited financial statements have been reviewed by the Audit Committee and were approved by National Church Council (NCC) on May 2, 2013.

In the 2013 fiscal year, revenues of \$2,820,381 were received. Revenue sources consisted of benevolence from the synods, directed income for National Office program activities, the ELCIC Praise Appeal, subscription and advertising revenue for the *Canada Lutheran* magazine, income for affiliated conferences and events (the Canadian Lutheran Anglican Youth Gathering, the Biennial Worship Conference, the Diaconal Formation Event, and the National Youth Project), and interest income from investments and mortgages, and other income.

In 2012, actual expenses for National Office ministries, programs, and administration totalled \$2,550,925 resulting in an excess of revenues over expenses of \$269,456. In addition, there was a realized gain on the sale of land held for future development of \$722,590. Contributions to endowments were \$4,598.

The Statement of Financial Position indicates that net assets have increased from \$20,562,505 in 2011 to \$21,559,149 in 2012.

A complete set of financial statements and notes to financial statements has been provided with this report. (See Attachment 4) p. G-69

**Motion That the audited financial statements for the period ending December 31, 2012 be adopted as presented.**

### Appointment of Auditor

A motion regarding the appointment of auditors will be presented at convention once the Audit Committee has completed their review of the request for proposals and makes a recommendation for appointment to NCC.

### Thank You

We would like to acknowledge and thank all the synods, congregations, organizations and individuals who have supported the ministries and programs of the National Office in 2011 and 2012. Your support is sincerely appreciated.

## Budgets

The ELCIC's operating budgets for 2013 to 2015 can be found in Attachment 1 p. G-52 of this report.

**Motion That NCC recommends to the 2013 National Convention the approval of the 2014 and 2015 Operating, CECF and LIFE Fund Budgets. (CC-2013-24, Section H, p. H-20—NCC Report)**

## Historical Summary of Benevolence Remittances

For your information, a historical summary of benevolence receipts from 1986 to 2011 is provided in Attachment 2 p. G-62 to this report. For 2011, 5.52% of congregational benevolence reported in the Parochial Reports was forwarded to the synods and 1.2% of congregational benevolence was forwarded to the National Office by the synods.

## Annual Congregational (Parochial) Reports

On an annual basis, the National office coordinates the collection of congregational statistics from ELCIC congregations. In 2011, 79.4% of congregations submitted Parochial Reports. Attachment 3 p. G-65 to this report summarizes statistics collected as of December 31, 2011 and 2010. A five-year summary of these statistics appears below.

**Congregational Reports - Five Year Summary**

Description	2011	2010	2009*	2008*	2007*
No of Congregations	583	595	603	609	612
Baptized Members	139,037	144,904	148,467	152,133	161,188
Confirmed Members	103,228	108,784	111,112	114,104	119,335
Average Weekly Attendance	29,992	32,390	33,456	35,045	36,738
Number of Households	44,445	47,153	45,888	48,918	53,996
Total Receipts	\$71,020,520	\$70,574,107	\$70,656,976	\$70,887,236	\$73,275,132
Total Disbursements	\$69,974,192	\$71,108,017	\$71,349,129	\$70,321,896	\$71,478,530
Total Assets	\$581,293,459	\$560,988,459	\$534,111,234	\$529,139,870	\$492,613,983
Total Indebtedness	\$19,541,636	\$20,142,784	\$19,801,368	\$19,260,446	\$21,700,699
Bequests Received	111	108	118	172	192
Total Value of Bequests	\$1,381,116	\$2,624,280	\$2,002,898	\$948,080	\$2,244,517

\*Stats revised

Respectfully Submitted,

Ken Day, CA  
National Treasurer

Gloria McNabb, CMA  
Director, Finance & Administration  
Evangelical Lutheran Church in Canada



## Attachment 1

# EVANGELICAL LUTHERAN CHURCH IN CANADA 2013 – 2015 BUDGETS

## 2013 OPERATING FUND BUDGET

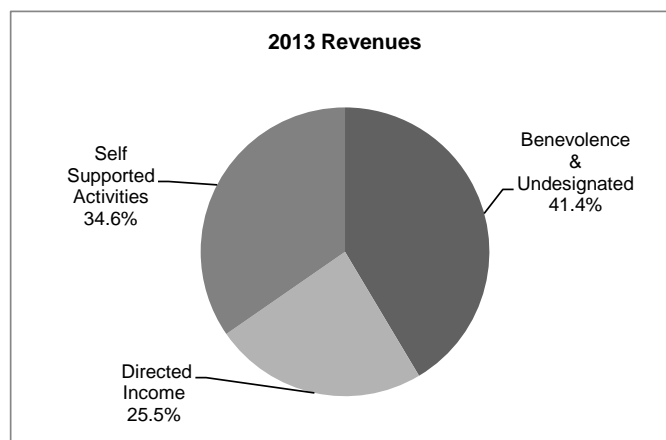
The Evangelical Lutheran Church in Canada's (ELCIC) 2013 operating budget for the National Office is a balanced budget with revenues and expenses projected at \$2,403,400.

### Revenues

Undesignated general revenues of \$995,700 consist of benevolence received through the five synods, investment income, undesignated gifts, and the ELCIC Praise Appeal. This general revenue forms the base of each year's budget. General revenue is expected to decrease in 2013 by \$33,550 from the 2012 budget as a result of projected declines in revenues from benevolence, investment income and other income (\$38,550) offset by a projected increase in the ELCIC Praise Appeal (\$5,000).

Directed revenues for 2013 are projected at \$575,200 and will be sourced from gifts directed to specific program and partner activities, endowment and trust interest, grants, royalties, service fees, cost recovery fees, and internally restricted reserves. Should any of this revenue not be sourced then the related activity expenditure will not be undertaken. Directed income is expected to decrease by \$159,300 in 2013 from the 2012 budget primarily as a result of the discontinuation of the long-term missionary program and the reduction in funds required for special projects.

Self-supported activities revenue of \$832,500 will be sourced from subscriptions, advertising, a grant from Heritage Canada, event registration fees, sponsors, donations, and internally restricted reserves. Revenues for self-supported activities are expected to increase by \$97,750. The biennial national convention will take place in 2013 as part of the 2013 Joint Assembly with the Anglican Church of Canada. However, the biennial Canadian Lutheran Anglican Youth (CLAY) gathering and National Worship Conference will not occur in 2013.



## **Expenses**

Expense budgets have been developed based on each area's allotment of general revenues plus all directed and self-supported activities revenues.

## **Salaries**

The salary budget of \$586,700 includes an allowance of 3% for salary and benefit adjustments. There are seven full time, five part time and 1 casual staff working for the National Office for a staffing compliment of 9.0 equivalent full-time positions. Salary costs for *Canada Lutheran* of 2.4 of the 9.0 equivalent full-time positions appear under the *Canada Lutheran* budget. The salary budget has decreased \$33,800 in 2013 from the 2012 budget as a result of reduction in one part-time staffing position plus the reduction in employer pension contributions. The pension deficit supplement of 6% is no longer required; however, this saving was offset by the increase in employer pension contributions from 5% to 8%.

## **Administration**

Administration has been budgeted at \$171,300 and covers the expenses for rent, general office expenses, insurance, amortization, and information technology. Administration expenses have decreased in 2013 by \$9,800 from the 2012 budget. In April 2013, the National Office will be downsizing square feet and relocating to another office building in downtown Winnipeg with CLWR. ELCIC Group Services Inc. will also be moving but will be on a different floor in the same building. Our current landlord was looking for a base rent increase of 53%. It is expected that the cost of tenant improvements in the new location will be covered by the landlord's tenant improvement allowance.

## **Governance**

Governance includes the expenses for National Church Council, the Conference of Bishops, and professional fees for legal and audit and has been budgeted at \$143,000.

## **Programs**

Programs include the expenses for Global Mission, special projects, worship, compassionate justice, communications, stewardship, leadership, youth and ecumenical, and have been budgeted at \$372,100.

The ***Global Mission*** budget of \$18,000 provides for program costs for Global Mission events, travel, promotion, and administration for the Global Mission programs.

The ***Special Projects*** budget of \$23,000 includes support for church identified priorities. This is for the work of three task forces for the Future of Theological Education, Faith Order and Doctrine, and the National Implementation Team.

The **Worship** budget of \$24,600 includes expenses related to the Program Committee for Worship and the assistant to the bishop, worship, and the management of national worship programs such as the biennial Anglican Lutheran National Worship Conference, ecumenical weekly bulletin series, *Eternity for Today*, worship.ca website, openspirit.ca—Canadian Lutheran Anglican Hymn Writing competition, National Convention Worship, conferral of the Companion of the Worship Arts, as well as national worship policies and other projects. The Worship budget also includes memberships and participation in various ecumenical, national and international worship and music associations and organizations.

**Compassionate Justice** is budgeted at \$183,500 and covers expenses for advocacy, justice, leadership development and training, and domestic poverty alleviation. Funding is also provided to synods who administer anti-poverty grants.

**Communications** at the National Office seeks to tell the stories of how the ELCIC and its members live out the call to be *In Mission for Others*. Work in this area includes the website (www.elcic.ca), news releases, E-Communique (an electronic newsletter), special electronic newsletters (such as Convention Enews), social networking (the ELCIC's presence on Facebook and Twitter), media relations, and oversight of our national publication *Canada Lutheran*. Work is done in partnership as much as possible. The budget for communications is \$33,200.

**Stewardship** engages Spirited Disciples in all expressions of the church in the call to be stewards of our resources. This involves implementation of the church wide Financial Resource Generation Strategy, including: renewing efforts in stewardship ministry among all expressions of the church; developing a mission interpretation and communication strategy; identifying opportunities for partnership and fostering collaboration; exploring new models and best practices; and evaluating the work in all areas of resource generation. This area also seeks to identify opportunities for partnership with agencies, seminaries, synods, and partners and works with potential donors, respond to inquiries, and obtains quotes. The budget for stewardship is \$22,000.

The ELCIC maintains national policies and standards for rostered leaders. The Program Committee for Leadership for Ministry (PCLM) supports the work of policy review. A small subsidy is also provided to support the psychological testing of candidates as they enter the candidacy for rostered ministry. The budget for leadership is \$9,800.

In the area of **Youth** Ministry, the ELCIC facilitates communication and consultation among synods. Key elements of this work are the Program Committee for Youth Ministry (PCYM) and the youth website, [www.youth.elcic.ca](http://www.youth.elcic.ca). The budget for youth is \$11,300.

The **Ecumenical** budget of \$46,700 provides support for the oversight of Lutheran and ecumenical relationships. This includes assembly fees, travel and meetings with The Lutheran World Federation, the Lutheran Council in Canada, the World Council of Churches, the Canadian Council of Churches, the Joint Anglican Lutheran Commission, and other interfaith groups.

## Support to Partners

Support to partners has been budgeted at \$297,800 and includes expenses for Global Mission churches, schools, seminaries, KAIROS, Justice Partners, The Lutheran World Federation, World Council of Churches, and the Canadian Council of Churches.

The *Global Mission Partner Churches* budget of \$87,700 covers the expenses for the Patagonia Mission in Argentina and the Amazon Mission in Peru as well as the Companion Synod programs.

The ELCIC has two *schools*: Luther College (university and high school), and Lutheran Collegiate Bible Institute. The ELCIC awards three bursaries in the name of the ELCIC. The budget also provides a bursary for campus ministry. The budget for schools is \$2,500.

*KAIROS*, a Canadian Ecumenical Justice Initiatives is a coalition of 11 churches and church-related agencies who work together for social justice through advocacy, research, and education. An operating grant of \$90,000 provided to KAIROS supports the ELCIC in speaking ecumenically and gives the ELCIC access to the public policy expertise of KAIROS staff.

The *Justice Partners* budget of \$6,500 is a membership contribution to the following ecumenical justice organizations, in order to facilitate particular aspects of public policy.

- Churches Council on Justice and Corrections (CCJC) focuses on criminal justice issues; and
- Project Ploughshares focuses on peace and disarmament issues.

The ELCIC provides grants to our two *seminaries* in order to support the internship component of the candidacy for rostered ministry process. Support for seminaries is budgeted at \$35,000.

The *Lutheran World Federation (LWF)* budget of \$50,000 covers our annual membership in LWF, a global communion of Christian churches in the Lutheran tradition. The ELCIC membership contribution goes directly to support the mission and ministry of the LWF. It also covers LWF program support for initiatives approved by the LWF assembly and/or through regular LWF program review.

The *World Council of Churches (WCC)* budget of \$10,000 covers our annual membership in the WCC, a consensus forum for 349 ecclesial communities in 110 countries. The ELCIC membership contribution goes directly to support the mission and ministry of the WCC.

The *Canadian Council of Churches (CCC)* budget of \$16,800 covers our annual membership in CCC, a consensus forum for 23 churches representing 85% of Canadian Christians. The CCC offers a number of forums including the Biotechnology Reference Group, Canadian Ecumenical Anti-Racism Network, Christian Interfaith Reference Group, Commission on Faith and Witness, Canadian Christian-Jewish Consultation, Interfaith Liaison Committee, National Advisory Group on Emergency Planning, and National Muslim-Christian Liaison Committee. The ELCIC membership contribution goes directly to support the mission and ministry of the CCC.

## Self-Supported Activities

Self-supported activities includes *Canada Lutheran*, the National Convention, the National Youth Gathering and project, the National Worship Conference, the Diaconal Event, and the Cora Martinson Memorial Fund and has been budgeted at \$832,500. Each of these activities is self-supporting and no benevolence dollars are used to fund these activities.

As the magazine of the ELCIC, the mission of *Canada Lutheran* is to engage the ELCIC in a dynamic dialogue in which information, inspiration and ideas are shared in a thoughtful and stimulating way. The ELCIC's national publication is produced eight times a year and each issue offers articles that explore our faith, its role in our lives and of those around us, and inspire our readers to be *In Mission for Others*. Regular columnists engage readers in a lively dialogue on justice, faith and the vision of the ELCIC. Synod sections provide highlights of the news both from within the synod and across the country. News from international partners reminds us that we are indeed neighbours to the world. Each bishop has a regular column, while the Post section (letters to the editor) provides an opportunity for the readership to voice their opinion and engage in dialogue. The budget is \$269,700.

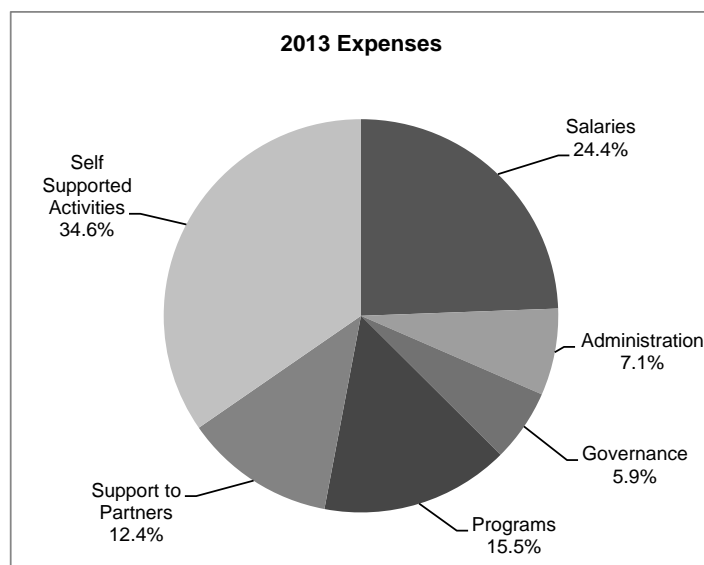
The *Fourteenth Biennial National Convention* will take place in Ottawa, Ontario in conjunction with the 2013 Joint Assembly with the Anglican Church of Canada at the Ottawa Convention Centre from July 3–7. Expenses for 2013 have been budgeted at \$511,800.

The *Canadian Lutheran Anglican Youth (CLAY) Gathering* is held every two years at various venues across Canada. It is an energetic moment of Spirited Discipleship. The National Youth Project offers youth groups across Canada the opportunity to contribute to a compassionate justice project, through local fundraising and education. The budget of \$36,000 covers planning expenses for the CLAY event which will occur in 2014.

The budget for the *Anglican Lutheran National Worship Conference* of \$5,000 covers planning expenses for this biennial event which will occur in 2014.

The ELCIC hosts a *Diaconal Formation Event* every two years as part of the candidacy process. In conjunction with the formation event, members of the diaconal ministers host a biennial gathering of the ELCIC's diaconal roster. This event is scheduled for 2014 therefore no funds have been budget in 2013.

The *Cora Martinson Memorial Fund* encourages and provides support for equipping of seminarians for Chinese ministry in the ELCIC. This scholarship fund is supported through donations to the Cora Martinson Memorial Fund Scholarship from parishes and individuals and is budgeted at \$10,000.



### **2014 and 2015 Operating Fund Budgets**

Budgets have been projected for 2014 and 2015. Assumptions used in preparing these budgets are: benevolence to decrease, an allowance provided for cost-of-living salary adjustments, and where changes to administration, governance, programs, support to partner, and self-supported activities are known, these have been projected. Both 2014 and 2015 budgets are deficit budgets. The deficits will be covered from unrestricted net assets.

The details of the 2013 to 2015 proposed budgets with comparative figures from 2011 and 2012 are provided in Budget Attachment 1 p. G-59 to this report. Also included in Budget Attachment 1 is an Analysis of Expenditures from Benevolence and Undesignated Revenues for the three budget years.

### **2013 CHURCH EXTENSION AND CAPITAL FUND (CECF) BUDGET**

The CECF fund is administered by the National Office and provides loans to new mission congregations for capital expenditures (purchases of property, new facilities and equipment). The fund is self-sustaining and has been capped at \$14 million. Earned investment interest is used for Canadian mission initiatives at the synodical level. These initiatives are projects and programs that support mission and outreach through existing congregations, new congregations, and outreach ministries. National Canadian mission initiative projects are national in scope, or jointly sponsored with participating synods, other ministries of the church, or with ecumenical partners. The Church Extension and Capital Fund of the ELCIC will be making funds available for groups within the ELCIC to inspire creative expressions of being faith communities in mission. These grants will provide funding over a three year period.

The 2013 CECF budget is a deficit budget. Revenues from investment income, mortgage interest income, consultation fees and mineral rights are budgeted at \$479,000. Expenditures for the administration of the CECF program, interest rebates, meetings, and national initiatives are

budgeted at \$490,100. Net loss is budgeted at \$11,100. Budget Attachment 2 p. G-61 provides the details of the 2013 CECF budget along with projections for 2014 and 2015.

### **2013 Lutheran Investment Funds and Endowments Budget**

The Lutheran Investment Funds and Endowments (LIFE) provides an opportunity whereby individuals, congregations, institutions and agencies of the ELCIC are invited to exercise further stewardship of their resources in service through a variety of sources, such as investing in LIFE certificates, entering gift annuity agreements, providing bequests, initiating endowments and establishing trusts. The LIFE program also provides loans to established congregations to further their ministry through expanded property.

The 2013 LIFE budget is a surplus budget. Revenues from investment income, mortgage interest income, ELCIC Women of Faith Fund and LIFE reserves are budgeted at \$248,500. Expenditures for the administration of the LIFE program, stewardship and special projects grants, ELCIC Women of Faith Fund, Global Mission partner churches and interest expense on LIFE certificates are budgeted at \$211,850. Net income is budgeted at \$36,650. Budget Attachment 2 p. G-61 provides the details of the 2013 LIFE budget along with projections for 2014 and 2015.



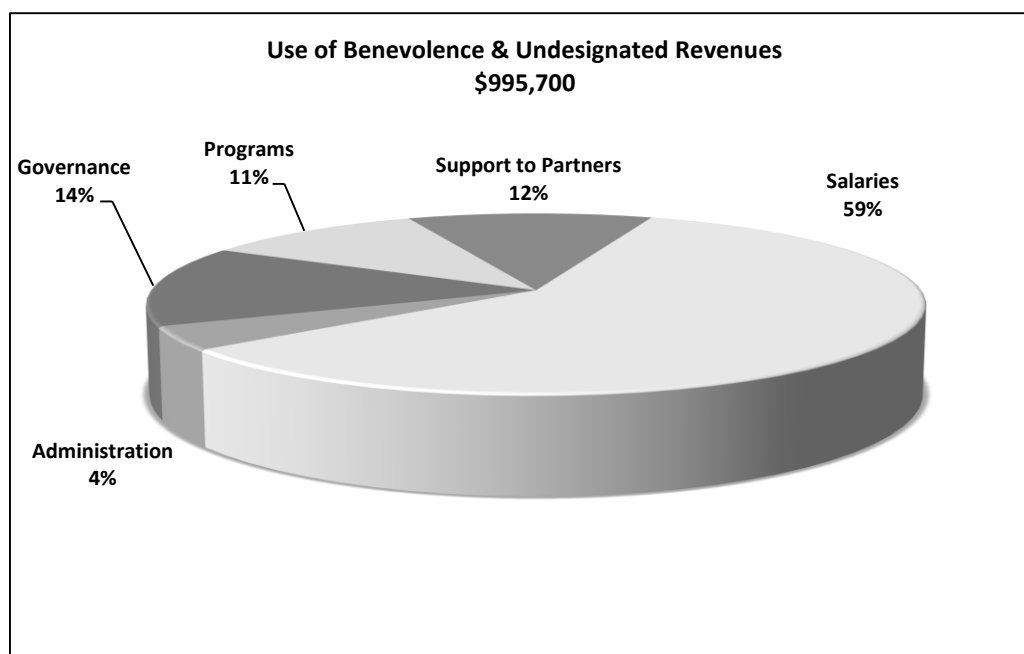
## Budget Attachment 1

### Evangelical Lutheran Church in Canada PROPOSED 2013 TO 2015 OPERATING BUDGET

DESCRIPTION	2011	2012		2013	2014	2015
	Actual	Revised Budget	Actual	Budget	Budget	Budget
<b>REVENUES</b>						
Benevolence from Synods	881,363	849,800	845,977	818,000	793,000	768,000
Investment & Other Income	130,327	129,450	121,664	122,700	116,000	111,000
ELCIC Praise Appeal	50,359	50,000	166,070	55,000	60,000	65,000
Directed Income	612,486	734,500	532,667	575,200	500,500	477,200
Self Supported Activities	684,554	734,750	655,642	832,500	694,700	814,700
<b>Total Revenues</b>	<b>2,359,088</b>	<b>2,498,500</b>	<b>2,322,020</b>	<b>2,403,400</b>	<b>2,164,200</b>	<b>2,235,900</b>
<b>EXPENSES</b>						
<b>Salaries</b>						
Salaries & Benefits	585,904	620,500	600,035	586,700	602,800	620,500
<b>Administration</b>						
Rent	62,113	64,500	63,300	67,500	60,700	62,100
Office Expenses	30,595	31,700	29,205	26,750	26,850	26,950
Insurance	9,897	10,400	10,159	10,450	10,450	10,450
Amortization	18,060	17,000	17,380	11,200	10,400	11,200
Information Technology	48,724	57,500	48,695	55,400	55,400	55,400
	<b>169,389</b>	<b>181,100</b>	<b>168,739</b>	<b>171,300</b>	<b>163,800</b>	<b>166,100</b>
<b>Governance</b>						
National Church Council	78,596	83,200	81,065	89,100	88,400	89,900
Conference of Bishops	5,168	2,400	3,021	5,900	2,400	2,400
Professional Fees	39,362	50,100	42,637	48,000	46,000	46,000
	<b>123,126</b>	<b>135,700</b>	<b>126,723</b>	<b>143,000</b>	<b>136,800</b>	<b>138,300</b>
<b>Programs</b>						
Global Mission	232,071	166,800	151,439	18,000	12,000	12,000
Special Projects	20,588	58,000	19,561	23,000	15,000	7,500
Worship	14,728	27,600	16,293	24,600	25,100	21,800
Compassionate Justice	85,104	182,000	83,909	183,500	136,500	136,800
Communications	21,322	35,600	23,185	33,200	33,200	33,200
Stewardship	28,234	21,000	25,180	22,000	22,000	0
Leadership	9,336	10,500	6,583	9,800	9,800	9,800
Youth	7,490	11,500	4,504	11,300	10,500	10,500
Ecumenical	22,980	35,200	10,903	46,700	35,200	35,200
	<b>441,853</b>	<b>548,200</b>	<b>341,558</b>	<b>372,100</b>	<b>299,300</b>	<b>266,800</b>
<b>Support to Partners</b>						
Global Mission Churches	112,388	73,700	76,423	87,000	87,000	87,000
Colleges & Schools	17,000	10,250	10,250	2,500	2,500	2,500
KAIROS	75,000	90,000	91,800	90,000	77,000	77,000
Justice Partners	5,478	8,000	8,000	6,500	6,500	6,200
Seminaries	33,800	35,000	32,450	35,000	35,000	35,000
Lutheran World Federation	50,000	50,000	50,000	50,000	50,000	50,000
World Council of Churches	10,000	10,000	10,000	10,000	10,000	10,000
Canadian Council of Churches	16,800	16,800	16,800	16,800	16,800	16,800
	<b>320,466</b>	<b>293,750</b>	<b>295,723</b>	<b>297,800</b>	<b>284,800</b>	<b>284,500</b>
<b>Self Supported Activities</b>						
Canada Lutheran	256,749	263,400	239,178	269,700	269,700	269,700
Convention	417,871	15,000	34,983	511,800	15,000	490,000
Youth Gathering & Project	40,561	377,100	265,455	36,000	340,000	40,000
Worship Conference	3,580	50,000	21,097	5,000	40,000	5,000
Diaconal Formation Event	850	15,000	10,656	0	20,000	0
Cora Martinson Memorial Fund	10,454	14,250	5,541	10,000	10,000	10,000
	<b>730,064</b>	<b>734,750</b>	<b>576,909</b>	<b>832,500</b>	<b>694,700</b>	<b>814,700</b>
<b>Total Expenses</b>	<b>2,370,802</b>	<b>2,514,000</b>	<b>2,109,687</b>	<b>2,403,400</b>	<b>2,182,200</b>	<b>2,290,900</b>
<b>NET INCOME (LOSS)</b>	<b>-11,713</b>	<b>-15,500</b>	<b>212,333</b>	<b>0</b>	<b>-18,000</b>	<b>-55,000</b>

## Budget Attachment 1 - Continued

Operating Fund Budget Analysis of Expenditures from Benevolence and Undesignated Revenues				
Description	2012 Revised Budget	2013 Budget	2014 Budget	2015 Budget
<b>Benevolence &amp; Other Income</b>	\$1,029,250	\$995,700	\$969,000	\$944,000
<b>Expenditures</b>				
Salaries	\$620,500	\$586,700	\$602,800	\$620,500
Administration	\$74,500	\$42,150	\$34,600	\$36,900
Governance	\$135,700	\$143,000	\$136,800	\$138,300
Programs	\$115,500	\$107,250	\$90,200	\$81,000
Support to Partners	\$98,550	\$116,600	\$122,600	\$122,300
Sub Total	\$1,044,750	\$995,700	\$987,000	\$999,000
Unrestricted Net Income (Loss)	-\$15,500	\$0	-\$18,000	-\$55,000
<b>Total</b>	<b>\$1,029,250</b>	<b>\$995,700</b>	<b>\$969,000</b>	<b>\$944,000</b>



## Budget Attachment 2

**Evangelical Lutheran Church in Canada**  
**PROPOSED 2013 to 2015 CECF FUND BUDGET**

DESCRIPTION	2011	2012		2013	2014	2015
	Actual	Revised Budget	Actual	Budget	Budget	Budget
<b>Revenues</b>						
Mortgage Interest Income	223,451	231,600	205,557	214,800	183,600	170,800
Investment Income	277,282	175,900	222,547	245,200	265,800	265,800
Canadian Mission Consultation Fees	2,500	2,500	3,346	3,000	3,000	3,000
Gain on Sale of Property	0	0	722,590	0	0	0
Mineral Rights	21,426	15,000	17,019	16,000	16,000	16,000
<b>Total</b>	<b>524,658</b>	<b>425,000</b>	<b>1,171,059</b>	<b>479,000</b>	<b>468,400</b>	<b>455,600</b>
<b>Expenses</b>						
Mortgage Interest Rebates	155,201	148,500	142,686	130,000	104,500	80,300
Interest Rebates to Synods	249,706	158,300	185,002	220,700	239,200	239,200
New Mission Initiatives	0	0	0	66,700	66,700	66,600
Administration	45,000	45,000	45,000	45,000	45,000	45,000
Real Estate Consultant	4,638	7,500	9,015	8,000	8,000	8,000
CECF & Canadian Mission Meetings	14,887	15,000	11,368	13,000	13,000	13,000
Ecumenical Shared Ministries	0	2,000	0	2,000	2,000	2,000
National Initiatives	0	1,500	0	1,500	1,500	1,500
Database Programming	0	2,000	1,252	2,000	2,000	2,000
Mineral Rights Expenses	720	750	720	750	750	750
Printing, Couriers & Mailing	39	300	23	400	400	400
Corporation Filing Fee	55	50	55	50	50	50
<b>Total</b>	<b>470,245</b>	<b>380,900</b>	<b>395,121</b>	<b>490,100</b>	<b>483,100</b>	<b>458,800</b>
<b>Net Income (Loss)</b>	<b>54,413</b>	<b>44,100</b>	<b>775,939</b>	<b>(11,100)</b>	<b>(14,700)</b>	<b>(3,200)</b>

**Evangelical Lutheran Church in Canada**  
**PROPOSED 2013-2015 LIFE FUND BUDGET**

DESCRIPTION	2011	2012		2013	2014	2015
	Actual	Revised Budget	Actual	Budget	Budget	Budget
<b>Revenues</b>						
Investment Income	133,490	88,100	78,535	85,000	82,500	80,000
Mortgage Interest Income	54,125	51,600	42,744	45,300	43,000	40,600
ELCIC Women of Faith Fund	16,177	37,150	38,812	38,400	38,400	38,400
LIFE Fund Reserves *	30,934	24,900	24,816	79,800	59,800	44,700
<b>Total</b>	<b>234,725</b>	<b>201,750</b>	<b>184,906</b>	<b>248,500</b>	<b>223,700</b>	<b>203,700</b>
<b>Expenses</b>						
Interest Expense	41,232	43,400	38,880	39,000	39,000	39,000
Stewardship	7,500	7,500	7,500	7,500	7,500	0
Administration	45,000	45,000	45,000	45,000	45,000	45,000
ELCIC Women of Faith Fund	16,177	37,150	38,812	38,400	38,400	38,400
Program Grants *	5,918	0	0	60,000	40,000	32,500
Annuity Contracts *	12,115	12,200	12,116	12,200	12,200	12,200
Global Mission Partner Churches *	12,900	12,700	12,700	7,600	7,600	0
Computer Programming	83	1,000	248	1,000	1,000	1,000
Memberships	600	600	600	600	600	600
Printing & Mailing	286	250	461	550	250	250
<b>Total</b>	<b>141,812</b>	<b>159,800</b>	<b>156,316</b>	<b>211,850</b>	<b>191,550</b>	<b>168,950</b>
<b>Net Income (Loss)</b>	<b>92,914</b>	<b>41,950</b>	<b>28,590</b>	<b>36,650</b>	<b>32,150</b>	<b>34,750</b>

## Attachment 2

## Historical Summary of Benevolence Remittances

1986-2011

## CONGREGATIONAL RECEIPTS (Revised)

Year	Alberta	BC	Eastern	MNO	Sask	Total
1986	9,065,656	4,561,019	15,728,687	4,584,038	7,833,697	41,773,097
1987	10,234,428	4,529,847	18,241,680	5,000,971	7,239,665	45,246,591
1988	11,154,116	5,579,105	20,477,520	5,784,419	7,584,484	50,579,644
1989	11,559,444	5,292,229	19,346,266	6,264,635	8,217,118	50,679,692
1990	13,170,388	6,414,845	21,023,367	6,093,962	9,058,708	55,761,270
1991	13,992,997	5,648,603	21,019,270	5,858,903	8,388,725	54,908,498
1992	13,969,266	7,389,757	22,328,012	5,824,998	8,365,172	57,877,205
1993	13,261,127	6,029,719	21,851,766	6,021,241	8,266,047	55,429,900
1994	12,435,617	7,111,090	21,692,033	5,861,598	8,243,871	55,344,209
1995	12,860,700	6,875,738	20,030,655	6,163,020	8,379,211	54,309,324
1996	13,227,729	7,273,388	20,556,077	6,203,065	9,072,410	56,332,669
1997	14,643,348	7,007,169	22,003,228	6,361,192	9,074,124	59,089,061
1998	15,413,016	7,183,884	21,512,865	6,613,539	8,686,539	59,409,843
1999	14,622,889	7,823,176	22,359,589	6,512,563	8,793,609	60,111,826
2000	14,713,815	7,804,266	22,926,829	6,519,066	9,092,319	61,056,295
2001	15,361,166	7,573,554	23,549,675	6,692,539	9,391,396	62,568,330
2002	16,349,605	7,864,322	23,740,448	6,782,651	9,332,265	64,069,291
2003	17,219,834	7,905,094	24,137,443	7,957,415	9,118,081	66,337,867
2004	19,881,743	7,915,888	26,143,061	8,072,616	9,788,430	71,801,738
2005	18,686,304	8,589,377	24,757,817	7,832,593	9,329,875	69,195,966
2006	17,370,266	7,963,003	27,309,237	8,833,184	9,756,426	71,232,116
2007	18,149,158	9,405,017	26,012,646	8,614,037	11,094,274	73,275,132
2008	18,856,220	8,070,988	25,103,478	8,376,132	10,480,418	70,887,236
2009	18,816,847	7,714,865	24,903,694	8,243,218	10,978,352	70,656,976
2010	19,741,727	8,196,595	25,052,722	7,621,090	9,961,973	70,574,107
2011	17,537,646	8,484,444	26,617,639	8,122,237	10,258,554	71,020,520

Source: Parochial Reports

## Attachment 2—Continued

## Historical Summary of Benevolence Remittances

SYNODICAL BENEVOLENCE RECEIPTS							Percentage of
Year	Alberta	BC	Eastern	MNO	Sask	Total	Cong. Receipts
1986	867,492	356,133	1,580,011	529,500	768,408	4,101,544	9.82%
1987	886,972	343,608	1,636,368	565,086	804,653	4,236,687	9.36%
1988	901,348	355,977	1,679,991	580,970	819,548	4,337,834	8.58%
1989	943,809	378,420	1,750,331	591,954	819,501	4,484,015	8.85%
1990	966,624	380,922	1,760,285	606,705	810,368	4,524,904	8.11%
1991	970,173	417,776	1,738,038	610,172	765,442	4,501,601	8.20%
1992	942,455	388,669	1,783,882	600,985	798,461	4,514,452	7.80%
1993	922,904	412,828	1,739,044	616,031	762,197	4,453,004	8.03%
1994	919,144	407,913	1,766,015	619,885	713,462	4,426,419	8.00%
1995	905,406	392,753	1,712,776	635,026	736,610	4,382,571	8.07%
1996	874,446	387,187	1,709,289	619,886	691,705	4,282,513	7.60%
1997	884,561	383,467	1,655,886	595,767	721,194	4,240,875	7.18%
1998	887,600	385,313	1,706,568	595,617	679,267	4,254,365	7.16%
1999	917,917	412,669	1,663,570	607,487	678,919	4,280,562	7.12%
2000	926,642	412,580	1,735,842	617,302	690,258	4,382,624	7.18%
2001	916,898	401,425	1,730,747	612,674	691,247	4,352,991	6.96%
2002	966,264	411,948	1,664,206	615,693	681,183	4,339,294	6.77%
2003	971,135	413,231	1,674,597	602,208	683,478	4,344,649	6.55%
2004	981,273	460,070	1,678,390	609,177	693,187	4,422,097	6.16%
2005	998,422	442,888	1,680,295	586,055	707,632	4,415,292	6.38%
2006	1,003,179	423,779	1,658,790	595,224	687,756	4,368,728	6.13%
2007	1,017,290	446,162	1,676,540	601,436	691,989	4,433,417	6.05%
2008	973,635	410,557	1,592,204	584,909	708,912	4,270,217	6.02%
2009	940,432	388,570	1,595,911	569,879	677,252	4,172,044	5.90%
2010	930,886	396,124	1,561,835	576,373	655,303	4,120,521	5.84%
2011	812,674	404,910	1,564,836	548,388	592,756	3,923,564	5.52%

Source: Synod Audited Statements

## Attachment 2—Continued

## Historical Summary of Benevolence Remittances

## NATIONAL BENEVOLENCE RECEIPTS

Year	Amount	Percentage of Synod Receipts	Percentage of 1986 National Receipts	Percentage of Congregation Receipts
1986	2,081,227	50.7%	100.0%	5.0%
1987	2,063,810	48.7%	99.2%	4.6%
1988	2,072,569	47.8%	99.6%	4.1%
1989	2,114,859	47.2%	101.6%	4.2%
1990	2,136,297	47.2%	102.6%	3.8%
1991	2,109,988	46.9%	101.4%	3.8%
1992	1,951,280	43.2%	93.8%	3.4%
1993	1,893,227	42.5%	91.0%	3.4%
1994	1,779,030	40.2%	85.5%	3.2%
1995	1,775,649	40.5%	85.3%	3.3%
1996*	1,220,468	28.5%	58.6%	2.2%
1997	1,231,545	29.0%	59.2%	2.1%
1998	1,082,664	25.4%	52.0%	1.8%
1999	1,115,625	26.1%	53.6%	1.9%
2000	1,159,473	26.5%	55.7%	1.9%
2001	1,159,180	26.6%	55.7%	1.9%
2002	1,082,480	24.9%	52.0%	1.7%
2003	1,114,132	25.6%	53.5%	1.7%
2004	1,057,393	23.9%	50.8%	1.5%
2005	1,083,062	24.5%	52.0%	1.6%
2006	1,068,025	24.4%	51.3%	1.5%
2007	1,069,396	24.1%	51.4%	1.5%
2008	1,045,158	24.5%	50.2%	1.5%
2009	1,034,293	24.8%	49.7%	1.5%
2010	990,233	24.0%	47.6%	1.4%
2011	881,363	22.5%	42.3%	1.2%

Source: National Audited Statements

\* Note: 1996 Canadian Mission funds transferred to synods

## Attachment 3

EVANGELICAL LUTHERAN CHURCH IN CANADA  
SUMMARY OF THE ELCIC CONGREGATION REPORT  
FOR THE YEAR ENDING DECEMBER 31, 2011

INFORMATION ABOUT THE PEOPLE WHO ARE MEMBERS  
FOR ALL SYNODS

	Baptized	Confirmed
1 Membership as of December 31, 2010	144,904	108,784
2 Members received during 2011		
a. By baptism: children (15 yrs and younger)	1,312	
b. By baptism: adults (16 yrs and older)	105	53
c. From responsibility list	239	244
d. By transfer from ELCIC member congregations	577	474
e. By transfer from other Lutheran or Anglican congregations	181	148
f. From non-Lutheran congregations	243	209
g. Statistical Adjustment	1,052	550
h. Total members received during 2011	3,709	1,678
3 Baptized members confirmed during 2011		781
4 Members removed during 2011		
a. By death	1,250	1,150
b. By transfer to other ELCIC congregations	404	316
c. By transfer to other Lutheran or Anglican congregations	190	160
d. To non-Lutheran congregations	283	230
e. To responsibility list	3,480	2,675
f. Statistical adjustment	3,969	3,484
g. Total members removed during 2011	9,576	8,015
5 Total membership December 31, 2011	<b>139,037</b>	<b>103,228</b>
6 Former active members on responsibility list	20,006	14,489
a. Adherents (active but not members)	2,610	1,768
b. Unbaptized adherents	786	
7 Communing members		
a. Confirmed members who communed at least once this year		45,560
b. Unconfirmed members who communed at least once this year		6,727
8 Services		
a. Total number of Sunday worship services during the year		29,465
b. Total number of weekday worship services during the year		4,115
c. Total number of service with holy communion during the year		18,490
d. Average number in attendance each week at worship		29,992
9 Number of households in total membership		44,445



## Attachment 3—Continued

## INFORMATION ABOUT THE CONGREGATION'S FINANCIAL STEWARDSHIP

10	Receipts during 2011	
a.	Regular giving	50,924,777
b.	Special giving	7,078,075
c.	Earned income	5,251,743
d.	Grants and subsidies	687,692
e.	Cash borrowed	1,341,045
f.	Other receipts	5,737,188
g.	Total receipts	<u>\$71,020,520</u>
11	Disbursements during 2011	
a.	Current operating expenses	55,735,961
b.	Capital improvements	4,685,322
c.	Debt retirement	2,397,166
d.	ELCIC regular	3,862,653
e.	ELCIC directed gifts	759,914
f.	Global Hunger & Development	36,562
g.	Canada Lutheran World Relief	1,157,494
h.	Other benevolence including ELW	1,339,120
i.	Total Disbursement	<u>\$69,974,192</u>
12	Assets as of December 31, 2011	
a.	Church building and land	441,494,181
b.	Church furnishings & equipment	54,383,766
c.	Parsonage(s) and land	21,947,839
d.	Other real estate	6,187,062
e.	Endowment and memorial funds	14,481,569
f.	Cash, savings, bonds, etc	36,538,590
g.	Other assets	6,260,452
h.	Total assets	<u>\$581,293,459</u>
13	Total indebtedness as of December 31, 2011	19,541,636
14	Bequests Received during 2011	
a.	Number	111
b.	Value	\$1,381,116

## Attachment 3 —Continued

EVANGELICAL LUTHERAN CHURCH IN CANADA  
SUMMARY OF THE ELCIC CONGREGATION REPORT  
FOR THE YEAR ENDING DECEMBER 31, 2010

INFORMATION ABOUT THE PEOPLE WHO ARE MEMBERS  
FOR ALL SYNODS

		Baptized	Confirmed
1	Membership as of December 31, 2009	148,467	111,112
2	Members received during 2010		
a.	By baptism: children (15 yrs and younger)	1,440	
b.	By baptism: adults (16 yrs and older)	142	72
c.	From responsibility list	255	224
d.	By transfer from ELCIC member congregations	633	557
e.	By transfer from other Lutheran or Anglican congregations	354	331
f.	From non-Lutheran congregations	286	180
g.	Statistical Adjustment	3,253	2,194
h.	Total members received during 2010	6,363	3,558
3	Baptized members confirmed during 2010		1,157
4	Members removed during 2010		
a.	By death	1,314	1,254
b.	By transfer to other ELCIC congregations	415	317
c.	By transfer to other Lutheran or Anglican congregations	177	121
d.	To non-Lutheran congregations	220	138
e.	To responsibility list	2,679	1,497
f.	Statistical adjustment	5,121	3,555
g.	Total members removed during 2010	9,926	6,882
5	Total membership December 31, 2010	<b><u>144,904</u></b>	<b><u>108,945</u></b>
6	Former active members on responsibility list	18,183	13,666
a.	Adherents (active but not members)	3,347	2,137
b.	Unbaptized adherents	767	
7	Communing members		
a.	Confirmed members who communed at least once this year		49,363
b.	Unconfirmed members who communed at least once this year		7,184
8	Services		
a.	Total number of Sunday worship services during the year		30,521
b.	Total number of weekday worship services during the year		4,467
c.	Total number of service with holy communion during the year		20,148
d.	Average number in attendance each week at worship		32,390
9	Number of households in total membership		47,153

## Attachment 3—Continued

## INFORMATION ABOUT THE CONGREGATION'S FINANCIAL STEWARDSHIP

10	Receipts during 2010	
a.	Regular giving	51,050,420
b.	Special giving	7,181,125
c.	Earned income	5,288,369
d.	Grants and subsidies	865,921
e.	Cash borrowed	1,873,378
f.	Other receipts	4,314,894
g.	Total receipts	<u>\$70,574,107</u>
11	Disbursements during 2010	
a.	Current operating expenses	54,278,646
b.	Capital improvements	6,937,120
c.	Debt retirement	2,431,855
d.	ELCIC regular	4,069,665
e.	ELCIC directed gifts	685,070
f.	Global Hunger & Development	73,926
g.	Canada Lutheran World Relief	1,149,734
h.	Other benevolence including ELW	1,482,001
i.	Total Disbursement	<u>\$71,108,017</u>
12	Assets as of December 31, 2010	
a.	Church building and land	411,351,296
b.	Church furnishings & equipment	60,786,491
c.	Parsonage(s) and land	23,568,263
d.	Other real estate	7,736,824
e.	Endowment and memorial funds	14,991,042
f.	Cash, savings, bonds, etc	37,308,645
g.	Other assets	5,245,898
h.	Total assets	<u>\$560,988,459</u>
13	Total indebtedness as of December 31, 2010	20,142,784
14	Bequests Received during 2010	
a.	Number	108
b.	Value	\$2,624,280

**Attachment 4****Audited Financial Statements**

The financial statements of the Evangelical Lutheran Church in Canada as at December 31, 2012 with 2011 comparatives are provided on the next page in the printed hard copy of the Bulletin of Reports and in a separate PDF document for the online copy. These statements include the Statement of Financial Position, the Statement of Operations, and the Statement of Changes in Net Assets, the Statement of Cash Flows and the Notes to Financial Statements.