

**EVANGELICAL LUTHERAN CHURCH IN CANADA
MINUTES OF NATIONAL CHURCH COUNCIL**

MARCH 9-11, 2006

ST BENEDICT'S RETREAT CENTRE, WINNIPEG, MB

PRESENT:

Officers: National Bishop Raymond Schultz Donald Storch, Secretary
Roger Kingsley, Vice-President

Council: Tom Brook Rev Mark Koenker
Rev. Sonja Free Rev. Dr. Peter Mikelic
Maaike Froelich Teddy Pope
Rev. Nolan Gingrich Rev. Doug Reble
Elizabeth Hachborn Robert Schmidt
Ken Hartviksen Carl Sorensen
Rev. Roger Haugen Rev Trish Schmermund
Heidi Hesselink
Judy Kochendorfer

ACC REP The Very Rev. Peter Wall

Synod Rev. Cindy Halmarson, SK Synod Rev. Michael Pryse, Eastern Synod
Bishops: Rev. Stephen Kristenson, ABT Synod Rev. Richard Smith, MNO Synod
Rev. Gerhard Preibisch, BC Synod

Guests: Kathy Magnus, Lutheran World Federation Regional Officer for North America
Hildy Thiessen, Executive Director, ELCIC Group Services, Inc.
Ruth Vince, Executive Director, Evangelical Lutheran Women (ELW)

Staff: Rev Paul Johnson, Assistant to the Bishop, Ecumenical Relations
Rev. Elaine Sauer, Assistant to the Bishop, Synodical Relations
Gloria McNabb, Director of Finance and Administration
Trina Gallop, Communications Manager
Faye Schultz, Executive Assistant to the Office of the Bishop

Absent: Norm Thompson, National Treasurer

THURSDAY, March 9, 2006

Bishop Raymond Schultz met with new members of National Church Council over the dinner hour. Opening Eucharist took place at 7:00 pm with National Bishop Raymond Schultz presiding and Rev Sonja Free assisting.

After welcoming the Council and guests The Very Rev Peter Wall and Kathy Magnus RONA for the LWF, National Bishop Raymond Schultz called the meeting to order. Each council member introduced themselves. Bishop Schultz asked Vice-President Roger Kingsley to serve as chair for the meeting. Rev Sonja Free to serve as chaplain.

Kathy Magnus, Regional Officer in North America for the Lutheran World Federation presented a power point on the work of the Federation.

Agenda

The agenda was reviewed and the changes were made as follows:

- under Correspondence – letter from Raymond Blacklock
- recommendations from the Program Committee for Leadership and Ministry (PCLM) will be dealt with under the Bishop's report and the letter from Lamp
- under Other Business - Sexual Abuse or Harassment Policy
 - update on the Eastern Synod motion ES-04-33, deferred from March 04 and September 04
 - recommendations from the finance committee, public policy committee, constitution committee

CC-06-01 That the business agenda is approved as amended. **Carried**

Minutes

CC-06-02 That the brainstorming list of items from the September 15-17, 2005 NCC minutes be removed. **Carried**

CC-06-03 That the September 15-17, 2005 NCC minutes be approved as corrected. **Carried**

CC-06-04 That ELCIC National Church Council (NCC) move to extend a Call to Special Service to Rev Kevin Ogilvie to serve as President of Lutheran Theological Seminary in Saskatoon SK. NCC electronic meeting of November 30, 2005. **Carried**

CC-06-05 That NCC approve *Evangelical Lutheran Worship* for use in this church as the ELCIC's primary worship resource and be commended to the ELCIC community as such.

That NCC thank the many congregations, communities, and individuals that/who have participated in the ELCIC Renewing Worship process over several years.

That NCC endorse the evolving PLAN FOR INTRODUCTION as a guide for the ongoing work of the ELCIC Renewing Worship/*Evangelical Lutheran Worship* coordinators and their team of Synod resource people and seminary resource people with respect to the introduction of *Evangelical Lutheran Worship*. NCC electronic meeting of January 20, 2006. **Carried**

FRIDAY, March 10, 2006

The minutes from the Officers' meetings of December 9, 2005 and January 27, 2006 were received as information by NCC.

Correspondence

Letter from Raymond Blacklock, chairperson for the World Mission Group at Messiah Lutheran Church in Camrose AB was received for information. Referred to Bishops office for response and report to September 2006 NCC.

National Bishop's Report

National Bishop Raymond Schultz spoke about the new reporting system to NCC, which will be quarterly reporting following the Strategic Directives.

- a) Letter from the Augusta Victoria Hospital in Jerusalem (appendix #4)

CC-06-06 That NCC approve a one-time exception to the policy established by CC 98-119, so as to allow up to \$100,000 CDN to be applied to support the ministry of AVH in Jerusalem. This funding to be taken from the LWF tithe portion of the Amy Kops bequest rather than directing these funds to the LWF Endowment Fund.

CC 98-118 reads as follows:

Regarding the receipt of undesignated bequests, National Church Council approves the following:

- *25% of all undesignated bequests will be allocated to the General Endowment Fund of the ELCIC within LIFE.*

10% of all undesignated bequests will be forwarded to the Lutheran World Federation Endowment Fund.

Motion amended to read NCC approve a one-time exception to the policy established by CC-98-119, following consultation with the office of Finance and Administration of the LWF, so as to allow up to \$100,000 CDN to be applied to support the ministry of AVH in Jerusalem. This funding to be taken from the LWF tithe portion of the Amy Kops bequest rather than directing these funds to the LWF Endowment Fund. **Carried**

Following consultation with the LWF the Bishop will decided when, if and how much of the funds to be submitted to the AVH.

- b) Personnel recommendations:

1. **Recommended that:** The title Assistant to the Bishop for Ecumenical and International Relations be changed to Director of Ecumenical and International Relations.
2. **Recommended that:** The title Assistant to the Bishop for Synodical Relations be changed to Director of Synodical Relations.

The recommendations for Assistant to the Bishop for Ecumenical and International Relations and Assistant to the Bishop for Synodical Relations were moved as one motion and defeated.

CC-06-07 (3) That the terms of the Director of Ecumenical and International Relations and the Director of Synodical Relations be severed from that of the National Bishop.

Amended to read: That the terms of the Assistant to the Office of the Bishop for Ecumenical Relations and the Assistant to the Office of the Bishop for Synodical Relations be severed from that of the National Bishop. **Carried.**

CC-06-08 (4) That should the successor National Bishop wish to make changes to the executive staff configuration in the National Office, the steps for terminating the service of a Director be followed and documented

- (5) That the steps for terminating the service of a Director be:

- a) A meeting between the National Bishop and the Director to acknowledge the desired change;
- b) Providing a Letter of Employment indicating termination without prejudice;
- c) Providing a severance package of one month's salary per year of employment plus accumulated vacation time and CEP funds;
- d) Mutual attaching of signatures to a letter of agreement to terms;
- e) Providing the usual public recognition of service and commensurate gift;
- f) Reviewing this policy as required by the Governance Manual.

Amended to read:

That should the successor National Bishop wish to make changes to the executive staff configuration in the National Office, the steps for terminating or resignation of the service of an Assistant be followed and documented.

That the steps for terminating or resignation of the service of an Assistant be:

- a. A meeting between the National Bishop and the Assistant to acknowledge the desired change;
- b. Providing a Letter of Employment indicating termination or resignation without prejudice;
- c. Providing a severance package of one month's salary per year of employment plus accumulated vacation time and CEP funds;
- d. Mutual attaching of signatures to a letter of agreement to terms;
- e. Providing the usual public recognition of service and commensurate gift;
- f. Reviewing this policy as required by the Governance Manual. **Carried**

Honorary Assistant Pastors

CC-06-09 That NCC approve the policy for Honorary Assistant Pastors as recommended by the Conference of Bishops (COB) November 2005. **Carried.**

Honorary Assistant Pastors - the goal of the policy is to provide recognition, accountability and opportunity for parish-based ministry for clergy who are without regular calls in congregations. For the purpose of maintaining rostered status, appointment as a Honorary Assistant does not constitute a call.

Such clergy may be appointed by the synod bishop to the position of Honorary Assistant Pastor in a particular congregation.

1. The bishop may make such an appointment after consultation with the local pastor and congregational council
2. The Honorary Assistant Pastor shall be accountable to the local pastor for acts of ministry and pastoral care within the congregation and areas which shall be undertaken only at the request of the local pastor
3. The local pastor is expected to invite the Honorary Assistant Pastor to lead worship and preach at least one time per year
4. The Honorary Assistant Pastor shall be provided no remuneration except for the usual fees for supply preaching or by contract with the congregational council
5. The appointment has no limitation of term. Any party to the appointment (the Honorary Assistant Pastor, local pastor or congregational council) may make a request in writing

to the bishop for a termination of the appointment. Upon receiving such a request, the bishop shall facilitate a review with the parties.

6. The Honorary Assistant Pastor shall report annually to the bishop through the Confidential Report to the Synod Bishop

Conference of Bishops minutes are received as for information only to NCC. In future, it will be noted at top of the page For Information Only.

The letter (appendix #3) from Don Engel, Chair of the Program Committee for Worship, to Ruth Vince, Director of the Evangelical Lutheran Women (ELW) regarding the new *Evangelical Lutheran Worship* is received as information and requires no other action at this time.

Program Committee for Leadership and Ministry (PCLM)

CC-06-10 That NCC approve the changes to the ELCIC Continuing Education Plan (CEP).

Amended to read: That NCC approve the changes including long-term sabbatical and short-term leave as reflected in the 11-05 revision of the Continuing Education Plan. **Carried.**

CC-06-11 That NCC adopt the document “*Alternate Route for Admissions to the Roster of Ordained Ministers of the Evangelical Lutheran Church in Canada*”. **Carried**

CC-06-12 That NCC approve changes be made to the ELCIC Administrative Bylaws Part III, 3B to reflect the addition to the document *Alternate Route for Admissions to the Roster of Ordained Ministers of the ELCIC* and refer this recommendation to the NCC Constitution Committee.

Section 3B – addition of “Pastor Ordained through the Alternate Route”

Section 3B – Source of call being “Synod Councils” **Carried**

CC-06-13 That NCC adopt the document Guidelines Related to Synodically Authorized Lay Ministry of the Word in the ELCIC. **Carried.**

Special Order – ELCIC Group Services Inc.

Presentation by Hildy Theissen, director of ELCIC Group Services Inc. on the current state of the ELCIC pension plan.

Special Order – Evangelical Lutheran Women Inc.

Presentation by Ruth Vince, director of Evangelical Lutheran Women Inc. on her role in representing the ELCIC at international agencies and events.

National Bishop’s Report Cont’d

CC-06-14 That NCC approve the changes to the ELCIC Candidacy Manual, Section B-6 to reflect the following:

1. Change the one time affiliation fee to an annual fee that must be paid to the seminary by the candidate and an affiliation agreement be signed and filed with the CTEL.
2. Add the following sentence to “Residency”. “If the residency year is waived, the CTEL/CCOM is to make every effort to ensure adequate Lutheran Formation occurs in the candidate’s training”.

3. That the annual affiliation fee be set by the Program Committee for Leadership and Ministry, in consultation with the seminaries. **Carried.**

Appendix #5 Amend wording page 2 remove section Response of the Conference of Bishops and remove the first sentence up to the comma in section The Need for a Special Appeal, and under Management details 2. Financial target: change \$9 million to \$10 million.

CC-06-15 That this Church implement a national appeal for leadership and ministry, with three conditions, the synod bishops and synod councils must be solidly behind it, we must have start-up funds sufficient to retain a consultant, and we must be unequivocal about our commitment to mission for others. **Carried**

CC-06-16 That the National Bishop consult with the Conference of Bishops and Synod Councils about the possibility of implementing an apportionment system for setting benevolence goals and report back to NCC by March 2007. **Carried**

CC-06-17 That the National Bishop appoint a task force to prepare a proposal for the development of a social statement on human sexuality. This proposal would be presented to NCC with possible options and alternatives at the September 2006 meeting. **Carried**

ELCIC Secretary's Report

Don Storch, ELCIC National Secretary acknowledged the two retiring Bishops, Bishop Stephen Kristenson ABT Synod and Bishop Richard Smith MNO Synod for their support, encouragement and wisdom to NCC.

CC-06-18 That NCC approves the 2007 convention registration fees be set as follows:

Clergy or Lay Delegates	\$825
Visitors with meals	\$240
Visitors without meals	\$140
Youth Assembly Participants	\$330
Day Visitors	\$ 20

Carried

CC-06-19 That NCC approve Vancouver, British Columbia as the site for the 2009 ELCIC National Convention. **Carried**

For information only - 2007 Convention Delegates to arrive in Winnipeg on Wednesday and be transported to the Convention Centre on Thursday for Anglican/Lutheran day.

CC-06-20 That NCC approve an editorial change to the ELCIC administrative bylaws Part II, section 5 Board of Directors to read Board of Governors. **Carried** This editorial change to be reported in the NCC report to convention in 2007.

ELCIC Treasurer's Report

Vice-President, Roger Kingsley asked National Bishop Raymond Schultz to assume the chair for Treasurer's Report.

CC-06-21 That NCC approve the 2005 unaudited financial statements. **Carried.**

CC-06-22 That NCC approve changes to the CECF handbook as follows—include in Section II. Operating Policies, A. General Statements, after number 6, a new clause 7, and then renumber current clauses 7 to 9 as 8 to 10 respectively. 6. The approval of loans by the Advisory Board will be based on a simple majority of the voting members that is 4 out of 7 votes. **Carried**

CC-06-23 That NCC approve the change to the CECF handbook as follows—to Section II. Operating Policies J. Capital Reduction Incentive Program, clause number 1 as follows:

1. A mortgage interest rebate to congregations, will be based on mortgage interest revenue received in a calendar year and allocated by *March 30th* ~~April 30th~~ of the following year *provided that all mortgage repayments have been made in full by the congregation and have been received on time by the ELCIC as per the schedule set out in the mortgage documents. An acknowledgment certificate will be sent by the ELCIC national office to the synod office outlining the amount of the mortgage rebate approved by the Advisory Board. The synod will forward these certificates to the respective congregations. An entry will be made to the congregations mortgage account by March 30th to record the amount of the rebate to be paid back to the synod from which this revenue originated. Each synod shall forward these allocations to the respective congregations by issuing cheques payable to the ELCIC for the purpose of reducing the principal.*

For the first five years from the date of the original mortgage, every congregation with a mortgage shall receive a rebate of 90% of the mortgage interest paid by that congregation in the previous calendar year.

Congregations with mortgages held for more than five years shall receive a rebate each year as follows: year 6 at 75%; year 7 at 60%; year 8 at 45%; year 9 at 30%; and year 10 at 15%. After year 10, congregations will receive no mortgage interest rebate.

A transition period will start January 1, 2004 whereby every congregation holding a mortgage for more than 5 years will be treated as a 6 year mortgage congregation in 2004 and follow the reduction policy for four subsequent years. **Carried**

CC-06-24 That NCC approve the change to the CECF Handbook as follows—to Section B. Capital Fund, II Operating Policies, O. Canada Board of American Missions, clause number 1 as follows:

O. Canada Board of American Missions

1. The assets in the name of the Canada Board of American Missions, held in the Church Extension and Capital Fund and managed according to the policies of the Church Extension and Capital Fund, shall be transferred to the ELCIC Holdings Inc. ~~Church Extension and Capital Fund~~ as soon as it is feasible and practical. **Carried**

CC-06-25 That NCC approve the change to the CECF Handbook as follows—to Section B. Capital Fund, II Operating Policies, E. Loan Security, number 1, and F. Borrowing, clause number 1 in both sections as follows:

E. Loan Security

1. Loans up to ~~\$15,000~~ **\$50,000** for periods of up to three years may be secured by a promissory note. All other loans shall be secured by a registered mortgage.

F. Borrowing

1. Adequate borrowing to assure cash flow requirements shall be arranged; maximum borrowing shall not exceed ~~5%~~ 10% of the assets of the Capital Fund. **Carried**

CC-06-26 That NCC approve the revised 2006 operating budget of the ELCIC. **Carried**

National Bishop Raymond Schultz asked Vice President Roger Kingsley to resume the chair.

Business Arising from the Minutes

a) September NCC Minutes

i)CC-05-67 re question from SK Synod concerning removal from roster. There has been no change in current practise.

ii)CC-05-71 re destruction of convention mailing list. A letter was written by ELCIC legal council, and a satisfactory response was received.

b) Officer's meeting of January 27, 2006

i) O-06-01 Designated Giving and Mission in the World (item 1.3)

Officers passed a motion to take no action

ii) Gift from Faith Life Financial declined (item 10)

Cheque was returned because there were guidelines attached to the grant monies that violated ELCIC Gift Policy. Now Faith Life has withdrawn the guidelines.

iii)O-06-03 Sabbatical Policy for National Bishop "Taken in second year in the second term" – therefore Officers recommend on this occasion only the policy be modified to read "second or third year of his second term". Length of Sabbatical is four months.

The chair asked the National Bishop to leave the room for the discussion.

CC-06-27 That NCC approve the change in the sabbatical policy for the National Bishop, that for one time only the sabbatical be granted in the second or third year of the Bishop's second term. **Carried**

Chair asked the Bishop to return.

Recommendation from Program Committee for Leadership and Ministry that the number of NCC appointments to the seminary boards to reduced from three to one. This recommendation be referred to the Constitution Committee and brought before NCC at the March 2007 meeting.

Other Business

1. CC-06-28 That NCC approve the Sexual Abuse and Harassment Policy for ELCIC Rostered Ministries dated March 9, 2006. **Carried**

2. Update NCC on motion ES-04-33 which has not been dealt with. Bishop Schultz stated that the motion rests with the Bishop's office and the Bishop's office will bring a recommendation to NCC regarding the Eastern Synod motion.

3. Finance Committee recommends that all ELCIC policies have a review date built into them.

4. Constitution Committee working on changes to the Model Constitution for Congregations. Clarification is being sought as to whether the updated version to be approved by NCC or at the next National Convention.

5. Only approved minutes will be posted on the ELCIC web site.

6. Audit Committee indicated that once financials are approved, then they will be reported to NCC.

CC-06-29 That NCC moved to an in-camera session.

NCC moved out of the in-camera session.

The ELCIC Strategic Plan 2005-2009 was reviewed.

CC-06-32 That NCC adopt the strategic plan 2005-2009 for National Church Council as modified.
Carried

Rev Sonja Free led the closing of the evening session.

SATURDAY, March 11, 2006

Rev Sonja Free opened the Saturday session with devotions.

Reports from the Synod Bishops, Smith, Halmarson, Preibisch, Kristenson, Pryse.

ELCIC Governance Manual for NCC was reviewed.

CC-06-33 That NCC approve the amended ELCIC Governance Manual for National Church Council.
Carried

A thank you was extended to the task force committees on Strategic Planning and the Governance Manual.

Vice President, Roger Kingsley asked the National Bishop Raymond Schultz to assume the chair.

Vice President, Roger Kingsley was nominated to serve as chair of National Church Council.

CC-06-34 Nominations for chair of NCC be closed. **Carried**

Vice President, Roger Kingsley was elected as chair of NCC by acclamation.

Rev Roger Haugen was nominated to serve as vice chair of National Church Council.

CC-06-35 Nominations for vice chair of NCC be closed. **Carried**

Rev Roger Haugen was elected as vice chair of NCC by acclamation.

Vice President, Roger Kingsley assumed the chair.

According to the new Governance Manual, a committee of three members will serve as the Bishop's review committee.

CC-06-36 That Don Storch, Elizabeth Hachborn, and Maaike Froelich be elected to serve on the Bishop's review Committee. **Carried**

CC-06-37 That NCC request the National Bishop draw the Church's attention to the NCC document *A Public Statement of Pastoral Concern for Those Living with HIV/AIDS* passed by NCC September 19th 1998. And, further recommends that the National Bishop make a public statement highlighting the ELCIC's concern prior to the Ecumenical Pre-Conference at the 2006 International AIDS Conference. **Carried**

CC-06-38 That NCC request the National Bishop to raise with the conference of Bishops the need to seek ways to be proactive in their territory on the issue of health care and that they be guided by the 2002 Lutheran Office for Public Policy paper *Why Canada Needs a New Health Covenant* and the *Health Care Covenant for All People in Canada* written by the Ecumenical Health Care Network of the Canadian Council of Churches, April 2002. **Carried**

Appointment of Auditors for 2006

CC-06-39 That NCC re-appoint Ernst and Young as the auditors for the ELCIC and the ELCIC Group Services Inc. for the 2006 year. **Carried**

Members of NCC requested that the NCC docket material for future meetings be mailed out in hardcopy form and be numbered for easy reference. Requested it be mailed out two weeks prior to the meeting, and those members who need hardcopy can notify the National Office.

Meeting Dates:

September 14-16, 2006

March 15-17, 2007

June 20-24, 2007 – National Convention

The Very Rev Peter Wall gave his reflections on the March NCC meeting. Rev Wall shared information on the Anglican Church of Canada General Synod in June 2007. They will be addressing the Same-Sex Blessing issue at their Synod. There is a report on the issue available on the ACC website. Residential school issue is been revisited as far as settlement with the government of Canada.

Chaplain for the September 14-16, 2006 meeting is Rev Trish Schmermund

Rev Sonja Free lead the closing devotions.

The meeting adjourned at 12:15 pm

Respectfully submitted,
Faye Schultz

Note: Minutes corrected and passed at the September 14-16, 2006 National Church Council meeting.