

Evangelical Lutheran Church in Canada
Minutes of the National Church Council Meeting
September 5–7, 2019
Hampton Inn & Suites Winnipeg Airport Hotel (Winnipeg, MB)

Present:

Officers:	National Bishop Susan Johnson Gene Blishen, Treasurer	Sheila Hamilton Vice-Chair Linda Grainger, Secretary
Council:	Rev. Chris Bishopp Bruce Cook Rev. Jane Gingrich Rev. Dr. James Hendricksen Rev. Canon Dr. Murray Still, CoGS	Rev. Íris Kristjánsdóttir Pat Lovell Kathleen Jensen Rev. Kimberlynn McNabb <i>(Friday and Saturday only)</i>
Synod Bishops:	Bishop Sid Haugen, SK Synod Bishop Larry Kochendorfer, ABT Synod Bishop Greg Mohr, BC Synod Bishop Michael Pryse, Eastern Synod Bishop Jason Zinko, MNO Synod	
Staff:	Trina Gallop Blank, Assistant to the Bishop, Communications and Resource Generation Rev. Paul Gehrs, Assistant to the Bishop, Justice and Ecumenical and Interfaith Relations Kyle Giesbrecht, Director of Finance and Administration Rev. Lyle McKenzie, Assistant to the Bishop, Worship Deacon Gretchen Peterson, Assistant to the Bishop, Youth and Leadership	
Guest:	Kathryn Johnson, ELCA Director for Ecumenical & Inter-Religious Relations	
Regrets:	John Nilson, Linda Sander and Curt Satre (NCC) Desiree Mendoza, Meetings and Communications Coordinator (Staff)	

THURSDAY, SEPTEMBER 5, 2019

Opening Prayer

Led by Rev. Jane Gingrich and Bruce Cook, Meeting Chaplains.

Sheila Hamilton called the meeting to order.

Sheila acknowledged we meet on the territory of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and on the homeland of the Métis Nation.

She welcomed newly elected NCC members as well as Kathryn Johnson, ELCA.

Code of Conduct Response Team – Bruce Cook and Rev. Íris Kristjánsdóttir.

Approval of Agenda

Additions to agenda — Saturday morning 9 a.m. add “Other Appointments to Committee Appointments.” Also add ELCA Kathryn Johnson Saturday morning following appointments.

M/S That NCC approves the NCC meeting agenda. **CARRIED.**

Declaration of Conflicts of Interest – No conflicts declared.

Approval of NCC Minutes July 10 and 13, 2019

M/S That NCC approves the July 10 and 13, 2019 meeting minutes. **CARRIED.**

Approval of 2019 National Convention Minutes July 11–13, 2019

M/S That NCC approves the 2019 National Convention minutes. **CARRIED.**

Bishop Susan took over the chair.

NCC Orientation

1. Review of evaluation of the last term - Sheila Hamilton provided a summary of the NCC Evaluation that was done from May to July 2019. Governance Committee will review the results further.

Sheila Hamilton took over the chair.

2. Bishop Susan Johnson led us through an exercise to develop a covenant on “How we will work together”
 - Be prepared
 - Respect each other (ok to differ)
 - Respectful and honest conversation
 - Warm atmosphere (welcoming attitude with sense ok to approach others; feel secure)
 - Safe space
 - Building trust (conversations to learn about people and understand them)
 - No hidden agendas
 - Speak directly and for ourselves
 - Flexible and responsive to our time (i.e. always have “other business”)
 - Spirit led and God guided
 - Clarity around purpose and role
 - Respect and support decisions that we make
 - avoid triangulation
 - work on team building

- good humour
 - respect limits/boundaries (i.e. directing staff)
 - reciprocity with staff
 - able and enabled leadership
3. Committee assignments for this term – NCC members were asked to complete *NCC Committee Sign up* sheet by noon tomorrow.
 4. Accessing documents database – Kyle Giesbrecht led us through how to use Box to access ELCIC National Office documents. NCC members will have access to view documents only (no editing rights).

Report of the National Bishop

Bishop Susan Johnson gave an oral report to supplement her written report.

Report on *Empowered Disciples (update on Strategic Plan)*

Presentation by staff Trina Gallop Blank, Rev. Paul Gehrs, Deacon Gretchen Peterson and Rev. Lyle McKenzie.

Closing Prayer led by Rev. Jane Gingrich and Bruce Cook.

Meeting adjourned.

FRIDAY, SEPTEMBER 6, 2019

Opening Prayer

Led by Rev. Jane Gingrich and Bruce Cook.

Sheila Hamilton called the meeting to order
(*Bishop Susan and Trina Gallop Blank absent until after coffee break*)

Reports:

Synod Bishops

Saskatchewan Synod Report – Bishop Sid provided an oral report.

BC Synod Report – Bishop Greg Mohr's report was distributed at the meeting

The remaining three Bishops' reports were included in the docket.

(*See Appendix A: SK Synod Bishop Report and Appendix B: BC Synod Bishop Report*)

Synod Talking Points or Minutes

These will continue to be shared.

Conference of Bishops

Bishop Greg Mohr provided a report on behalf of the Conference of Bishops. They are requesting that NCC conduct a review of the convention expense policy.

CC-2019-38 That NCC initiates a review of the ELCIC National Convention Delegate Expense Reimbursement Policy. Review to be done by the Finance Committee by March 2021.

CARRIED.

Manual re Discipline of Rostered Ministers

CC-2019-39 That NCC approves the amendments to the ELCIC Manual Re: Discipline of Rostered Ministers. **CARRIED.**

(See Appendix C: ELCIC Manual Re: Discipline of Rostered Ministers)

There is a paper being published that can serve as a resource regarding plagiarism. Suggestion to post it on www.worship.ca.

Council of General Synod

Rev. Canon Dr. Murray Still provided an oral report

(See Appendix D: CoGS Report)

Officers

Report included the Officers' Minutes from August 12, 2019

The Lutheran World Federation Council

Bishop Larry provided highlights from his report.

Report from Director of Finance

Kyle presented a report on financials.

(Coffee break)

Greetings – Dr. Kathryn Johnson, ELCA

Dr. Kathryn Johnson, Director for Ecumenical & Inter-Religious Relations, ELCA brought greetings from Bishop Eaton. She gave a report of some of the work going on in the ELCA.

Bible Study

Rev. Íris Kristjánsdóttir led Bible Study built on one of the four vision priorities of the ELCIC — *One Body Working Together*.

Convention Motions Review

NC-2019-01 – done

NC-2019-02 – will be dealt with later in the agenda; appointments

NC-2019-03 – JALC will continue to oversee; nothing else needed at this point

NC-2019-04 – nothing needed at this time

NC-2019-05 – tools for congregations to use; incorporate into Greening Faith Communities; letters already written; we could have conversation with Hampton and other spaces we use; audit of National Office; consider E-Communique, social media, *Canada Lutheran*

NC-2019-06 – done

NC-2019-07 – ongoing promotion of materials
NC-2019-08 – letters in process
NC-2019-09 – letters in process
NC-2019-10 – update Candidacy Manual through PCLM
NC-2019-11 – PCW to work on it; return to NCC by September 2020; consult with ELCA
NC-2019-12 – Candidacy Manual to be updated through PCLM
NC-2019-13 – letters to be sent; reminders through E-Communique and synod distribution
NC-2019-14 – refer to PCLM
NC-2019-15 – staff to refer to synods and seminaries
NC-2019-16 – done
NC-2019-17 – task force; need voices from the community to lead us; suggestion to add pronouns to our NCC name tags
NC-2019-18 – done
NC-2019-19 – will need to create task force; consider appointments later in agenda; Citizens for Public Justice has offered to help

Bruce Cook led the group in prayer.

(Lunch break)

ELCIC Group Services Inc. (GSI) Corporation Meeting

Lisa Thiessen, Executive Director and John Wolff, President of ELCIC Group Services Inc. presented to NCC.

(See Appendix E: GSI Minutes of the Annual Information Meeting)

Vision Statement Task Force

Trina Gallop Blank and Bruce Cook provided an update on the work of the task force.

Convention Motions Review *(continued)*

NC-2019-20 – letter written; task force?
NC-2019-21 – letter sent to ELCA
NC-2019-22 – done; will continue to monitor
NC-2019-23 – not needed
NC-2019-24 – task force to share updates
NC-2019-25 – develop communication strategy
NC-2019-26 – stagger appointment of task forces; start with 1 this fall; add another next year; helpful to have staff review workload in light of strategic plan; then have officers review before coming back to NCC; hope we can get something started before March meeting; perhaps send Terms of Reference to NCC for comments to get things started; might be best to start with #3; concern that if we start with #3 we may open ourselves to criticism for self ranking;
Decision: to have staff do 3 zoom meetings with people directly connected to issues to identify potential task force members and report to March NCC meeting; start to frame mandate of task force and plan to move forward; please forward names to Bishop Susan in the next 2 weeks
NC-2019-27 – nothing needed
NC-2019-28 – nothing needed
NC-2019-29 – refer to Constitution Committee

NC-2019-30 – to be arranged in March or September 2020; Bishop Susan will make arrangements

NC-2019-31 – letter to be written to diaconal community sharing that this motion was passed; Bishop Susan to write article for *Canada Lutheran*

NC-2019-32 – nothing needed

National Convention Evaluation

NCC reviewed the evaluations that were submitted and provided feedback.

Bruce Cook closed our meeting with prayer.

Review of Strategic Plan and Work Plan in View of Convention Actions

Deferred to next meeting.

Meeting adjourned.

SATURDAY, SEPTEMBER 7, 2019

Opening prayer

Led by Rev. Jane Gingrich.

Meeting called to order by Bishop Susan Johnson.

Committee Appointments

CC-2019-40 That NCC makes the following appointments:

Constitution — Rev. Chris Bishopp, Linda Grainger, Kathleen Jensen, Rev. Kimber McNabb and Rev. Canon Dr. Murray Still

Finance — Gene Blishen, Bruce Cook, Rev. Jane Gingrich, John Nilson and Curt Satre

Governance — Sheila Hamilton, Rev. Dr. James Hendricksen, Rev. Íris Kristjánsdóttir, Pat Lovell and Linda Sander

Audit — Rev. Chris Bishopp, John Nilson and Mark Kneale

CoGS — Pat Lovell

FOD — Rev. Íris Kristjánsdóttir

Women of Faith Fund — Bruce Cook

Strategic Planning Processes Review — Rev. Jane Gingrich, Bishop Susan Johnson and Curt Satre

CARRIED.

Other appointments:

These will be done as en bloc e-vote.

Open Discussion of the Hopes for the Next Three Years

- We've heard about some disconnect; hope for greater engagement with the National Church; greater interest from grassroots level
- Build a sense of "we're in this together"
- Difference between urban/suburban/rural – how to include all of those; understanding amongst all
- Consider series of town hall meetings where National Bishop and Synod Bishops participate in listening events to hear from folks
- Always a sense of doing and structuring something that we're going to measure but what is needed is a sense of sharing, participating in a Lutheran family; what we are and how we exist as Lutherans; National Church has a predominant role in capturing that
- Model we have needs to progress to something different; some innovation in what we attempt; have some faith as we move forward; some things don't work but we can learn from that
- Spiritual gathering; spirituality is our governance; develop relationships; begin to see ways forward;
- Build relationships with partners especially with respect to reconciliation
- Continuing to build on community connection; target the 25-40 year olds; there is interest and passion; sometimes a lack of commitment; use technology better; offer opportunity to connect (i.e. Zoom calls)
- Youth don't always know how to become engaged; we could offer opportunity to do so
- Live into full communion with Anglican youth beyond CLAY; connect more
- Afraid about how much we have to do in the next 3 years; we need to think deeply about communication; doesn't mean doing old things with new technology; internal and external stakeholders
- Some way to consider day care when wider church events are planned
- Need to re-frame what we are as church as we move forward; youth are engaged in activities volunteering in their community; maybe we just need to catch up with them
- Not certain we are aware who is watching and listening
- Generation mid-40's asking about podcasts; different media we are not engaging in
- Due to glacially slow structural change process we have heightened some distance from grassroots
- When we do strategic plan work is there a way to include greater participation
- We need to talk to people (like GSI tour)
- We're doing a lot of stuff right
- Most of what prompted our attempt at restructuring is only exacerbating; in the next 3 years we'll need to take another look at that

Unfinished Business

Feb. 5/19 letter from Rev. Kenn Ward

Bishop Susan to send a letter on our behalf.

Feb.14/19 letter from Les Pearson

Bishop Susan to send a letter on our behalf.

Parochial Reports

What are stats we need to continue to collect? Two years ago the process was revamped. It should take 10–15 minutes to complete. We've heard feedback that people like the new format. Could consider changing the name of the report. Need to ensure contact information is correct. Kyle Giesbrecht to compile information regarding numbers yet to be completed, etc. for the next NCC meeting.

New Business

Sense of Distrust/Disconnect with National Church

- Concern was raised as a result of a Synod Council meeting; openness to have great relationship
- Transparency needed
- COB could discuss how we can work together and how to disseminate information
- Is there a sense of ownership at the pew level?

Meeting Evaluation

- Very good; hasn't felt lost
- Really appreciated participation of new members and CoGS and ELCA
- Appreciated staff presentation focused on Empowered Disciples
- Thanks to Sheila; felt welcomed; felt more comfortable as the meeting went along
- Appreciated GSI presentation
- Warm atmosphere; reviewed "how we work together" and this meeting felt good
- Good use of time/resources for our relatively small council
- Very good meeting; left room for moving forward
- Enjoyed the meeting; kindness and warmth felt
- Missed Desiree but managed to get through

(Coffee break)

Meeting Highlights

(See Appendix F: September 2019 National Church Council Meeting Highlights)

Next NCC Meetings

March 13–15, 2020

Chaplains — Deacon Gretchen Peterson and Bishop Jason Zinko
Bible Study — Rev. Kimber McNabb

September 10–12, 2020 *(note change from agenda)*

Closing Worship

Led by Bruce Cook and Rev. Kimber McNabb

Meeting adjourned.

Sept/2019 Sask Synod Report to NCC: Bishop Sid Haugen

Looked at my last report to Synod Council. . .around 3000 words. . .and wondered what to crib out of that that was relevant to this particular table and context. I have three comments:

1. Capacity: The shape of staffing at Sask Synod is as follows.

- Bishop's Administrative Team: 1.5 in the office: Since our last meeting the work of the newly minted Bishop's Administrative Team is most noticeable. .8 time Office Manager .5 time Executive Assistant Finance Manager on a .2. The Bishop's Administrative team is in charge of financial management, coordinating synod council committees, communicating with the congregations and ministries of the synod, etc.
- Bishop's Pastoral Team: .5 on the road: Pastor Dennis Serfas and Pastor Jerry Borkowsky serve as .25 time Assistants to the Bishop: Dennis for the northern region, Jerry for the southern. The pastoral team "makes the rounds" with rostered leaders and congregations.
- Full time bishop: around 4000 km a month on the road, with synod office in Saskatoon and a bishop's study in Regina.
- At NCC, you will hear me ask about capacity when decisions here require synods to do the work. The thin layer of staffing is the reason.

2. Rural churches: About 80% of our churches are rural .

- Continue to have a critical leadership issue. Shortage of candidates is one aspect. The other is that often congregations in their current configurations couldn't afford one if one was available. And without a robust concept of lay ministry, an 8 point parish is unwieldy both in terms of travel expense, and availability.
- Pastoral team is working with a collection of 10 congregations north of Regina with an interest in working together in ministry. Working to stay in the process with them as they discern a way forward in conversation with each other.

3. Work with LTS, Saskatoon

- Radical changes at LTS. The board of governors has decided to leave the University setting, the 50,000 plus square feet of classrooms, offices, chapel, library and dorm. . .that handles about 25 students, all taking the course work through distance delivery or two week intensives. Working toward an agreement to move LTS into the Sask Synod Campus centre as a renter with Lutheran Campus Ministry. Working on the sale of the LTS building, complicated by the fact that the seminary is on land leased from the University. Working on finding new office space for Sask Synod.

Respectfully submitted,

Bishop Sid



BRITISH COLUMBIA SYNOD

Evangelical Lutheran Church in Canada

80 East 10th Avenue

New Westminster, B.C. V3L 4R5

BC Synod Bishop's Report to National Church Council, September 2019

Synod-Wide Conversations

The Synod-Wide Conversations that began in February continued throughout March and April. These Conversations were held in all regions of our synod — nine Conversations in all. Three of those Conversations were large group gatherings facilitated by our consultant Charles Holmes, who truly is a gifted facilitator and mentor (www.ceholmesconsulting.com). Approximately 250 participated in the Conversations. Synod Council then received all of the “raw data” from the Conversations and set aside a 3-day retreat in June with Charles Holmes in order to work through all that we heard and read, and to discern what priorities should guide us in our decisions and in our ministry for the coming years.

All of this “data,” along with Synod Council's discernment and synthesis, will be discussed and reviewed at the fall Regional gatherings. People are anxious to hear what others have said. They are curious as to what Synod Council discerned throughout this exercise. They also are requesting that we hold more conversations and help provide greater opportunity for people to share with one another and work more closely together.

[Background: In my previous report to National Church Council I outlined the purposes of the Synod-Wide Conversations. I am re-printing it here for those who are new to NCC:

The conversations will help us explore some important questions:

- *Who are we as the people of God in our BC Synod?*
- *Where is God leading us in the days and years ahead?*
- *What shall our priorities be?*
- *How might we best support and encourage one another as individuals, congregations and synod?*

These synod-wide conversations will provide us with an opportunity to listen to each other, to pray for discernment, and to share in fellowship with our brothers and sisters in Christ.

Once all of the synod-wide conversations are held, Synod Council will meet in retreat later in the spring, and, along with our consultant, will review all of the comments and conversations and begin to discern what priorities shall guide us in our decisions and our ministry for the coming years.]

BC Synod Study Conference

The BC Synod's Study Conference for Rostered Leaders was held at the end of May, with guest presenter Dr. Karoline Lewis of Luther Seminary, St. Paul. Dr. Lewis invited us into the story of the Woman at the Well, and also explored with us the topic of “She: On Being a Woman in Ministry.” We are so very grateful to Dr. Lewis for facilitating such heartfelt conversation and listening. The

stories shared by women in ministry were deeply moving and very concerning. We have much to think about and to change with respect to our ministry together.

Global Companion Relationship Rejuvenated

I am pleased to report that we have re-connected with our Global Companion, the Lutheran Church in Peru. They had been through some very difficult times as a church and have recently re-organized. We maintained some contact with them during their crisis but now, with the election of a new president, we have been able to move forward quite quickly in re-committing to our Companion relationship. At the May 2019 gathering in Edmonton for the ELCIC Global Mission Consultation, I spoke to Paulina Dasse, the ELCA person responsible for that division of Global Missions. She was able to coordinate a Zoom meeting with the newly-elected president and myself; Paulina speaks Spanish so she was able to provide the translation as well. Another Zoom meeting is scheduled for August 29th. Also, two of us from the BC Synod will be attending the Global Mission gathering in Guatemala this November, and we will be able to work towards the formal renewal of our Global Companion Agreement.

Inquiry to Join the ELCIC

This is the first time I have come across this in our synod — a congregation from another denomination and the pastor serving that congregation have asked to enter into a time of discernment with our synod in order to determine whether they will seek to join the ELCIC. We have had some wonderful conversations to date. I have met with the pastor several times; he will be taking a number of “Lutheran” courses this coming year. I also met with the congregation in June and also will be meeting with their leadership team on August 25th. Many more conversations will take place in the coming year.

20th Anniversary of the Signing of the Joint Declaration on the Doctrine of Justification

Following the commemoration of the 500th anniversary of the Reformation, the RC-Lutheran team in the Greater Vancouver area chose to continue meeting together. They have had many enriching conversations over these past couple of years. They also are facilitating a prayer service on November 3 in order to commemorate the Joint Declaration on the Doctrine of Justification. RC Archbishop Miller and I will participate in the worship service. Leaders from the Anglican, Presbyterian and Reformed churches will be invited to participate as well, for these church bodies subsequently also signed the Joint Declaration.

Anniversaries of Ordination/Consecration

I don't believe I provided you with a new policy adopted by our Synod Council concerning how we recognize anniversaries of ordinations and consecrations (now to be referred to by the single term of ordination). Previously, the first anniversary celebrated at synod conventions was a person's 25th anniversary. As we thought about this, we recognized that more and more rostered ministers were “second career” ministers. That meant that many rostered ministers would be well into retirement before they ever received their 25th anniversary recognition and gift. In addition, there was widespread concern that we needed to encourage and recognize those active practitioners much earlier in their careers. I assigned several people to review the current practice, to prepare recommendations and solicit feedback from a cross-section of rostered ministers, and then to bring recommendations to Synod Council. The following is the policy adopted by our Synod Council.

Celebrating Anniversaries of Ordinations/Consecrations for Rostered Ministers

Within One's Home Congregation: A rostered minister's home congregation is encouraged to recognize anniversaries on 5-year increments. In January of each year, the

synod office will provide a list to congregations and rostered ministers of those celebrating 5-year increment anniversaries.

Congregations are encouraged to draw attention to the anniversary of ordination or consecration on the Sunday closest to the anniversary date. For milestone anniversaries (such as 10, 20, 30 etc.) a congregation is encouraged to celebrate with a luncheon or a cake following worship service.

Congregations are invited to consider granting an extra Sunday off for those celebrating a 5-year-increment anniversary.

At Rostered Ministers Study Conference: *The annual Study Conference for Rostered Ministers will acknowledge those celebrating 5-year-increment anniversaries.*

At Synod Conventions: *For the 10th and 20th Anniversaries, recognition will be made at the Synod convention in the following manner.*

10th Anniversary year Pectoral Cross presented

20th Anniversary year Financial donation given in honour of rostered minister

The celebration of anniversaries at Synod Conventions will honour those who, in that calendar year, celebrate the 10th or 20th year of ordination or consecration, as well as those whose 10th and 20th anniversaries took place in the preceding two years.

(Policy adopted by Synod Council, March 2018)

May God's peace be with you all,

+Bishop Greg Mohr
BC Synod - ELCIC



MANUAL RE: DISCIPLINE OF ROSTERED MINISTERS

- **Guidelines Re: Grounds for Discipline of Rostered Ministers**
 - **Rules for Synod Investigating Committees**
 - **Rules for Synod Committees on Discipline**

Approved by National Church Council
September 2019

EVANGELICAL LUTHERAN CHURCH IN CANADA

MANUAL RE DISCIPLINE OF ROSTERED MINISTERS

GUIDELINES RE: GROUNDS FOR DISCIPLINE OF ROSTERED MINISTERS

These guidelines describe the suggested grounds for which ordained and lay diaconal ministers, hereafter referred to together as rostered ministers, may be subject to discipline according to the practice of ELCIC and the Synods. Their purpose is juridical: to assist in the processes of consultation, discipline, and appeals. These Guidelines are separate from various procedures and guidelines which may be established by ELCIC or a Synod to deal with matters such as alleged sexual abuse or harassment and which are intended to ensure compliance with civil law and to provide a pastoral response.

Grounds for discipline of rostered ministers are as follows:

- 1. Preaching or teaching in conflict with the faith confessed by the ELCIC** shall be grounds for discipline of rostered ministers.
- 2. Conduct unbecoming a rostered minister** shall be grounds for discipline of rostered ministers. Kinds of behaviour which are incompatible with the character of the ministerial function include, but are not limited to:
 - a. Conviction of a Criminal Offense**

Society has placed a high premium upon the role of law in regulating the rights and duties of individuals. This includes laws that define certain conduct as a criminal offense. The commission of an indictable offence, in the absence of some reasonable explanation for such conduct, is conduct unbecoming a rostered minister and grounds for discipline.
 - b. Membership in Organizations**

No rostered minister shall belong to any organization that in its documents, rites or practices contradicts the Gospel of salvation through faith in Jesus Christ.
 - c. Confidential Communications**

Rostered ministers shall respect a confidential confessional communication and may not disclose such communication, except with the express permission of the person involved, or where required by law, or in order to prevent the commission of a crime.
 - d. Relationship to Family**

Rostered ministers, whether married or single, are expected to uphold Christian ideals of marriage in their public ministry as well as in private life.

A rostered minister's spouse and children, are to be regarded by the minister with love, respect, and commitment.

Any departure from this normative behaviour shall be considered conduct unbecoming a rostered minister.

Such departure might include any of the following:

- (i) Separation or divorce that occurs without consultation with the synodical bishop's office and without the rostered minister taking appropriate action on any agreement reached in such consultation. Each case of separation or divorce must be considered pastorally.
- (ii) Desertion or abandonment of spouse or children.
- (iii) Abuse of spouse or children.
- (iv) Repeated failure to meet legally determined family support obligations.

e. Sexual Matters

Adultery, promiscuity, the sexual abuse of another, or the misuse of counseling relationships for sexual favors or other advantage would constitute conduct unbecoming a rostered minister.

f. Substance Abuse

Misuse of alcohol or mind-altering substances impairs the ability of a rostered minister to perform the duties of the office with full effectiveness. The failure to embark on an effective treatment program or to follow through on treatment and abide by the terms of such treatment and the consequent impairment of performance is conduct unbecoming a rostered minister.

g. Fiscal Responsibilities

Rostered ministers are expected to conduct their fiscal affairs in accordance with ethical and legal requirements. Among those fiscal activities which shall be considered conduct incompatible with the character of the ministerial office are:

- (i) indifference to or avoidance of legitimate and neglected personal debts;
- (ii) embezzlement of money or improper appropriation of the property of others; and
- (iii) using the ministerial office improperly for personal financial advantage.

h. Dishonesty

Any act of dishonesty, including, but not limited to, any act of plagiarism (which is defined as presenting, whether intentionally or not, the ideas, expression of ideas or work of others (whether attributed or anonymous) as one's own in any work, lecture, writing, publication, video, broadcast, sermon, or teaching).

- 3. Willful disregard or violation of the functions and standards established by ELCIC** for rostered ministry shall be grounds for discipline of rostered ministers. Functions and standards for ordained ministry are found in the ELCIC Constitution, Article VII and the ELCIC Administrative Bylaws, Part III; Functions for lay diaconal ministry are found in the ELCIC Constitution, Article VIII and the ELCIC Administrative Bylaws, Part III.1.
- 4. Willful disregard of the constitution, administrative bylaws or enactments of ELCIC or the Synods** shall be grounds for discipline of rostered ministers.

RULES FOR SYNOD INVESTIGATING COMMITTEES

5. Definitions

"Complainant" is the person or persons who lodge(s) a Complaint against a rostered minister which, if proven, could result in discipline of the minister.

"Complaint" is the written description of the allegations made against a rostered minister which, if proven, could result in discipline.

"Respondent" is the rostered minister who is the subject of a Complaint which, if proven, could result in discipline of the rostered minister.

Establishing the Need for an Investigating Committee

6. Rostered ministers shall be subject to discipline for:
 - a) preaching and teaching in conflict with the faith confessed by the ELCIC;
 - b) conduct unbecoming a rostered minister;
 - c) willful disregard or violation of the functions and standards established by the ELCIC for rostered ministry; and
 - d) willful disregard of the constitution, administrative by-laws, or enactments of the ELCIC or the Synod.
7. The synodical bishop, upon becoming aware of circumstances that might subject a rostered minister to discipline as outlined in the proceeding Rule, shall investigate such matters, shall consult with the minister and shall seek to deal with such circumstances.

Should these endeavors not be resolved to the satisfaction of the synodical bishop, the synodical bishop may censure or admonish the rostered minister either privately or before the synod council, or may initiate a Complaint against the rostered minister, to be dealt with in the manner set out below.

8. A Complaint against a rostered minister which could lead to discipline must be specific and in writing, subscribed to by a Complainant, and may be made by one or more of the following:
 - a) a majority of the members of the congregational council of the congregation of which the rostered minister is under call, submitted to the synodical bishop;
 - b) a majority of the voting members of the congregation of which the rostered minister is under call, submitted to the synodical bishop;
 - c) a majority of the members of the governing body to which the rostered minister is accountable (if the minister is not under call from a parish) submitted to the synodical bishop;
 - d) at least 10 rostered ministers of the synod on whose roster the rostered minister subject to the Complaint is listed, submitted to the synodical bishop; or
 - e) the synodical bishop.

Upon receipt of a proper Complaint under this paragraph 8, the synodical bishop shall immediately proceed to appoint an Investigating Committee to investigate the Complaint and shall arrange the first meeting of the Committee and provide each member of the Committee with a copy of all written material provided to the synodical bishop by the Complainant and the Respondent.

9. If the Complainant is a synodical bishop then references in paragraph 8 and in paragraphs 60(c), 61, 62 and 63 to “synodical bishop” shall not include the Complainant but rather shall include the National Bishop or a synodical bishop, other than the Complainant, chosen by the National Bishop.

10. Temporary Suspension of the Respondent

If, upon investigation by the synodical bishop, but before a recommendation has been made by a Committee on Discipline, obvious heresy or flagrant immorality of an rostered minister is apparent to the synodical bishop, or if a rostered minister shall have admitted guilt or absconded, or if the circumstances are such that, in the opinion of the synodical bishop, the congregation, the Synod or the ELCIC would suffer injury if the rostered minister continued to exercise the office of the rostered ministry during the progress of disciplinary procedures, the synodical bishop may immediately suspend the rostered minister from the office of the ministry until the Complaint has been fully and finally decided by the synod council. Each such suspension shall be reported to the next meeting of the synod council.

In the event a rostered minister is suspended from the office of ministry, the congregation or other employing agency shall continue to pay the salary and benefits until the matter is resolved by the Committee on Discipline.

11. The Investigating Committee: Preliminary Matters

- a) The Investigating Committee shall be composed of two rostered ministers and two lay members of the synod appointed by the synodical bishop.
- b) The Investigating Committee must be seen to be impartial and without bias toward either the Respondent or the Complainant. No person may serve on the Investigating Committee who:
 - i. has any substantial prior knowledge of the matters to be reviewed by the Investigating Committee;
 - ii. is related to either the Respondent or the Complainant;
 - iii. was, or is a member of a congregation served by the Respondent; or
 - iv. was, or is, a member of a congregation where the Complainant are members.

Should such a person inadvertently be appointed to an Investigating Committee, such a person shall declare the conflict and withdraw immediately from the Committee so that another person may be appointed.

12. The Investigating Committee shall choose one of its members to serve as chairperson and one of its members to serve as its secretary. The chairperson shall be responsible for presiding at the meetings of the Committee, arranging for all meetings of the Committee, arranging for interviews with all necessary persons in the course of the investigation, communicating with the synodical bishop and all parties involved in the investigation. The secretary shall be responsible for keeping accurate summary of all meetings and interviews and for correspondence resulting from the investigation.
13. The expenses of the Investigating Committee shall be the responsibility of the synod. The expenses of the Complainant shall be borne by the Complainant and the expenses of the Respondent shall be borne by the Respondent.

The Work of the Investigating Committee

14. A quorum for a meeting of the Investigating Committee shall be all four members.

15. The Committee shall review the Complaint, any responses to the Complaint by the Respondent and shall plan for how it will conduct the investigation. In conducting the investigation the Committee shall make such inquiries as the Committee deems appropriate.
16. The Committee shall arrange interviews with the Complainant and with the Respondent. Interviews should be scheduled in such a way as to maximize the use of time for the Committee while minimizing awkwardness for both the Complainant and the Respondent.
17. As a courtesy to the parties, the actual interviews should be carefully planned. The questions to be asked and follow up questions should be considered by the Committee.

The Investigating Committee: Determination, Report, and Post-Hearing Matters

18. For the purpose of reaching its determination, the Investigating Committee shall meet without the presence of any person who is not a member of the Committee other than its own attorney.
19. The Investigating Committee shall determine whether or not there are reasonable and probable grounds to believe that the Respondent should be subject to discipline. The report of the Investigating Committee shall be in writing, shall outline the evidence it heard, and shall indicate the conclusions of the Committee.
20. At least three members of the Investigating Committee must concur with a determination that there are reasonable and probable grounds to believe the Respondent should be subject to discipline.
21. If the Investigating Committee determines that there are no reasonable and probable grounds to believe the Respondent should be subject to discipline, it shall report this finding to the synodical bishop, who shall inform the parties involved. In such circumstances all documentary and physical evidence submitted to the Investigating Committee shall be returned to the party who presented it.
22. If the Investigating Committee determines that there are reasonable and probable grounds to believe the Respondent should be subject to discipline, the synodical bishop shall convene a Committee on Discipline as soon as possible, but not later than 60 days after the report of the Investigating Committee is submitted, to hold a hearing with respect to the matter. In such circumstances all documentary and physical evidence in the possession of the Investigating Committee shall be presented to the Committee on Discipline, at their first meeting by the Investigating Committee together with the report of the Investigating Committee.
23. Upon completion of its report, the file and records of the Investigating Committee shall be maintained in the synod office for safekeeping.
24. If a Committee on Discipline is convened, representatives of the Investigating Committee shall present the report of the Investigating Committee to the Committee on Discipline and may participate in any hearing conducted by the Committee on Discipline.

RULES FOR SYNOD COMMITTEES ON DISCIPLINE

25. Definition of Terms

“Complainant” is the person or persons who lodge(s) a Complaint against a rostered minister which, if proven, could result in discipline of the minister, and includes the Investigating Committee.

“Complaint” is the written description of the accusations made against a rostered minister which, if proven, could result in discipline.

“Respondent” is the rostered minister who is the subject of a Complaint which, if proven, could result in discipline of the minister

Committee on Discipline—Preliminary Matters

26. If the Investigating Committee determines that there are reasonable and probable grounds to believe a rostered minister should be subject to discipline, the synodical bishop shall convene a Committee on Discipline as soon as possible, but not later than 60 days after the report of the Investigating Committee is submitted, to hold a hearing with respect to the matter. In such circumstances all documentary and physical evidence in the possession of the Investigating Committee shall be presented to the Committee on Discipline, at their first meeting, by the Investigating Committee together with the report of the Investigating Committee.
27. A Committee on Discipline shall consist of seven members appointed by the synod council.
The National Bishop of the ELCIC shall nominate one rostered minister and one lay person from outside the synod involved to serve on the Committee on Discipline. In addition three rostered ministers and two lay persons from within the synod shall be appointed to the Committee on Discipline. The synodical bishop, or such person approved in his or her stead pursuant to paragraph 9, shall be entitled to attend any hearing of the Committee on Discipline, but shall not be a member of the Committee on Discipline, nor shall she or he attend or be involved in the deliberations of the Committee on Discipline.
28. The Committee on Discipline must be seen to be impartial and without bias toward either the Respondent or the Complainant. No person may serve on the Committee on Discipline who:
 - a) has any substantial prior knowledge of the matters to be reviewed by the Committee of Discipline;
 - b) is related to either the Respondent or the Complainant;
 - c) was or is a member of a congregation served by the Respondent; or
 - d) was or is a member of a congregation where the Complainant are members.Should such a person inadvertently be appointed such a person shall declare the conflict and withdraw immediately from the Committee so that another member may be appointed.
29. The Committee on Discipline shall choose as its chairperson one of its members who was a nominee of the national bishop of the ELCIC, and shall choose one of its members to serve as its secretary. The chairperson shall be responsible for presiding at the meetings of the Committee, arranging for all meetings of the Committee, and shall fix a time and place for the Committee on Discipline to hold a hearing to consider the Complaint. The secretary shall be responsible for keeping a record of the proceedings of the Committee, for putting together the final written report of the Committee, and for all correspondence necessary to support the work of the Committee.

30. The quorum for a meeting of the Committee on Discipline shall be six members.
31. The expenses of the Committee on Discipline shall be the responsibility of the synod. The expenses of the Complainant shall be borne by the Complainant and the expenses of the Respondent shall be borne by the Respondent.

The Hearing Before the Committee on Discipline.

32. The Respondent shall be entitled to a full hearing before the Committee on Discipline, but the Committee on Discipline may refuse to consider evidence that clearly has no bearing upon the Complaint or that is unduly cumulative.
33. The Respondent, the Complainant, and the chairperson of the Investigating Committee shall be given at least ten days' notice in writing of the time and place and date of the hearing.
34. The hearing before the Committee on Discipline shall commence at the time and place set forth in the notice issued pursuant to paragraph 33, unless in the opinion of the chairperson of the Committee, after consultation, if practical, with the parties involved or their representatives, an emergency such as snowstorm, flood, or airline strike, necessitates a postponement or change of site of the hearing.
35. In the proceedings before Committee on Discipline there shall be a presumption of innocence in favor of the Respondent. Among other things this requires that:
 - a) the Committee shall reach its finding and recommendations solely on the basis of the evidence presented at the hearing before the Committee;
 - b) the Complainant and/or the Investigating Committee have the burden of proof as provided in paragraph 49; and
 - c) the evidence presented at the hearing, as well as the entire process before the Committee, shall be in conformity with the requirements of the constitution of the Synod and constitution and the administrative by-laws of the ELCIC and these Rules, including specifically the due process requirements set forth in paragraphs 52 to 56 inclusive.
36. The hearing shall not be open to the public unless both the Complainant and the Respondent agree to a public hearing.
37. The Investigating Committee shall, through its representatives, present the report of the Investigating Committee to the Committee on Discipline, and may present evidence, call its own witnesses and question witnesses.
38. In the hearing:
 - a) the Respondent, the Complainant and the Investigating Committee may each be represented by not more than two representatives who may present or assist in the presentation of the evidence;
 - b) the Committee on Discipline may permit attendance by a limited number of other persons, with the consent of both the Respondent and the Complainant, or as may be otherwise determined by the Committee on Discipline;
 - c) while testifying a witness may be accompanied by a spouse and by a friend or advocate; and
 - d) witnesses shall be permitted in the hearing only when testifying.
39. Persons permitted to attend the hearing under subparagraphs 38.b. and c. shall not have any role in the proceedings, unless specifically authorized by an additional rule adopted by the Committee on Discipline in a particular case.

40. A verbatim record of the hearing shall be made by an audio or video tape recording or by a stenographer or a court reporter.
41. Following the presentation of its report by the Investigating Committee, the Complainant and the Respondent may, but need not, make opening statements. Such opening statements shall be limited to no more than one hour per side. The Complainant shall be entitled to make the first such opening statement.
42. The Investigating Committee and/or the Complainant may first call witnesses, including the Complainant if appropriate, to present evidence in support of the Complainant. They may also present documentary evidence in support of the Complainant.
43. After the Complainant and the Investigating Committee have had the opportunity to call witnesses and to offer any documentary evidence, the Respondent may call witnesses and offer documentary evidence.
44. After the Respondent has called witnesses and offered documentary evidence, first the Complainant and the Investigating Committee, then the Respondent may call witnesses and offer documentary evidence for the purpose of rebuttal.
45. The Respondent has the right to testify or to remain silent.
46. Whenever a witness (including the Respondent or the Complainant) testifies, the party who has called the witness shall first question the witness, following which the other party may question the witness on any matter relevant to the Complaint. Then the party calling the witness may again question the witness, but only with respect to new matters which arose during the other party's questioning of the witness. A representative of a party, in lieu of the party, may question any witness. Committee members may also question the witness for the purpose of clarification.
47. The Complainant and/or the Investigating Committee and the Respondent or their representatives may, but need not, present closing statements. Closing statements shall be limited to no more than one hour per side. The Respondent shall make the first closing statement. The Complainant and the Investigating Committee shall be entitled to make the final closing statements.
48. The rules of evidence and other rules used in formal judicial proceedings shall not necessarily apply to the hearing. Testimony or documentary evidence shall not be excluded merely because it would be excluded under such formal rules. For example, evidence shall not be excluded merely because it is hearsay, although individual members of a Committee on Discipline may choose to give hearsay evidence little or no weight or importance.
49. The Complainant and the Investigating Committee shall have the burden of proof. The Committee on Discipline shall not find that any allegation contained in the Complaint is true unless the Complainant and/or the Investigating Committee has proven that it is true by a preponderance of the evidence. An allegation has been proven true by a preponderance of the evidence if the Committee, after weighing all of the evidence presented at the hearing, believes that more likely than not the allegation is true.
50. At any time during the hearing the Committee on Discipline may decide to meet in-camera session for deliberations, either with the participation of the parties to the Complaint and their respective representatives, or without the participation of such parties.
51. If the Respondent and the Respondent's representative should fail to appear at the scheduled hearing before the Committee on Discipline, the Committee, after making a record that the Respondent was given notice of the date, time and place of the hearing, and other information relevant to the Respondent's absence of which the Committee has knowledge, may either:

- a) proceed to hear the testimony and evidence offered by the Complainant and render its written decision; or
- b) adjourn the hearing to a rescheduled date, if the Committee concludes that the absence is justified.

Due Process in Discipline Proceedings.

- 52. The Committee on Discipline shall afford the Respondent due process in discharging its responsibilities.
- 53. "Due process" means:
 - a) the right to be given specific written notice of Complaint;
 - b) in the case of the Respondent, the right to testify in person or to remain silent;
 - c) the right to call witnesses;
 - d) the right to introduce documentary evidence concerning the Complaint;
 - e) the right to confront and cross-examine all witnesses;
 - f) the right to a hearing closed to the public unless both the Complainant and the Respondent agree to a public hearing;
 - g) the right to a written decision of the Committee on Discipline; and
 - h) the right to be treated with fundamental procedural fairness.
- 54. "Fundamental procedural fairness" means:
 - a) avoidance by Committee members of written communications to or from either Respondent or Complainant without copy to the other;
 - b) avoidance by Committee members of oral communications with either the Respondent or the Complainant outside of the presence of the other;
 - c) maintaining decorum during the hearing;
 - d) allowing both the Complainant and the Respondent to present their cases without unnecessary interruptions;
 - e) keeping a verbatim record of the hearing, either made by audio or video tape recording or a stenographer or court reporter;
 - f) allowing both the Complainant and the Respondent to be accompanied at the hearing by a representative (who may, but need not, be an attorney) who may also participate in the proceedings;
 - g) impartiality of the Committee which consider the Complaint; and
 - h) the right to be treated in conformity with the governing documents of the Synod or the ELCIC.
- 55. "Due process" and 'fundamental procedural fairness' shall be defined without regard to how these concepts may be defined in secular civil or criminal proceedings. "Due process" and "fundamental procedural fairness" shall mean nothing more and nothing less than what is provided in paragraphs 53 and 54, respectively.
- 56. Once a Complaint against a person has been considered by a Committee on Discipline, that person shall not be required to answer that Complaint again except if a different but related Complaint is laid.

The Committee on Discipline: Determination, Report, and Post-Hearing Matters

57. For the purpose of reaching its findings of fact and recommendations, the Committee on Discipline shall meet without the presence of the Respondent, the Complainant, their representatives or any other person who is not a member of the Committee, other than the attorney of the Committee on Discipline.
58. When the Committee on Discipline has determined by the preponderance of the evidence the Respondent should be subject to discipline, it shall recommend the appropriate disciplinary action. Otherwise the Committee shall recommend the dismissal of the Complaint.
59. At least six members of the Committee on Discipline who were present during the hearing when all evidence was presented to the Committee must concur with the determination that the Respondent should be subject to discipline.
60. The Committee on Discipline shall report its findings and recommendations in writing.

The report shall be in two parts:

- a) Findings of Fact: In this part, the Committee shall set forth what it has found to be the relevant facts—that is, what it believes to be the truth of the matter.
 - b) Recommendation: In this part, the Committee shall state whether, based upon the evidence, it believes the Respondent should be subject to discipline and, if so, what discipline the Committee recommends be imposed on the Respondent. When making such determination the Committee should ensure that the recommendations are:
 - measurable (that it will be clear when the discipline is complete),
 - that there is a time line attached to the discipline (with a clear process for extensions),
 - that it is clear who will supervise compliance with the discipline, and
 - that there are specific consequences made for non-compliance by the Respondent with the discipline.
 - c) The disciplinary actions which the Committee on Discipline may recommend are:
 - private censure and admonition by the synodical bishop;
 - censure and admonition by the synodical bishop before the synod council;
 - suspension from the office and functions of the rostered ministry by the synod council for a designated period or until there is satisfactory evidence of repentance and amendment; or
 - removal from the roster by the synod council.
61. The Committee on Discipline shall file its written findings and recommendation to the synodical bishop, the Complainant and the Respondent within 15 days from the time the Committee completed the hearing.
 62. If the Committee on Discipline recommends that the disciplinary action should be private censure and admonition by the synodical bishop (“private censure”) or censure and admonition by the synodical bishop before the synod council (“council censure”), the synodical bishop may proceed to administer the discipline recommended or reject such recommendations. The form of private censure or council censure shall be in the discretion of the synodical bishop. The synodical bishop shall report in writing the findings and recommendation of the Committee on Discipline to the next in person meeting of the synod council and shall advise the synod council of any action taken by the synodical bishop as a result of such recommendations.

63. If the Committee on Discipline recommends that the disciplinary action should be suspension from the office and functions of the rostered ministry by the synod council for a designated period or until there is satisfactory evidence of repentance and amendment or removal from the roster by the synod council, the synodical bishop shall report in writing the findings and recommendations of the Committee on Discipline to the next in person meeting of the synod council and may advise the synod council of the synodical bishop's recommendations for discipline. The Complainant and the Respondent shall be provided with an opportunity to make submissions in writing to the synod council on the recommendations received by it.
64. The synod council may take action by following one or more of the recommendations, including to suspend the Respondent from the office and functions of the rostered ministry or to remove the Respondent from the roster in accordance with the recommendations of the Committee on Discipline; may reject such recommendations; or may refer such recommendations back to the Committee on Discipline for further review and recommendation.
65. The action of the synod council to suspend the Respondent or to remove the Respondent from the roster may be appealed to the Court of Adjudication by the Respondent within 45 days of the Respondent receiving written notice of the action of the synod council. In addition the Complainant may appeal the action taken by the synod council to the Court of Appeal only with respect to whether or not due process was followed by the Committee on Discipline in dealing with the Complaint or to introduce new evidence which was not available prior to the conclusion of the hearing conducted by the Committee on Discipline.
66. In event of an appeal, the chairperson of the Committee on Discipline shall furnish the record on appeal (as defined in the rules of the Court of Appeal), to the Court of Appeal and certify the completeness and accuracy of such record.
67. The synod council shall review any findings and recommendations of the Court of Appeal and may take such action as may be appropriate in light of such findings and recommendations.
68. In the event there is no appeal, 75 days after giving the notice referred to in paragraph 65, the chairperson of the Committee on Discipline shall make the following disposition of the material which would have constituted the record of appeal:
 - a) documentary and physical evidence and the transcript of the proceedings of the Committee on Discipline shall be forwarded to the synod office for safe keeping; and
 - b) the synodical bishop shall keep the findings and determination of the Committee of Discipline in a confidential file.

Council of General Synod (CoGS) Report – September 2019

The Anglican Church of Canada has completed its 42nd General Synod held in Vancouver. At that meeting, a new Council of General Synod (CoGS) was elected and I was chosen to act as a partner on the National Church Council (NCC). I bring you greetings from Cynthia Haines Turner, who has completed a triennium as the CoGS representative.

The theme for this year's General Synod was "I have called you by Name." Each of our Bible studies for the day reflected on that theme as we pondered business before the General Synod that included change to the Marriage Canon, election of a new Primate and indigenous self determination among other important business. For members of Synod, it was a roller coaster of emotions.

MARRIAGE CANON

Any change in doctrine requires two General Synods and voting must occur in the three houses—Laity, clergy and Bishops. The vote in 2016 directed a change in the Marriage Canon to allow for the weddings of members of the LGBTQ2S community. At the Synod in Vancouver, amendments brought forward by CoGS were adopted but the vote to change the canon failed in the House of Bishops.

ELECTIONS

General Synod voted for the Rt. Rev. Linda Nicholls, former bishop of Huron as the 14th Primate of the Anglican Church of Canada. The Rev. Dr. Karen L. Egan of the Diocese of Montreal was elected Prolocutor and Judith A. Moses of the Diocese of Fredericton was elected Deputy Prolocutor. Other elections were held for standing committees and CoGS.

SELF DETERMINATION

As a treaty Indian and elder from the Peguis First Nation, I was overwhelmed at the positive response to our quest toward self-determination within the Anglican Church of Canada. We now have an Indigenous Archbishop in Mark Macdonald, support for environmental issues and commitments to work with the non indigenous members on common areas of mission and ministry.

The next General Synod will be held in 2022 in the Diocese of Calgary and I look forward to working alongside the Evangelical Lutheran Church in Canada, the United Church of Canada and with other ecumenical and faith groups as we chart a path forward for mission and ministry. I am also excited about working with the NCC as I pastor a joint Anglican and Lutheran congregation in Winnipeg.

ELCIC Group Services Inc.
 Minutes of the GSI Annual Information Meeting at the National Church Council
 (NCC) Meeting September 6, 2019
 Hampton Inn & Suites Winnipeg Airport Hotel (Winnipeg, MB)

Present:

Officers:	National Bishop Susan Johnson Gene Blishen, Treasurer	Sheila Hamilton, Vice-Chair Linda Grainger, Secretary
Council:	Rev. Chris Bishopp Bruce Cook Rev. Jane Gingrich Rev. Canon Dr. Murray Still (<i>CoGS rep</i>) Rev. Dr. James Hendricksen	Kathleen Jensen Rev. Iris Kristjánsdóttir Pat Lovell Rev. Kimber McNabb
Synod Bishops:	Bishop Sid Haugen, SK Synod Bishop Larry Kochendorfer, ABT Synod Bishop Greg Mohr, BC Synod	Bishop Michael Pryse, Eastern Synod Bishop Jason Zinko, MNO Synod
Staff:	Trina Gallop Blank, Assistant to the Bishop, Communications and Resource Generation Rev. Paul Gehrs, Assistant to the Bishop, Justice and Leadership Kyle Giesbrecht, Director of Finance and Administration Desiree Mendoza, Meetings and Communications Coordinator Deacon Gretchen Peterson, Assistant to the Bishop, Youth Ministry	
ELCIC-GSI	Lisa Thiessen, Executive Director John Wolff, President	
Regrets:	<i>John Nilson, Linda Sander and Curt Satre (NCC)</i> <i>Desiree Mendoza, Meetings and Communications Coordinator (Staff)</i>	

Annual Information Meeting

Lisa Thiessen, Executive Director and John Wolff, President of ELCIC-Group Services, Inc. presented.

GSI Board of Directors

John Wolff, President, Chair of the Board – First term, 2017–2021

Mark Johnson – Second term, 2017–2021

Ray Henrickson – First term, 2017–2021

Cathy Wilke – First term, 2017–2021

Appointments to the GSI Board of Directors:

Rev. Susan Climo, first term, 2019–2023 (completed partial term 2016–2019); rostered plan member

Dr. Pamela Giles, second term, 2019–2023

Rev. Dr. Gordon Jensen, first term, 2019–2023

Ms. Vetta Simeonidis, first term, 2019–2023 (non-rostered plan member)

Resolution of the Sole Member

M/S To approve the Resolution of the Sole Member and that the signing officers of the Evangelical Lutheran Church in Canada (ELCIC) be authorized to execute the resolution.

CARRIED.

(See Attachment: Signed Resolution of the Sole Member of ELCIC Group Services, Inc.)

Employment

M/S That Section 1.b. under *Prerequisites to Employment* be amended. **CARRIED.**

Changes to Non-Stipendiary Ministry

M/S That amendments be made to *Letter of Call Non-Stipendiary Ordained Minister* and *Letter of Understanding Ordained Minister – Non-Stipendiary Ministry* as presented.

CARRIED.

Looking into providing non-rostered employment agreement, guide to agreement and compensation guideline.

Health Redesign

GSI made a commitment to take concerns to the next board meeting. Two-tiered system and consultation were main concerns raised.

Annual Information Meeting adjourned.

RESOLUTION OF THE SOLE MEMBER
of
ELCIC GROUP SERVICES INC.
(herein called the "Corporation")

BE IT RESOLVED THAT:

- (1) as recommended by the Board of the Corporation, that the financial statements of the Corporation (consisting of a Statement of Financial Position as at December 31, 2018 and Statement of Operations and Net Assets for the financial year then ended) and the ELCIC Pension Plan (consisting of a Statement of Net Assets Available for Benefits as at December 31, 2018 and Statement of Changes in Net Assets Available for Benefits for the financial year then ended) together with the report or comments of the auditors be thereby received; and
- (2) as recommended by the Board of the Corporation, that PriceWaterhouseCoopers LLP is hereby appointed auditor of the Corporation to hold office until the next annual meeting of members at such remuneration as may be fixed by the directors, the directors being hereby authorized to fix such remuneration; and
- (3) As recommended by the Board of Directors of the Corporation, that the following persons are hereby appointed as director of the Corporation for a term of four (4) years to terminate at the Annual Meeting of the corporation held in 2023, or until their successors are elected:
Rev Susan Climo
Dr Pamela Giles
Rev Dr Gordon Jensen
Ms Vetta Simeonidis

The foregoing resolution is hereby signed by the sole member of the Corporation entitled to vote thereon at a meeting of the member.

DATED the 6th day of September, 2019.

EVANGELICAL LUTHERAN CHURCH IN CANADA

Per: 

Bishop of the Evangelical Lutheran Church in Canada

Per: 

Secretary of the Evangelical Lutheran Church in Canada



September 2019 National Church Council Meeting Highlights

National Church Council (NCC) members met September 5-7, 2019 in Winnipeg, MB. Council members participated in worship, Bible study, and a very full business agenda. This was the first meeting of NCC following the 2019 ELCIC National Convention. Several new council members were elected at convention and these individuals were welcomed to the fall meeting.

The following are just a few highlights from the recent council meeting. For specific wording on motions and additional actions from the meeting, draft minutes are posted online (once available) at the following link: www.elcic.ca/National-Church-Council/National-Church-Council-Minutes.cfm

The work of the National Church is organized around four strategic priorities: Courageous Innovation, Reconciled Relationships, Empowered Disciples and One Body Working Together. The following highlights identify which area of the strategic plan the work of NCC fits most closely with.

One Body Working Together – Mutual credibility, trust and transparency

- One of the first actions of the new council was to discuss the development of a covenant that will guide their work over the next term. Language around the covenant includes words such as respect, trust, flexibility, spirit-led, and clarity of purpose and role. The council will review this covenant at the beginning of every meeting and update as needed.

One Body Working Together – Focused priorities

- At every NCC meeting, council members spend time reviewing one area of the strategic plan in a more in-depth way.
- This meeting, NCC members received updates on the work of the National Office in the area of Empowered Disciples and the sub-areas of this priorities which include: Faithful gospel witnesses, Baptismal vocation, Leadership development for a changing world, Engaged and empowered youth and young adults, Worship that nurtures disciples.
- Council members received updates on new stewardship resources available from the National Office, the new Living our Faith emphasis, resources for small congregations that are available on worship.ca, and upcoming planning for the Canadian Lutheran Anglican Youth (CLAY) gathering, and the National Anglican Lutheran Worship Conference.

One Body Working Together – Shared vision across all expressions of the church

- In 2018, NCC officers established a taskforce to engage in broad consultation across the church to develop recommendations for a new vision statement and report to NCC by September 2020.
- Members of the Vision Statement Task Force have begun their work to look at recommending a new vision statement. Initial consultation took place at the 2019 National Convention. At their September meeting, NCC members also participated in a creative activity by engaging in a visioning exercise that will feed into the work of the task force. Other consultations will be taking place across the church at various gatherings in the coming months.

One Body Working Together – Good communication

- NCC members welcomed Lisa Thiessen, Executive Director, and John Wolfe, Board Chair, from Group Services Inc. (GSI).
- At the 2019 ELCIC National Convention, delegates passed a motion asking the National Bishop to be in conversation with GSI regarding concerns to the proposed changes. A major portion of agenda time was devoted to a discussion on the updates being considered to the health and dental plan for ELCIC employees.

Other action at this NCC Meeting included:

Manual on Discipline

NCC adopted updates brought forward by the Conference of Bishops to the Discipline Manual around process and the addition of a new category on dishonesty.

2019 ELCIC National Convention Motions

Council members reviewed the motions passed at the 2019 ELCIC National Convention which took place July 11-13 in Regina, SK. Council members began a workplan for how the National Church will carry out this work. NCC members discussed the reduced capacity of work at the National Office, which is something being felt by all expressions of the church, and made a commitment to continue to review this work and the commitments we make in light of the capacity of the church.

Convention Evaluation

NCC members reviewed feedback from the 2019 ELCIC National Convention. Overall, a significant majority of delegates were satisfied with convention and arrangements.

The next meeting of NCC will take place March 6-8, 2020.