

**Evangelical Lutheran Church in Canada
Minutes of the National Church Council Meeting
March 7-9, 2025 | Alt Hotel Winnipeg**

Present:|

Officers: National Bishop Susan Johnson
Stephen Holmes, Treasurer
Bruce Cook, Vice-Chair
Linda Grainger, Secretary (*Online, March 7-8*)

| Council: Rev. Chris Bishopp
Sheryl Dubois
Bill Gastmeier
Rev. Sheldon Gattinger
Sarah Harrington
Rev. Dr. Kimber McNabb
John Nilson
Rev. Reg Berg
Heidi Van Schaik
Rev. Katrina Vigen

Synod Bishops: Bishop Kathy Martin, BC Synod
Bishop Trish Schmermund, ABT Synod
Bishop Ali Tote, SASK Synod
Bishop Jason Zinko, MNO Synod
Bishop Carla Blakley, Eastern Synod

Staff: Peace Anthony-Idoko, Director of Finance and Administration
Trina Gallop Blank, Assistant to the Bishop, Communications and Resource Generation
Rev. Paul Gehrs, Assistant to the Bishop, Justice and Ecumenical and Interfaith Relations
Desiree Mendoza, Office Manager, Meetings and Communications Coordinator
Deacon Gretchen Peterson, Assistant to the Bishop, Youth and Leadership
Carmen Ramirez, Assistant to the Bishop, Equity, Diversity and Inclusion
The Very Rev. Peter Wall, Assistant to the Bishop for Worship

Meeting MNO Synod (Bishop Jason Zinko, Rev. Chris Bishopp and Sarah Harrington)

Chaplains:

Regrets: Dorothy Patterson, CoGS Rep to NCC

FRIDAY, MARCH 7, 2025, 6:30 P.M.- 9:00 P.M.

Opening Prayer

Meeting Chaplains from the MNO Synod led the Opening Prayer.

Business Session One:

Vice-Chair Bruce Cook called the meeting to order.

Recognition of Territory / Welcome

Vice-Chair Bruce Cook cited the Land Acknowledgement at the beginning of the meeting.

Today we are gathered on Treaty 1 territory. Treaty 1 (also known as the "Stone Fort Treaty") is an agreement established on August 3, 1871, between the Crown and the Anishinaabe and Swampy Cree. The first of a series of treaties called the Numbered Treaties that occurred between 1871 and 1921, this accord has been held to be essentially about peace and friendship.

Within a year of the signing of Treaty 1, word reached Governor Archibald that the Swampy Cree and Anishinaabe peoples were declaring that some of the treaty terms were not being fulfilled. Known as the "Outside Promises", numerous items the Indigenous peoples were promised beyond the written text of the treaty had not been provided to them yet. These items included distinguished clothing for Chiefs and their councillors, farming supplies such as ploughs, and animals like oxen and cows for their agricultural needs.

As we know, the history of broken promises continued and continues to this day.

For a period of more than 150 years, First Nations, Inuit and Metis Nation children were taken from their families and communities to attend schools which were often located far from their homes. More than 150,000 children attended Indian Residential Schools. Many never returned.

The Truth and Reconciliation Commission of Canada (TRC) concluded that residential schools were "a systematic, government-sponsored attempt to destroy Aboriginal cultures and languages and to assimilate Aboriginal peoples so that they no longer existed as distinct peoples." The TRC characterized this intent as "cultural genocide."

This is our nation's truth — it is our job to reconcile. The late Honourable Murray Sinclair said "We have to learn how to talk to, and about, each other, with greater respect than has been the case in the past." He goes on to say "We may not achieve reconciliation within my lifetime, or within the lifetime of my children, but we will be able to achieve it if we all commit to working towards it properly. Part of that commitment is that every year on September 30 we will stand up together and we will say never again. What we did in this country was wrong, and we will never allow that to happen again."

George Santayana wrote in 1905 that "Those who cannot remember the past are condemned to repeat it." In 1948, Winston Churchill echoed those words saying "Those that fail to learn from history are doomed to repeat it." Karl Marx said "History repeats itself, first as a tragedy, second as a farce."

We live in a world where truth is no longer a valued commodity. We also live in a world where basic rights are being taken away or restricted. I think our work of reconciliation has become much more complicated. We have a duty to ensure that the lessons we are learning from our Indigenous family aren't repeated on other marginalized groups in our neighbourhoods, our country and our world. All of this while continuing to walk in partnership and community with our Indigenous friends. Every small step in the direction of reconciliation makes a difference – we can make a difference.

We are called to love our neighbour – this means listening to our neighbour, walking with our neighbour, understanding our neighbour – being present.

We are but visitors on this vast expanse. We come with respect for this land and for Indigenous people who have been its caretaker since time immemorial.

Miigwech.

Vice-Chair Bruce Cook welcomed everyone to our in-person National Church Council (NCC) meeting including the new synod bishops (ABT Synod Bishop Trish Schmermund, SASK Synod Bishop Ali Tote and Eastern Synod Bishop Carla Blakley), and new NCC member Rev. Reg Berg. He shared to the meeting group that Council of General Synod (CoGS) representative to NCC, Dorothy Patterson won't be able to join due to a conflicting schedule with the CoGS meeting also happening at the same time. He also welcomed National Secretary Linda Grainger who's joining the NCC meeting via Zoom.

Approval of Agenda

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

Code of Conduct

The Complaint Handling Committee (CHC) for this meeting consisted of Bishop Ali Tote and Sarah Harrington.

NCC Covenant

Declaration of Conflict of Interest

Heidi Van Schaik mentioned that she has a conflict of interest with regards to the motion pertaining to the approval of the MOU between CLWR and ELCIC. This is due to her position as a current staff member of CLWR. As a result, Heidi won't be participating in the vote when the motion is on the table.

Approval of September 12–13, 2024 NCC Meeting Minutes

M/S That NCC approves the September 12–13, 2024 NCC meeting minutes. **CARRIED.**

Approval of E-vote Minutes

M/S That NCC approves the October 18, November 15, and December 19, 2024 e-vote minutes *en bloc*:

CC-2025-01 "That NCC appoints Korpo Sailley and Rev. Michael Poellet to the ELCIC Task Force on Carbon Neutrality for a term that runs until July 2025." **CARRIED.**

CC-2025-02 "That NCC appoints Stephen Holmes to serve out the unexpired term of Treasurer." **CARRIED.**

CC-2025-03 That NCC appoints the following individuals to serve on the Committee on Nominations: Kimberly Bortnak (BC), Rev. Olav Traa (ABT), Rafael Rodriguez (Eastern), Rev. Victoria Mwamasika (SK), Rev. Heather Parrott-Howdle (MNO) and Linda Grainger (ELCIC Secretary).” **CARRIED.**

CARRIED.

Report of the National Bishop

Bishop Susan presented her report to NCC and provided several highlights from her report with updates. She mentioned that Lisa Thiessen has announced her retirement after serving in her position for 23 years as Executive Director of ELCIC Group Services Inc. (GSI) until end of March 2025. The search for the next Executive Director has already concluded with Barb Fortier taking on this role. One more notable change within GSI is the appointment of Rev. Dr. Gordon Jensen as the new President and Chair of the Board with John Wolff having maxed out his term in this role. NCC will meet both Barb and Gordon at their next meeting in September 2025.

Another update shared to NCC was that Karin Achtelstetter is no longer the Executive Director of CLWR and that Rev. Dr. Michael Pryse (retired Eastern Synod Bishop) is currently the Interim Executive Director, serving a contract of six months. In regards to her column in the January/February 2025 issue of *Canada Lutheran*, Bishop Susan shared that she only received positive remarks and great support.

A good part of Bishop Susan’s highlights to NCC were photos from her recent visit to Chad and Cameroon (with CLWR). A slideshow presentation was shown to the meeting group which included photos of various projects, activities, and places visited such as: a village market in Mandalia, Chad; a savings and loans group in Chad’s 9th District; Nuba’s organic compost; and visiting a Lutheran Church in Cameroon (not a partner church).

Report from the Officers’ Consultation: *Facing Today – Dreaming for the Future*

National Bishop Susan Johnson along with Synod Bishops Kathy Martin, Trish Schmermund, Ali Tote, Jason Zinko, and Carla Blakley; and National Officers Stephen Holmes and Bruce Cook, presented an oral report to NCC.

Bishop Susan encouraged NCC to read the appendices in Tab 11 of the docket while Vice-Chair Bruce Cook reminded the group of work to be done the following day and hoping everyone can join in the discussion.

Report of the Officers

M/S That NCC approves the Officers’ Minutes of the Meetings for September 24 and December 2, 2024; and January 11 and February 18, 2025 *en bloc*. **CARRIED.**

Erratum: The January 11 minutes of the meeting was held via Zoom and not in-person.

Reports of the Synod Bishops

Each Synod Bishop provided an oral report to NCC.

SATURDAY, MARCH 8, 2025, 9:00 A.M. – 4:00 P.M.

Business Session Two:

Vice-Chair Bruce Cook called the meeting to order.

Opening Prayer

Led by meeting co-chaplain Sarah Harrington.

Vice-Chair Bruce Cook mentioned to NCC that March 8th is International Women's Day. He read a message to acknowledge and commemorate this day. In relation to the group's observance, Bruce shared the recent news that the Province of Manitoba had finally determined the remains found the week earlier to be that of Morgan Harris. As a gesture of acknowledgment, respect and deep thoughts of prayer, the entire meeting group paused for a minute of silence to remember all the women and girls who have been abused, experienced violence, and faced inequality.

Business Arising From the Report of the National Bishop— CLWR and ELCIC MOU

Bishop Susan Johnson walked NCC through the changes/highlights of the Memorandum of Understanding (MOU).

CC-2025-04 That NCC approves the new Memorandum of Understanding (MOU) between ELCIC and CLWR. **CARRIED.**

(Appendix A: Memorandum of Understanding between ELCIC and CLWR – Signed Copy)

Appointment to Interfaith Committee on Chaplaincy (IFC)

CC-2025-05 That NCC appoints Victoria Featherston to serve on The Interfaith Committee on Chaplaincy in the Correctional Service of Canada (IFC) for a term that ends in November 2028. The term is renewable. **CARRIED.**

Reconciling in Christ (RIC)

Bishop Susan was excited to share that the Canadian Lutheran Anglican Youth (CLAY) is now recognized as Reconciling in Christ (RIC). Assistants to the Bishop Paul Gehrs and Deacon Gretchen Peterson were asked to give more details and clarification on what Reconciling in Christ (RIC) entails.

CC-2025-06 That NCC establishes a working group of NCC members to work toward NCC and the ELCIC being formally recognized as Reconciling in Christ (RIC). **CARRIED.**

Fossil Fuel Non-Proliferation Treaty

CC-2025-07 That NCC supports in principle the need for a fossil fuel non-proliferation treaty and joins the call for a fossil fuel treaty to manage a global transition to safe, renewable and affordable energy for all. **CARRIED.**

Statements to the Jewish Community

CC-2025-08 That NCC approves and recommends for adoption to the 2025 National Convention the following motion:

That NCC reviews the 1995 Statement to the Jewish Communities in Canada and report to the 2028 National Convention, including recommendations for any revisions.

CARRIED.

Stewards of Creation: Respect for Human Life

CC-2025-09 That NCC approves and recommends for adoption to the 2025 National Convention the following motion:

That NCC reviews the 1991 Stewards of Creation: Respect for Human Life Evangelical Lutheran Church in Canada Position on Abortion and report to the 2028 National Convention, including recommendations for any revisions.

CARRIED.

Bishop Susan took over chairing the meeting.

Candidacy Manual Updates

CC-2025-10 That NCC approves the change in terminology for diaconal ministry/deacon related pages in the Manual from "field experience" to "internship".

This is to reflect the lived reality for diaconal candidates. They do an internship, similar to pastoral candidates. **CARRIED.**

CC-2025-11 That NCC approves the addition of Homiletics as a required course for Diaconal Candidates, under C-3.1 Theological and Specialized Education, section C, page 40. **CARRIED.**

CC-2025-12 That NCC approves updating the language in the Candidacy Manual to be nonbinary (ie: replace she/he with they).

CARRIED.

Form 1c - Statement from Pastor of Home Congregation

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CC-2025-13 That NCC approves the removal of question 6 from Form 1c - Statement from Pastor of Home Congregation - *Are there any matters regarding the candidate's circumstances or health that might hinder serving as a professional leader?* **CARRIED.**

CC-2025-14 That NCC approves the change in title of the form from "Statement from Pastor of Home Congregation" to "Statement from Rostered Leader of Congregation, Ministry or Synod"

CARRIED.

National Convention Items—

National Convention Agenda

Bishop Susan walked through the National Convention Agenda (draft) with NCC.

(Appendix B: Updated draft of the 2025 National Convention Agenda)

(a.m. break)

Small Group Discussion Regarding Officers' Consultation Report—

NCC broke into small table groups to discuss the Officers' Consultation Report.

Reporting Back to Large Group

Breakout groups reported back to NCC sharing their feedback on the Report from the Officers' Consultation. Overall, there was a sense of excitement about the future, with particular enthusiasm for the involvement of an external consultant. While the mission statement was well-received, some noted a perceived disconnect, questioning how complexity and diversity can coexist with a firm hold on truth. There was a shared belief that individual congregations play a crucial role in fostering a hospitable environment for the Gospel.

Financial implications were also discussed, recognizing that past investments have laid a foundation, but questions remain about how best to build the church moving forward. While the recommended motions were carefully considered, it was acknowledged that implementation would require a grassroots-approach, and that the consultant's guidance would be essential in navigating differences.

Regarding funding, it was emphasized that clear parameters must be established. Concerns were also raised about the ambitious timeline, particularly given the complexities of structural changes at the national, synodical, and congregational levels. A key discussion point was how to effectively communicate these changes at the congregational level with care and clarity. Finally, some felt that the motions might not yet be ready for presentation to the 2025 National Convention, as significant work remains to be done both structurally and internally before moving forward.

(Lunch)

Business Sessions Three and Four— 1:00 p.m.–3:45 p.m.

National Convention Items (*continued*) —

ELCIC Leadership Award Nominations

Assistant to the Bishop for Communications and Resource Generation Trina Gallop Blank presented a written report to NCC comprising of the three different nominations for the ELCIC Leadership Award. NCC was asked afterwards to send in their votes to Trina via email.

**Task Force Reports:
Report of the Task Force Addressing Abilities and Inclusion**

M/S That NCC brings the following recommendations *en bloc* for discussion. **CARRIED.**

CC-2025-15 That NCC acknowledges receiving the Report of the Task Force on Abilities and Inclusion and recommends it to the 2025 National Convention. **CARRIED.**

(Appendix C: Updated Report of the Task Force on Abilities and Inclusion)

CC-2025-16 That NCC brings the following recommendations *en bloc* to the 2025 National Convention.

1. A workshop, entitled, “Embracing Inclusion: Cultivating a Welcoming and Accessible Church Community” has been developed. We recommend that it be a “pilot” presentation at the September 2025 NCC meeting. A resource list of articles and videos will be compiled to be presented to allow individuals and groups to continue this work. Any necessary changes will be made following this trial run and then the workshop will then be offered to all other expressions of this Church.
2. That the assigned staff member recruit a group of individuals and train them to facilitate the workshop so that the workshop can be presented to Congregational groups and other groups within this church.
3. We requested that the worship planners of the 2025 Convention find ways to incorporate those who are differently abled in the worship of the Convention.
4. To NCC, we ask that the tenure and terms of reference for this task force be clarified. We believe that the work should continue, and that the task force, with expanded membership could serve as a resource to the Diversity Equity and Inclusion staff member and to help forward this work within this church.
5. We are also unclear if there are/or will be similar initiatives taken at Synodical levels, and if so, how the national and synodical groups would integrate?
6. We recommend that the ELCIC establish a web-based blog so that individuals and congregations might share their stories and ask questions about the work of Abilities and Inclusion. We acknowledge that there are budget implications of such a recommendation, both for the technology and for staff time to moderate the blog.
7. We recommend that the ELCIC develop a set of study guides for Bible Study be developed using Disability Theology as their base.

CARRIED.

Report of the Task Force Addressing Racism, White Supremacy and Racial Justice Issues

CC-2025-17 That NCC acknowledges receiving the Report of the Task Force Addressing Racism, White Supremacy and Racial Justice Issues and recommends it to the 2025 National Convention. **CARRIED.**

(Appendix D: Updated Report of the Task Force Addressing Racism, White Supremacy and Racial Justice Issues)

Report of the Task Force Addressing Homophobia, Biphobia and Transphobia to NCC

The Report of the Task Force Addressing Homophobia, Biphobia, and Transphobia was presented to NCC, with specific discussion on Recommendation #10. National Secretary Linda Grainger clarified that this recommendation is not being acted upon, and the Discipline Manual updates are in process. As a follow-up action, National Bishop Susan Johnson will draft a response letter to the task force addressing this matter.

National Secretary and National Treasurer Nominations

CC-2025-18 That NCC nominates Linda Grainger as Secretary and Stephen Holmes as Treasurer to the 2025 National Convention. **CARRIED.**

Budget Presentation and Finance Report—

ELCIC National Treasurer Stephen Holmes reported to NCC that he had met with the treasurers on three occasions and acknowledged Rev. Sheldon Gattinger's involvement in the Finance Committee. Stephen presented the financial report and suggested reviewing the current banking institution that ELCIC uses, including the possibility of transitioning from a chartered bank. Another matter of importance that he mentioned is that the Finance Committee recognizes the need to begin work in the review of our Investment Policy as well as *GS 4.6 Finance Committee Council Relationship Description*. Additionally, he noted the need for another appointment to the finance committee.

Year-End (2024) Budget Report and Proposed Budget for 2025

Director of Finance and Administration Peace Anthony-Idoko presented the 2024 Year-End Budget Report and the Proposed Budget for 2025 to NCC. Bishop Susan Johnson mentioned that auditing is currently taking place and once the audited financial statements are finished, it will then be presented to NCC.

(Appendix E: Report Binder of the Department of Finance and Administration)

MS That NCC approves the 2025 ELCIC Budget. **CARRIED.**

ELCIC Leadership Award Nominations (continuation)

Trina Gallop Blank presented the results of the balloting:

12/14 voted casted.

Cherilyn Spracckman -1

Rev. Dr. Kayko Driedger Hesslein – 4

Benjamin Johnston-Urey – 4

Margaret Carver – 3

NCC proceeded to go on a second ballot for Rev. Dr. Kayko Driedger Hesslein or Benjamin Johnston-Urey.

Guidelines for Those Speaking Online and In-Person at Convention

Bishop Susan shared to NCC that National Office staff are reviewing the *Guidelines for Those Speaking Online and In-Person at Convention*. Discussion took place and NCC has decided that the option to add pronouns will be implemented. This addition will be reflected on both the form in the Bulletin of Reports and on a sign to be placed at each microphone on the floor during the 2025 National Convention.

Committee Reports—

Audit

No report was available at this time.

Conference of Bishops

COB Chair Bishop Jason Zinko gave an oral report to NCC. He shared how all bishops were taking the time to build rapport and camaraderie with one another. He updated everyone on NCC that changes on the Discipline Manual are big on their list and lots of work need to be done.

Constitution

ELCIC National Secretary Linda Grainger reminded synods to submit constitution and bylaw amendments for NCC approval.

ELCIC Mission Fund

CC-2025-19 That NCC approves paying out to the Synods a total of \$1,124,869.47 after setting aside \$70,000 in support of a mission initiative by the National Church. **CARRIED.**

CC-2025-20 That NCC approves that Synods be allowed to transfer funds to other Synods to help achieve mission objectives, provided that the ELCIC Mission Fund criteria as contained in the ELCIC Mission Handbook are met. **CARRIED.**

Bishop Susan expressed thanks to the Mission Fund Committee for their work.

Faith, Order, and Doctrine

No report was available at this time.

Governance

A written report/update was included in the docket.

ELCIC Leadership Award Nominations (continuation)

Trina Gallop Blank presented the results of the balloting:

13/14 voted casted.

Rev. Dr. Kayko Driedger Hesslein – 6

Benjamin Johnston-Urey – 7

NCC declared Benjamin Johnston-Urey as the recipient of the ELCIC Leadership Award, and to be given during the 2025 National Convention in July. NCC will divulge the winner to the nominator only. A process is in place when and how to announce the winner publicly.

(Break at 3:15 p.m.)

National Bishop Susan Johnson called the meeting to order.

Report of the National Bishop (*continuation*)

Bishop Carla Blakley and Heidi Van Schaik have volunteered to sit on the task force for Reconciling in Christ (RIC) along with staff support.

Bishop Susan thanked Carla and Heidi for their willingness to serve in this capacity.

Officers' Consultation Report (*continuation*)

(Motion 1)

CC-2025-21 That NCC shares the Officers' Consultation Report: *Facing Today—Dreaming for the Future* with each of the Synod Councils. **CARRIED.**

(Appendix F: Officers' Consultation Report: Facing Today – Dreaming for the Future)

ELCIC National Treasurer Stephen Holmes presented the financial portion of the report to NCC.

(Motion 2)

CC-2025-22 That NCC directs the ELCIC Mission Fund Board, pending a report from the National and Synodical Treasurers, to develop a process through which Synods and National Church can access funds from investment income and/or principal of the ELCIC Mission Fund annually to offset operating deficits from 2026 until a maximum 2031. **CARRIED.**

The following motion is **deferred** at this time and will be presented to NCC (possibly via Zoom) for a discussion—

(Motion 3)

That NCC receives and approves the following statement of purpose (coming soon! Jointly developed by a team consisting of Synod and NCC Execs) to carry forward our existing ELCIC Vision statement.

(Motion 4)

CC-2025-23 That NCC approves that a *Facing Today, Dreaming for The Future* steering committee of 12 persons be created consisting of 1 lay and 1 rostered person from each of the Synods and the National Church with consideration for the principles of diversity. This steering committee shall

- Consult with the grassroots to receive feedback on the purpose statement for congregations, Synods and the National Church,

- Collect information about the experience, vision, hope and openness to change of people across the church,
- Propose a new model for the structure of the ELCIC
- Develop a Comprehensive Communication Plan to rostered leadership, lay leaders, congregations, and partners of ELCIC regarding their work,
- Develop an engagement tool for synod councils to reflect on their mission and structure.
- Bring an engagement process to the 2025 Convention
- Oversee the work of consultancy services.

The steering committee shall report to NCC at each of their meetings as business item #1, and shall be shared with Synod Councils as their business item #1. **CARRIED.**

(Motion 5)

CC-2025-24 That NCC authorizes the spending of up to \$400K for consultancy services and associated meeting travel. The funds shall come from a combination of grant applications, a National Church appeal, a request to Charitus, and the use of ELCIC Mission funds. This spending will be in addition to the current use of the ELCIC Mission Fund. **CARRIED.**

(Motion 6)

CC-2025-25 That NCC approves for the officers of National Church Council to be responsible for seeking funding to cover the cost of the *Facing Today, Dreaming for The Future* process. **CARRIED.**

(Motion 7)

CC-2025-26 That NCC requests for the National Bishop to create an RFP for consultancy services and to authorize the officers of the NCC to select the successful bid. **CARRIED.**

(Motion 8)

CC-2025-27

That NCC affirms that the Pre-Identification Process should indicate that this is a priority. The new bishop-elect will be given time to read, process, learn, pray and discern. NCC empowers the new National Bishop in this process (*Facing Today – Dreaming for the Future*).

CARRIED.

Note: Include this task in one of the documents on the website (under nominations page for pre-identification).

Talk About Hopes, Dreams, etc.

NCC used the remainder of their time to talk about their hopes, dreams, etc.

CC-2025-28 That NCC appoints Bruce Cook and Rev. Katrina Vigen to serve on the Steering Committee on *Facing Today, Dreaming for the Future*. **CARRIED.**

Closing Prayer

Led by the meeting chaplains.

Social Time (voluntary)

SUNDAY, MARCH 9, 2025, 9:30 A.M. – 11:00 A.M.

Business Session Five:

Vice-Chair Bruce Cook called the meeting to order.

Opening Prayer

Led by Meeting Co-Chaplain Bishop Jason Zinko.

Vice-Chair Bruce Cook on behalf of NCC thanked National Bishop Susan Johnson for her leadership, mentorship, and service for many years on NCC and the whole church. Bishop Susan received a standing ovation from everyone during the meeting.

Unfinished Business and New Business—

Transition to the New National Bishop

CC-2025-29 That NCC approves for incumbent National Bishop Susan Johnson to have a three-week overlap with the new National Bishop to allow for a smooth transition. (New national bishop starts on September 1, 2025). **CARRIED.**

Vice-Chair Bruce Cook mentioned at the meeting that both current NCC members and voting delegates will be present at the 2025 National Convention. He also informed everyone that the dates for our next NCC meeting will coincide with the ordination and installation of the new National Bishop. The newly proposed dates have been moved and seconded by the national officers. He also added that the ordination and installation will be held on a Saturday afternoon so NCC would have to plan for their flights accordingly (either to leave late Saturday or early Sunday).

CC-2025-30 That NCC approves the next National Church Council (NCC) meeting to be held on September 25–27, 2025 (Thursday-Saturday) in person, and to coincide with the ordination of the new National Bishop. **CARRIED.**

Guidelines for Those Speaking Online and In-Person at Convention (*continuation*)

CC-2025-31 That NCC removes the line that prompts delegates to identify themselves as rostered/lay in the *Guidelines for Those Speaking Online and In-Person at Convention*. **CARRIED.**

(Appendix G: Revised Guidelines for Those Speaking Online or In-Person at Convention)- draft

Meeting Highlights

- Meeting the new members in-person
- The spirit of our meeting (unity, joy, respect, collegiality, etc.)
- Preparing for the national convention (work done, motions)
- Decision to create a task force (RIC); the conversation on Officers' Consultation and the move to start with the work right away

- Celebrated Bishop Susan Johnson
- MOU with CLWR

(Appendix H: March 7–9, 2025 NCC Meeting Highlights)

Meeting Evaluation

NCC shared their feedback on the venue and overall experience at the Alt Hotel Winnipeg. Sheldon expressed his gratitude to the staff for the overall communication, while Kimber expressed a preference for this meeting space over the National Office due to its large space and overall convenience. Bishop Ali appreciated the leadership of the officers and Katrina highlighted that the open space and ability to see everyone's faces contributed to a more effective meeting. Bill also commended the quality of food and the attentiveness of the hotel staff during the meeting.

Next Meeting— Complaint Handling Committee

Bishop Ali Tote was appointed to be on the Complaint Handling Committee for our next meeting in September.

Next Meetings:

Meeting Prior to National Convention (July 9 at 4:00 p.m.)
Bistro Room, UMSU University Centre, University of Manitoba
(Fort Garry Campus) | National Convention Dates from July 10–13, 2025
Meeting Chaplain: Rev. Dr. Kimber McNabb

September 25–27 (Thursday-Saturday) in person; meeting with the new National Bishop
NCC Meeting Chaplain: Rev. Sheldon Gattinger

September 27 – Ordination/Installation Service of the new National Bishop

2026:

March 6–8 (Friday-Sunday)
September 10–12 (Thursday-Saturday)

Friendly Greeting from an ELCA Member

Bishop Susan read a friendly email greeting from a member of the Evangelical Lutheran Church in America (ELCA) to NCC.

(Appendix I: Copy of Friendly Email Greeting from an ELCA Member)

Closing Prayer

Led by Meeting Co-Chaplain Rev. Chris Bishopp.

Meeting Adjourned.

MEMORANDUM OF UNDERSTANDING

between

Canadian Lutheran World Relief

&

The Evangelical Lutheran Church in Canada

Preamble

Canadian Lutheran World Relief (CLWR) and the Evangelical Lutheran Church in Canada (ELCIC) choose to work together in support of our collective missions. (CLWR's vision, mission and value as well as ELCIC's vision and mission are attached.)

On this basis, CLWR is mandated by the ELCIC to perform the following:

- 1) support the needs of food insecure, conflict affected and otherwise vulnerable people at an international level;
- 2) facilitate the resettlement of refugees in Canada;
- 3) provide resources in response to global emergencies;
- 4) provide support to the efforts of the ELCIC in response to domestic disasters (as requested and resources permit);
- 5) work with the ELCIC in support of advocacy; and
- 6) cooperate with the ELCIC in support of leadership development and training activities.

Our work is carried out in a collaborative manner through this strategic partnership as well as with partners in the Lutheran and ecumenical family, engagements with other Churches, NGO's, government and civil society.

In order to facilitate the mission of the ELCIC and CLWR and in response to a dynamic and constantly evolving international and Canadian context, this MOU articulates the modalities of our working relationship and serves as a framework for our cooperation. This MOU shall outline the divisions of responsibilities and the administrative frameworks, which will guide our work together.

CLWR and the ELCIC in Partnership

The partnership between CLWR and the ELCIC goes back to the beginning of the ELCIC in 1986. Prior to that, both predecessor churches that merged into the ELCIC, Lutheran Church of America – Canada Section and Evangelical Lutheran

Church of Canada, were members of CLWR.

When the ELCIC was formed in 1986 it started a program called the Global Hunger and Development Appeal (GHDA). This fundraising body's aim was to raise funds for the work of CLWR and for the work of domestic poverty projects. At this time, CLWR ceased its direct fundraising in ELCIC congregations.

In 1986, the ELCIC voted that at least 85% of the money raised by GHDA would go to the work of CLWR. Over time, that split between the funds changed to 80% to CLWR and 20% for domestic poverty and justice work.

In preparation for the first MOU between CLWR and the ELCIC in 2009, calculations were done to establish a percentage of funds that would flow in reverse between CLWR and the ELCIC to allow for the end of GHDA and allow for the domestic poverty and justice work to continue. It was also agreed, at that time, that CLWR could take over direct fundraising in ELCIC congregations.

Within the framework of the areas of responsibility noted in the preamble, CLWR and the ELCIC's relationship will be characterized by values of respect, mutuality and cooperation. Each partner will strive towards a coordinated approach in areas of cooperation with the goal of enhancing our collective witness and service. While this MOU reflects our proposed modes of collaboration, we acknowledge the more than 70years of working together as a Lutheran community in Canada.

This MOU will serve as the basis for the ELCIC/CLWR relationship for the period from 2025 through to 2029. The MOU will take effect April 1, 2025.

No major modifications may be made to the key areas of this agreement without mutual agreement. CLWR and the ELCIC will review the MOU in 2027.

Resource Generation

The ELCIC and CLWR will adopt a cooperative approach to generating resources within the ELCIC in accordance with the ELCIC and CLWR principles of stewardship. All undesignated donor gifts provided to CLWR from ELCIC sources will be allocated on the basis of the terms outlined in this MOU.

CLWR will have the opportunity to engage with congregations and members in ways that advance the broader mission of the ELCIC and the context in which CLWR serves on behalf of the ELCIC. Our collective goal is to provide additional resources for the advancement of the overall mission of the ELCIC and at the same time support for the specific work of CLWR. We will collectively manage donor relationships as outlined in a protocol that will be developed by September 2025.

Refugee Sponsorship in Canada

CLWR acts on behalf of the ELCIC in regards to the resettlement of refugees in Canada through agreements with the Canadian Immigration authorities. CLWR will provide

ongoing reporting to the ELCIC and work together with the ELCIC to make sponsorship needs and opportunities known within the ELCIC.

Growing Projects with Canadian Foodgrains Bank

CLWR is a founding member house of the Canadian Foodgrains Bank (CFGB). Proceeds of CFGB growing projects, in which ELCIC congregations participate, directly support the work of CLWR. The ELCIC supports growing projects as a shared ministry to end global hunger.

Support for Emergency Appeals

The ELCIC and CLWR have three distinct ways to determine emergency appeals:

1. The ELCIC and CLWR will determine together, through the National Bishop and the Executive Director, the matter of targeted appeals related to emergencies. Priority will be given to ELCIC partners. Priority will be given to appeals managed by the LWF Department for World Service (DWS) and ACT Alliance.. The LWF/DWS is the preferred partner of CLWR. All funds designated for emergency programming will be allocated by CLWR.

2.

As a member of the Humanitarian Coalition, CLWR may also support the coalition's emergency appeals. CLWR will inform the ELCIC in a proactive and timely manner on the coalition's decisions and appeals.

3. CLWR and the ELCIC will use **CLWR/ELCIC Domestic Disaster Response Guidelines** to respond to any domestic disasters. (attached)

Advocacy

Both the ELCIC and CLWR recognize the importance and relevance of advocacy in relation to the goals of this MOU. Advocacy takes many shapes and forms including advocacy within Canada, together with other ecumenical partners and organizations, as well as at an international level which can also be accomplished through the Lutheran World Federation, the World Council of Churches, ACT Alliance and other related organizations.

Communication

Both the ELCIC and CLWR will establish and review joint internal and external communication protocols (through the JPC) which will serve as a guide for communication to the ELCIC membership.

Participants in CLWR's Church Ambassador program are required to receive an endorsement by the ELCIC Bishop of their synod..

International Programming

The ELCIC is a member of the Lutheran World Federation and as such participates in a

variety of aspects of the life of the communion. CLWR is recognized by the LWF as a partner agency. Both the ELCIC and CLWR are actively engaged with the LWF, member Churches and a number of related partner organizations. Together, the ELCIC and CLWR seek to fully participate in support of the LWF as a communion of Churches, constantly aiming to add value and a qualitative Canadian and North American contribution to the communion. It is understood that the LWF DWS is the preferred partner for CLWR's international programming.

Working in partnership is a fundamental principle for the ELCIC and CLWR. This necessarily extends to working ecumenically both in Canada and internationally, with special attention to the Canadian Food Grains Bank and ACT Alliance..

Funding

- 1) All funds raised for the purposes outlined in this MOU will be channeled to CLWR. This includes funding from Synods and funds received through the National ELCIC Office. CLWR will track ELCIC donations, including those provided online.
- 2) All funds designated for CLWR from ELCIC sources will be allocated to programming as outlined in this MOU.
- 3) Donors are encouraged to send contributions directly to the CLWR Office (which will be tracked).
- 4) CLWR will systematically advance, on a quarterly basis, funds to the ELCIC for programming, based on the plans established by the JPC.
- 5) Designated funds for ELCIC projects - The ELCIC will receive 100% of funds designated for the ELCIC by donors.
- 6) Undesignated funds from ELCIC sources - 13% of funds will be allocated to the activities outlined in this MOU.

- 7) 13% of all bequests from ELCIC sources to CLWR will be allocated to the ELCIC for domestic programming, including bequests to the former Global Hunger and Development Appeal (GHDA).

Joint program planning and mutual accountability

In order to enhance cooperation and effective programming, CLWR and the ELCIC will establish a Joint Program Committee (JPC) to plan and implement activities as outlined in this MOU. The JPC will be responsible for joint programming related to leadership development and training, development education, advocacy and international partner projects. The JPC will meet a minimum of twice a year.

According to the terms of this MOU, funds will be made available for each of the areas noted above. The JPC will develop annual program plans within the parameters of the allocations outlined in this MOU.

The National ELCIC Bishop and CLWR Executive Director will serve as ex-officio members and each appoint at least two staff members to the JPC. The JPC members will be jointly accountable to the National Bishop and Executive Director.

Governance and Administration

The ELCIC will be eligible for six full members and the National Bishop as an ex-officio member on the CLWR Board. The ELCIC will provide relevant and qualified representation on the CLWR Board such that each of the five Synods are represented at all times. Two members will originate in the Eastern Synod and one in each of the four Western Synods. The ELCIC will be eligible to appoint a youth member as per the CLWR bylaws.

Consensus of Agreement



Bishop Susan Johnson
National Bishop ELCIC



Rev. Adam Snook
CLWR President

March 22, 2025

Date

Canadian Lutheran World Relief Vision, Mission and Values

Vision

CLWR strives for a world where people live in peace with hope, justice, dignity and equality, empowered to achieve their universal rights to quality of life and to have their basic needs met.

Mission

Inspired by God's love for humanity, CLWR challenges the causes and responds to the consequences of human suffering and poverty.

As a specialized agency of the Lutheran community in Canada, CLWR offers Canadians opportunities to understand and serve the needs of others.

Values

Compassion and Justice

Our Christian faith calls us to show compassion and seek justice.

CLWR responds in love to people who are suffering unjust or challenging political, social, economic and environmental circumstances.

Dignity and Respect

All human beings are created in God's image and have value and should be treated through word and action with dignity and respect.

CLWR supports vulnerable individuals and communities in striving for human rights and a sustainable future.

Stewardship of Creation

All that we have is a gift from God entrusted to our care and nurture.

CLWR strives to steward God's gifts in the service of all people, using the resources of the planet sustainably in order to support an abundant life for all.

Partnership and Accountability

Christ calls us all to work together to serve others in their need.

Partnership is fundamental to CLWR, with the principles of understanding, fairness and trust embodied within all activities it undertakes with its stakeholders. In partnerships, CLWR reflects intentional and respectful collaboration, mutuality, accountability and transparency.

Evangelical Lutheran Church in Canada Vision and Mission

Vision

God's grace and unconditional love calls us to be a diverse, inclusive community that celebrates all and upholds lifegiving relationships.

Living out God's grace and unconditional love,

Mission

The mission of this church, as an expression of the universal Church and as an instrument of the Holy Spirit, is to share the Gospel of Jesus Christ with people in Canada and around the world through the proclamation of the Word, celebration of the Sacraments, and through service in Christ's name.

CLWR/ELCIC Domestic Disaster Response Guidelines (2011)

Purpose

CLWR and the ELCIC choose to collaborate in order to provide a quick response to domestic disasters. The following guidelines will serve as a reference for the ELCIC and CLWR in responding to disasters which occur within Canada.

Guidelines

In response to an emergency, the following guidelines serve as the criteria and action steps:

- 1) When a civil authority declares an emergency, CLWR and the ELCIC will consult with each other and with the local bishop and determine if an emergency appeal is to be issued and whether a response will be provided to a specific emergency.
- 2) Synods, congregations and individuals will send funds to CLWR, designated for the specific appeal that has been issued.
- 3) Funds will normally be used for immediate humanitarian needs.
- 4) Depending on the nature and scope of the emergency, it will be possible to release up to \$5000 as an advance, immediately.
- 5) Every effort will be made to collaborate with other Churches and ecumenical agencies.
- 6) Funds should be directed through appropriate lead agencies, such as the Red Cross and other front line service providers.
- 7) Funds will be primarily used to: help relocate those affected to safe areas; provide emergency shelter; provide food; and support congregational programs that provide emergency service.

Authority Level

The ELCIC National Bishop and CLWR Executive Director will approve the issuing of appeals and the allocation of funds, and report to the ELCIC/CLWR Joint Program Committee.

2025 NATIONAL CONVENTION AGENDA

WEDNESDAY, JULY 9

- 4:00-5:00 p.m. *NCC Meets*
- 3:00-8:00 p.m. Registration/Information Desk Open

THURSDAY, JULY 10

Delegate Travel

- 9:00-5:00 p.m. Registration
- 11:00 a.m. General Orientation
- 12:00 p.m. Lunch
- 1:30 p.m.–5:00 p.m. Session 1**
- 1:30 p.m. Welcome to Treaty One Territory – Elder Amanda Wallen, Diocese of Rupert’s
Land, Anglican Church of Canada
Opening Worship and Opening of Convention
-Offering for ELCIC Praise Appeal
- 3:00 p.m. Coffee Break
- 3:30 p.m. Welcome and Introduction at Tables
Registration Report
Establishment of Quorum
Adoption of Agenda
Adoption of Consent Agenda
 - Adoption of Standing Rules of Order
 - Introduction of Convention Committees
 - Request to Grant Privilege of Voice
 - NCC items not requiring action

Introduction of Special Guests

Report of the National Bishop

Report of National Church Council
-Notice of Items Requiring Action
-Nomination of Secretary and Treasurer

Report of Committee on Nominations
-National Church Council, Court of Appeal

	-Reception of Nominations from the Floor (including for Secretary and Treasurer)
	Report of Committee on Conduct of Elections -First Ballot for the National Bishop as per Administrative Bylaws Part VIII, Section 3
4:55 p.m.	Announcements Closing Prayer
5:00-6:00 p.m.	Dinner
6:30 p.m.-9:00 p.m.	Session 2
6:30 p.m.	Opening Prayer Registration Report
	Report of Committee on Conduct of Elections -Report of the First Ballot for National Bishop -Second Ballot for the National Bishop -All names move forward
7:00 p.m.	Rejoicing in Hope – Facing Today – Dreaming for the Future Task Force
8:00 p.m.	Presentation of Leadership Award
8:20 p.m.	Report of Committee on Conduct of Elections -Report of Second Ballot for National Bishop -All names move forward <i>-Biographical information needs to be submitted</i>
8:25 p.m.	Announcements Evening Prayer
9:00 p.m.-11:00 p.m.	Reception (Room TBD) <i>cash bar</i>

FRIDAY, JULY 11

7:15-8:15 a.m.	Breakfast
8:30-12:00 p.m.	Session 3
8:30 a.m.	Opening Prayer
9:15 a.m.	Registration Report
	Report of Committee on Conduct of Elections <i>Bios for candidates for National Bishop are available</i>

9:20 a.m.	Report of NCC Task Force videos
10:15 a.m.	Coffee Break
10:45 a.m.	Rejoicing in Hope – Rev. Dr. Willard Metzger, Citizens for Public Justice
11:15 a.m.	Greetings—Bishop Elizabeth Eaton, Evangelical Lutheran Church in America Greetings —Mr. Wayne Hove, President, LCBI High School
	Report of Committee on Conduct of Elections Third Ballot for Bishop
11:50 a.m.	Announcements Closing Prayer
12:00 p.m.	Lunch
1:30 p.m.-5:00 p.m.	Session 4
1:30 p.m.	Opening Prayer Registration Report Report of Committee on Conduct of Elections -Results of the Third Ballot for the National Bishop <i>Five names advance to the next ballot</i>
1:40 p.m.	Rejoicing in Hope – Rev. Vince Solomon, Indigenous Ministry Developer, Diocese of Rupert’s Land, Anglican Church of Canada
2:40 p.m.	Report of Canadian Lutheran World Relief (CLWR) -Rev. Dr. Michael Pryse, Interim Executive Director
3:00 p.m.	Coffee Break
3:30 p.m.	Deadline for Submission to Reference and Counsel
	Report of ELCIC Group Services, Inc. -Gordon Jensen, President and Board Chair and Barb Fortier, Executive Director Greetings Luther College
4:00 p.m.	Report of Committee on Elections Speeches from candidates Fourth Ballot for National Bishop Results from Fourth Ballot for National Bishop <i>Three names advance to the next ballot</i>
4:55 p.m.	Announcements Closing Prayer

- 5:00 p.m. Dinner
- 6:30 p.m.-9:00 p.m. Session 5**
- 6:45 p.m. Opening Prayer
Registration Report
Rejoicing in Hope – Facing Today – Dreaming for the Future Task Force
- 7:00 p.m. Greetings -Anglican Church of Canada
Greetings – Rev. Dr. Betsy Miller, Ecumenical Officer, Moravian Church,
Northern Province
NCC Reporting
- TF videos
- 7:30 p.m. Committee on the Conduction of Elections
-Questions for Candidates for National Bishop
-Fifth Ballot for National Bishop
-Results from Fifth Ballot for National Bishop
-Two names advance to the next ballot
- 8:00 p.m. Report of Committee of Reference and Counsel
- 8:25 p.m. Announcements
Evening Prayer

SATURDAY, JULY 12

- 7:15–8:15 a.m. Breakfast
- 8:30–12:00 p.m. Session 6**
- 8:30 a.m. Opening Prayer
- 8:45 a.m. Registration Report
Report of Committee on Conduct of Elections
Sixth ballot for National Bishop
First ballot for Vice-Chair
- 9:15 a.m. Rejoicing in Hope – Rev. Dr. Betsy Miller, Ecumenical Officer, Moravian
Church, Northern Province
- 10:00 a.m. Coffee Break
- 10:30 a.m. Report of the Treasurer, Stephen Holmes
-Approval of 2024 Audited Financial Statements
-Approval of 2026, 2027 and 2028 Budgets

11:00 a.m.	Report of Committee of Reference and Counsel
11:45 a.m.	Report of Committee on Conduct of Elections -Results of First Ballot for Vice-Chair -Second Ballot for Vice-Chair - <i>Four names advance to next ballot</i>
11:55 a.m.	Announcements Closing Prayer
12:00 p.m.	Lunch
1:30-5:00 p.m.	Session 7
	Report of Committee on Conduct of Elections -Results of Second Ballot for Vice-Chair -Third Ballot for Vice-Chair - <i>Three names advance to the next ballot</i> -First Ballot for NCC and Court of Appeal
2:00	Greetings – The Episcopal Church
2:15	Rejoicing in Hope – Bishop Azar, Evangelical Lutheran Church in Jordan and the Holy Land
3:00	Coffee break
3:30	Rejoicing in Hope – Rev. Sonia Skupch, Regional Secretary, Latin America and the Caribbean & North America, The Lutheran World Federation
4:15	Rejoicing in Hope – Emily Savage, Vice-President, The Canadian Council of Churches, Member, St Philip’s Evangelical Lutheran Church, Toronto
4:45	Report of Committee on Conduct of Elections Results of Third Ballot for Vice-Chair Fourth Ballot for Vice-Chair <i>Two names advance to the next ballot</i> First Ballot for Secretary and Treasurer Second Ballot for NCC and Court of Appeal
4:55	Announcements Closing Prayer
5:00 p.m.	Dinner
6:30-9:00 p.m.	Session 8
6:30 p.m.	Report of Committee on Conduct of Elections Final balloting as require

Recognition of NCC Members Ending Terms of Service
Farewell to National Bishop Susan Johnson

8:30 Evening Prayer

9:00 Reception – cash bar

SUNDAY, JULY 13

7:15 a.m.–8:15 a.m. Breakfast

9:30 a.m. Closing Worship

*11:00 a.m. NCC meets
Departures*

TASK FORCE ON ABILITY AND INCLUSION: Report to the ELCIC National Church Council for the 2025 Convention

This task force was established upon the acceptance of recommendation #4 by its predecessor, the Task Force Addressing Ableism, at the 2023 Special Convention. The NCC appointed the members of this committee at the subsequent NCC-2024-04 meeting.

The Task Force was initially named, “Task Force Addressing Ableism”. The request of the current Task Force was to shift the focus to a more positive one, thus a request to the NCC, which was approved at the NCC-2024-09-21 meeting, to change the title and subsequent work of the Task Force to “Task Force on Ability and Inclusion”.

What is Ableism?

Ableism is a philosophy which promotes discrimination against all those who are disabled in any way. It supports the marginalization, exclusion or demeaning of those with disabilities. According to ableist thought or behavior a disabled person is a “lesser being” in value to society as a whole or to any organization predicated on membership or inclusion.

Who are Disabled Canadians?

As of 2022, results from “The Canadian Survey on Disability” by Statistics Canada identifies twenty-seven percent of the Canadian population as disabled. This means that more than one in four Canadians aged 15 years and over have a disability. This is a sharp increase from the twenty-two percent identified in the previous census in 2017, and it constitutes more than eight million of our fellow citizens.

The Challenge

Many individuals with a disability feel left outside the circle of worshipping congregations and Christian communities.

The reason for this sense of alienation, not belonging, or even exclusion is profound and takes us to the heart of the practice of Christian Theology itself. Through many centuries Christians and Christianity have associated a disability as a mark of sin, a failure of faith, a test of spiritual strength. Words like blind, deaf, and crippled are openly used to mean spiritual failure. The bent of Ableist Theology with its open and blatant discrimination has prevailed until a wondrous breakthrough in the late twentieth century.

Disability Theology

In 1994 seminal work by author Nancy Eiesland was provided in her book “The Disabled God”, which challenged and largely banished the discriminatory theology of the last many centuries. Disability Theology has become a vibrant and leading area of Christian thinking and action around the world. DISABILITY THEOLOGY proclaims the following ten clarion tenets:

1. Imago Dei (Image of God):

All people, including disabled individuals, reflect God’s image. Disability is part of human diversity, not a flaw.

2. Rejection of the Sin-Disability Link:

Disability is not caused by sin or divine punishment. It is a natural part of life, not a spiritual failing.

3. Jesus and Disability:

Jesus' interactions with disabled people focus on inclusion, dignity, and community rather than on fixing disability.

4. Healing vs. Wholeness:

True wholeness is not about curing disability but about love, inclusion, and full participation in the faith community.

5. Social Model of Disability:

Disability is not an individual problem but is created by societal barriers that exclude or marginalize disabled people.

6. The Role of the Church:

Churches should be places of radical hospitality, accessibility, and leadership opportunities for disabled people.

7. Suffering and Lament:

Suffering is acknowledged, but it does not define disabled lives. Lament provides a way to express pain while maintaining dignity.

8. Eschatology and Resurrection:

The assumption that disability will be 'fixed' in the afterlife is questioned. Resurrection may include diverse bodies.

9. Prophetic Witness:

Disabled people bring unique theological insights and challenge injustices within the church and society.

10. Interdependence Over Independence:

Christian theology values interdependence, mutual care, and shared vulnerability over the modern ideal of self-sufficiency.

ELCIC Task Force on Ability and Inclusion Rationale:

The Task Force feels that the church needs to be focusing on all abilities (not just disabilities), inclusion and welcome. Our thoughts are informed by studies in Disability Theology, particularly, "The Disabled God", named above, by author Nancy Eiesland. She challenges the traditional and ableist philosophy of many Christian Churches. She argues for a new and deeper wisdom for all to understand not only each other but the fundamental call of Christianity for a truly sacramental inclusion of those who are disabled. This approach demands the opening of hearts and understanding toward the full acceptance of the gifts and perspective each one brings to the whole communion.

Her work has sparked an energized and stimulating, radical new approach to Christian thought. More than five hundred works and lectures are currently available. Schools and faculties of theology have been formed to focus on Disability Theology. It is rapidly changing contemporary Christian thought on disability

In the 1970-80's much work was done by all levels of government concerning the physical access to buildings and spaces. Various pieces of federal and provincial legislation set our requirements. The role of congregations is to understand and use the legislation and regulations to deal with physical issues, including adding elevators, ramps, handrails and other physical devices.

The ELCIC Task Force on Ability and Inclusion Focus:

It is incumbent on all to ensure what the law and Human Rights practice demands in terms of access and accommodation are upheld. However, for Christians, there is a more important test. That is to understand and accept the gifts offered by the disabled individual to that person's Christian community. Going forward, our work will be built upon this premise.

Results of the Task Force Addressing Ableism Recommendations from Convention 2023:

Recommendations #1 through #3 recommended "certified accessibility and ableism training" for various groups within the ELCIC. This Task Force was informed that no such "certified training" is available. The assigned staff and task force then developed a workshop, "Enabling Inclusion: Cultivating a welcoming and Accessible Church Community".

Recommendation #4 lead to the development of the current Task Force.

The members of the Task Force volunteered in response to a call from the National Office of the ELCIC and are:

-
- Victoria Featherston, Eastern Synod clergy serving the South Shore Shared Ministry in Nova Scotia. (Secretary)
 - Nadine Schroder-Kranz, Eastern Synod clergy serving St. Peter's Lutheran Church in Zurich Ontario. (Co-Chair)
 - Don Storch, retired Social worker, member of Lutheran Church of the Cross in Victoria, BC.
 - Jodey Porter, retired from public service leadership roles, member of St. Mark's Anglican Church, Niagara On The Lake, Anglican Church Canada appointee from the Anglican Diocese of Niagara, Ontario. (Co-Chair)
 - 2024 recommendation #5 led to the part time employment of Carmen Ramirez, ELCIC staff member, assistant to the Bishop for Diversity, Equity and Inclusion
-

Recommendation from the Task force:

1. The Task force respectfully request that the NCC begin a process of consideration for the adoption and proclamation of the tenets of Disability Theology.
2. A workshop, entitled, "Embracing Inclusion: Cultivating a Welcoming and Accessible Church Community" has been developed. We recommend that it be a "pilot" presentation at the September 2025 NCC meeting. A resource list of articles and videos will be compiled to be presented to allow individuals and groups to continue this work. Any necessary changes will be made following this trial run and then the workshop will be offered to all other expressions of this Church.

3. That the assigned staff member recruit a group of individuals and train them to facilitate the workshop so it can be presented to Congregational groups and other groups within this church.
4. We request that the planners of Conventions beginning with Convention 2025 find ways to incorporate those who are differently abled in the worship of the Convention.
5. To NCC, we ask that the tenure and terms of reference for this task force be clarified. We believe that the work should continue, and that the task force, with expanded membership could serve as a resource to the Diversity Equity and Inclusion staff member and to help forward this work within this church.
6. We are unclear if there are/or will be similar initiatives taken at Synodical levels, and if so, how the National and Synodical groups would integrate?
7. We recommend that the ELCIC establish a web-based blog so that individuals and congregations might share their stories and ask questions about the work of Ability and Inclusion.
8. We recommend that the ELCIC develop a set of study guides for Bible Study using Disability Theology as their base.

References:

Eiesland, Nancy L. *The Disabled God: Toward a Liberatory Theology of Disability*. Nashville: Abingdon Press, 1994

Government of Canada, Statistics Canada. (2024, May 28). *A demographic employment and income profile of persons with disabilities aged 15 years and over in Canada, 2022*. <https://www150.statcan.gc.ca/n1/pub/89-654-x/89-654-x2024001-eng.htm>

The Wheaton Center for Faith and Disability, www.wheaton.edu/faithanddisability, retrieved on 02/15/2025

ELCIC Task Force Addressing Racism, White Supremacy and Racial Justice Issues

Introduction

The task force addressing Racism, White Supremacy and Racial Justice has met several times over the past two years. All meetings were held online over Zoom. These meetings include time to get to know each other and discussion of the mandate for the task force.

The Special Convention (2023) approved a policy article and eleven recommendations. Both are attached, along with a précis of the work completed on each of the eleven (11) recommendations. The following are future recommendations for your approval as we continue to grow in the area addressing racism, white supremacy and racial justice.

1. That the ELCiC Task Force addressing Racism, White Supremacy, and Racial Justice Issues continue to work with members appointed out of the National Church Convention, 2025. Members from each Synod will be representative of diversity, equity and inclusiveness.
2. That the National Task Force work together with an Assistant to the Bishop to effectively carry out and complete its mandate and objectives.
3. Training in racial justice issues and white supremacy issues be mandatory for all candidates and rostered individuals.

We propose the ELCIC continue to commit itself to the policy statement and to implementing, establishing and continuing the growth of the 11 recommendations approved at the national convention in 2023.

We support, acknowledge, and celebrate the work completed to date, particularly in the area of developing ongoing certified anti-racism training at least every 3 years.

The Task Force is grateful for the recognition and support in our ongoing journey in becoming and growing as an antiracism church. To God be the glory.

Respectfully Submitted February 24, 2025,

Rev. Wilson Akinwale, (he/him) Anglican

Rev. Kathryn Andersen, (she/her)

Rev. Ronald Flamand, (he/him)

Rev. Jennifer Wilson, (she/her)

Carmen Ramirez,(she/her)

Sum of 2025	Column Labels		
Row Labels	Expense	Revenue	(b Grand Total
Benevolence		705,200.00	705,200.00
Canada Lutheran	(215,142.00)	216,500.00	1,358.00
CLAY	(206,750.00)	140,000.00	(66,750.00)
Communications	(59,000.00)		(59,000.00)
Compassionate Jus	(179,000.00)	179,000.00	-
Convention	(356,063.00)	224,250.00	(131,813.00)
Cora Martinson	(20,000.00)	20,000.00	-
DEI	(35,380.00)	3,000.00	(32,380.00)
Diaconal Event	(5,000.00)	5,600.00	600.00
Donations		65,000.00	65,000.00
ELCIC Mission Func	(800,500.00)	800,500.00	-
Global Mission	(92,500.00)	92,500.00	-
Governance	(104,500.00)		(104,500.00)
Investments		300,000.00	300,000.00
IT	(63,350.00)	55,000.00	(8,350.00)
Leadership	(59,750.00)	29,710.00	(30,040.00)
LIFE	(90,000.00)	90,000.00	-
National Youth Proje	(2,000.00)	5,000.00	3,000.00
NWC			
Partnerships	(147,950.00)		(147,950.00)
Salaries	(994,230.00)		(994,230.00)
Special Projects	-	-	-
Stewardship	(18,000.00)	11,000.00	(7,000.00)
Support to Ministrie	(118,450.00)	94,000.00	(24,450.00)
Support to Schools	(2,500.00)	4,000.00	1,500.00
Worship	(112,936.68)	124,746.00	11,809.32
Youth	(12,250.00)	3,250.00	(9,000.00)
Grand Total	(3,695,251.68)	3,168,256.00	(526,995.68)

2024 Budget per program Area		
Expense	Revenue	Balance
	738,900.00	738,900.00
(238,850.00)	236,500.00	(2,350.00)
(600,500.00)	600,500.00	-
(35,400.00)	2,000.00	(33,400.00)
(59,000.00)		(59,000.00)
(179,000.00)	179,000.00	-
-	-	-
(20,000.00)	20,000.00	-
(35,380.00)	3,000.00	(32,380.00)
(5,000.00)	5,600.00	600.00
	65,000.00	65,000.00
(92,500.00)	92,500.00	-
(110,500.00)		(110,500.00)
	200,000.00	200,000.00
(58,350.00)	20,000.00	(38,350.00)
(53,750.00)	29,710.00	(24,040.00)
(75,000.00)	75,000.00	-
(2,000.00)	5,000.00	3,000.00
(58,505.00)	48,000.00	(10,505.00)
(147,950.00)	-	(147,950.00)
(893,971.00)		(893,971.00)
(5,000.00)	5,000.00	-
(18,000.00)	11,000.00	(7,000.00)
(120,450.00)	94,000.00	(26,450.00)
(2,500.00)	4,000.00	1,500.00
(112,936.68)	124,744.95	11,808.27
(12,250.00)	3,250.00	(9,000.00)
(2,936,792.68)	2,562,704.95	(374,087.73)

Net 2025 Budget per Program Area

Program Area	Net 2025 Budget	Budgeted use of	lly Restricted \$ av
Benevolence	705,200	-	-
Canada Lutheran	1,358	-	(112,933)
CECF	-		
CLAY	(66,750)	-	79,315
Communications	(59,000)		
Compassionate Jus	-	-	125,606
Convention	(131,813)	-	15,089
Cora Martinson	-	20,000	96,725
DEI	(32,380)		
Diaconal Event	600	5,000	9,067
Donations	65,000		
Global Mission	-	32,330	5,192
Governance	(104,500)		
Investments	300,000		
IT	(8,350)		
Leadership	(30,040)	10,000	6,153
LIFE	-		
National Youth Proj	3,000		
NWC	-	-	23,541
Partnerships	(147,950)	-	-
Salaries	(994,230)		
Special Projects		-	-
Stewardship	(7,000)		
STM	(24,450)		
Support to Schools	1,500		
Worship	11,809		
Youth	(9,000)		
Grand Total	(526,995.68)	67,330.00	247,754.52
Unrestricted Net Asset			2,138,767.16

Budget Expenses per Strategic Plan						
Program Area	Strategic Plan					Others(Adr Total Budget
	HC	EP	RL	CJ		
Canada Lutheran	215,142.00					215,142.00
ELCIC Mission Fund		800,500.00				800,500.00
CLAY	206,750.00					206,750.00
Communications	59,000.00					59,000.00
Compassionate Justice				0.00 179,000.00		179,000.00
Convention	356,063.00	0.00		0.00		356,063.00
Cora Martinson		20,000.00		0.00		20,000.00
DEI			35,380.00			35,380.00
Diaconal Event			5,000.00			5,000.00
Donations						0.00
Global Mission		92,500.00		0.00		92,500.00
Governance	104,500.00					104,500.00
IT	12,670.00	12,670.00	12,670.00	12,670.00	12,670.00	63,350.00
Leadership			59,750.00			59,750.00
LIFE		90,000.00		0.00		90,000.00
National Youth Project	2,000.00					2,000.00
NWC	0.00					0.00
Partnerships		147,950.00				147,950.00
Salaries	275,128.10	162,426.60	195,042.10	162,426.60	98,947.60	893,971.00
Special Projects	5,000.00			0.00		5,000.00
Stewardship	18,000.00					18,000.00
STM	24,090.00	24,090.00	24,090.00	24,090.00	24,090.00	120,450.00
Support to Schools	2,500.00					2,500.00
Worship(EFT)	112,936.68					112,936.68
Youth	12,250.00					12,250.00
Total	1,406,029.78	1,350,136.60	331,932.10	378,186.60	135,707.60	3,601,992.68
Percentage of Budget	39.03%	37.48%	9.22%	10.50%	3.77%	100.00%

EVANGELICAL LUTHERAN CHURCH IN CANADA

CONSOLIDATED FINANCIAL STATEMENTS

Statement of Financial Position
12/31/2024

	<u>Current Year</u>	<u>Last Year Audit</u>
ASSETS		
Cash	225,589	421,077
Accounts and Other Receivables	202,521	135,698
Prepaid Expenses	39,916	3,102
Investments	23,381,302	22,770,389
Capital Assets	24,201	28,487
Funds Restricted Continuing Education Plan	<u>1,274,325</u>	<u>1,330,456</u>
TOTAL ASSETS	<u>25,147,854</u>	<u>24,689,210</u>
LIABILITIES AND NET ASSETS		
Liabilities		
Accounts Payable and Accrued Liabilities	197,313	975,946
Certificates Payable	3,440	3,440
Deferred Revenue	457,978	442,253
LIFE Annuities Payable	27,945	35,572
Continuing Education Plan	<u>1,274,325</u>	<u>1,330,456</u>
Total Liabilities	<u>1,961,001</u>	<u>2,787,667</u>
Net Assets		
Endowments	3,873,462	3,842,517
Internally Restricted		
Internally Restricted - Operating	633,323	721,064
Internally Restricted - CECF	15,869,025	14,541,392
Internally Restricted - LIFE	524,894	613,017
Unrestricted		
Invested in Capital Assets	122,887	30,533
Unrestricted - Operating	<u>2,163,262</u>	<u>2,153,019</u>
Total Net Assets	<u>23,186,852</u>	<u>21,901,543</u>
TOTAL LIABILITIES & NET ASSETS	<u>25,147,854</u>	<u>24,689,210</u>

CONSOLIDATED FINANCIAL STATEMENTS

**Statement of Operations
12 Months Ended 12/31/2024**

	Y-T-D Actual	Y-T-D Budget	Annual Budget	Last Year Y-T-D	Last Year Audit
<u>REVENUES</u>					
Benevolence & Other Revenue					
Synod Benevolence	724,336	738,900	738,900	781,193	781,193
ELCIC Praise Appeal	7,211	15,000	15,000	8,950	8,950
Investment Revenue	1,912,161	875,000	875,000	1,444,457	1,444,457
Other Revenue	47,216	50,000	50,000	188,925	188,925
	<u>2,690,924</u>	<u>1,678,900</u>	<u>1,678,900</u>	<u>2,423,525</u>	<u>2,423,525</u>
Program Directed					
Global Ministries	40,667	92,500	92,500	92,749	92,749
National Ministries	449,135	332,746	332,746	312,657	312,657
Synodical Ministries	219,401	44,460	44,460	189,960	189,960
Support to Ministries	97,488	94,000	94,000	90,519	90,519
Partnerships	0	0	0	0	0
	<u>806,691</u>	<u>563,706</u>	<u>563,706</u>	<u>685,886</u>	<u>685,886</u>
Self Supported Activities					
Canada Lutheran	191,880	236,500	236,500	211,059	211,059
National Convention	0	0	0	199,125	199,125
Affiliated Ministries & Events	62,088	80,600	80,600	232,630	232,630
	<u>253,968</u>	<u>317,100</u>	<u>317,100</u>	<u>642,814</u>	<u>642,814</u>
TOTAL REVENUES	<u>3,751,583</u>	<u>2,559,706</u>	<u>2,559,706</u>	<u>3,752,225</u>	<u>3,752,225</u>
<u>EXPENSES</u>					
Program					
Global Ministries	40,388	92,500	92,500	92,749	92,749
National Ministries	726,650	518,887	518,887	488,319	488,319
Synodical Ministries	301,828	759,500	759,500	978,443	978,443
Support to Ministries	118,036	120,450	120,450	133,531	133,531
Partnerships	107,070	147,450	147,450	138,082	138,082
Salaries & Benefits	865,274	893,972	893,972	842,556	842,556
	<u>2,159,245</u>	<u>2,532,759</u>	<u>2,532,759</u>	<u>2,673,680</u>	<u>2,673,680</u>
Self Supported Activities					
Canada Lutheran	233,981	238,850	238,850	261,656	261,656
National Convention	0	0	0	183,510	183,510
Affiliated Ministries & Events	101,439	120,905	120,905	248,782	248,782
	<u>335,420</u>	<u>359,755</u>	<u>359,755</u>	<u>693,948</u>	<u>693,948</u>
TOTAL EXPENSES	<u>2,494,666</u>	<u>2,892,514</u>	<u>2,892,514</u>	<u>3,367,627</u>	<u>3,367,627</u>
Net Revenue (Loss) Before the Following	<u>1,256,917</u>	<u>(332,808)</u>	<u>(332,808)</u>	<u>384,598</u>	<u>384,598</u>
NET REVENUE (LOSS)	<u>1,256,917</u>	<u>(332,808)</u>	<u>(332,808)</u>	<u>384,598</u>	<u>384,598</u>

CONSOLIDATED FINANCIAL STATEMENTS - DETAIL

**Statement of Operations
12 Months Ended 12/31/2024**

	Y-T-D Actual	Y-T-D Budget	Annual Budget	Last Year Y-T-D	Last Year Audit
<u>REVENUES</u>					
<u>Benevolence & Other General Revenues</u>					
Synod Benevolence					
Alberta and the Territories	77,000	110,000	110,000	110,000	110,000
British Columbia	75,000	75,000	75,000	75,000	75,000
Eastern	427,125	406,700	406,700	406,701	406,701
Manitoba/Northwestern Ontario	110,000	106,000	106,000	116,610	116,610
Saskatchewan	35,210	41,200	41,200	72,882	72,882
	<u>724,336</u>	<u>738,900</u>	<u>738,900</u>	<u>781,193</u>	<u>781,193</u>
ELCIC Praise Appeal					
ELCIC Praise Appeal	7,211	15,000	15,000	8,950	8,950
Investment Revenue					
Interest Revenue - Operating	430,415	200,000	200,000	336,375	336,375
Interest Revenue - CECF	1,358,884	600,000	600,000	1,027,681	1,027,681
Interest Revenue - LIFE	122,862	75,000	75,000	80,401	80,401
	<u>1,912,161</u>	<u>875,000</u>	<u>875,000</u>	<u>1,444,457</u>	<u>1,444,457</u>
Other Revenue					
Undesignated Donations	47,216	50,000	50,000	188,925	188,925
	<u>47,216</u>	<u>50,000</u>	<u>50,000</u>	<u>188,925</u>	<u>188,925</u>
<u>Program Directed</u>					
Global Ministries					
Global Missions					
General Revenues	14,084	67,330	67,330	51,809	51,809
Sponsorship - Partner Churches	26,583	25,170	25,170	40,940	40,940
	<u>40,667</u>	<u>92,500</u>	<u>92,500</u>	<u>92,749</u>	<u>92,749</u>
National Ministries					
Special Projects	23,433	5,000	5,000	8,969	8,969
Reformation Challenge	211,957	0	0	58,600	58,600
Support to Schools	5,123	4,000	4,000	4,407	4,407
Worship	39,951	124,746	124,746	72,238	72,238
Compassionate Justice	148,673	179,000	179,000	148,444	148,444
Information Technology	20,000	20,000	20,000	20,000	20,000
	<u>449,135</u>	<u>332,746</u>	<u>332,746</u>	<u>312,657</u>	<u>312,657</u>
Synodical Ministries					
Stewardship	10,160	11,000	11,000	10,341	10,341
Leadership	56,031	29,710	29,710	45,102	45,102
Youth	3,924	3,250	3,250	3,741	3,741
Church Extension & Capital Fund	23,343	500	500	36	36
Lutheran Investment Fund & Endowments	125,943	0	0	130,740	130,740
	<u>219,401</u>	<u>44,460</u>	<u>44,460</u>	<u>189,960</u>	<u>189,960</u>
Support to Ministries					
Finance & Management Fees	97,488	94,000	94,000	90,519	90,519
	<u>97,488</u>	<u>94,000</u>	<u>94,000</u>	<u>90,519</u>	<u>90,519</u>
Partnerships					
	0	0	0	0	0
<u>Self Supported Activities</u>					
Canada Lutheran					
Subscriptions	42,170	75,000	75,000	58,267	58,267
Advertising & Other	149,711	161,500	161,500	152,793	152,793
	<u>191,880</u>	<u>236,500</u>	<u>236,500</u>	<u>211,059</u>	<u>211,059</u>
National Convention					
Registration Fees & Sponsorships	0	0	0	199,125	199,125
	<u>0</u>	<u>0</u>	<u>0</u>	<u>199,125</u>	<u>199,125</u>
Affiliated Ministries & Events					
Worship Conference	60,594	48,000	48,000	1,653	1,653
Diaconal Ministry Event	0	5,600	5,600	0	0
CDN Lutheran Anglican Youth Gathering	1,494	2,000	2,000	230,977	230,977
National Youth Project	0	5,000	5,000	0	0
Cora Martinson Memorial Fund	0	20,000	20,000	0	0
	<u>62,088</u>	<u>80,600</u>	<u>80,600</u>	<u>232,630</u>	<u>232,630</u>
TOTAL REVENUES	<u>3,751,583</u>	<u>2,559,706</u>	<u>2,559,706</u>	<u>3,752,225</u>	<u>3,752,225</u>

CONSOLIDATED FINANCIAL STATEMENTS - DETAIL

**Statement of Operations
12 Months Ended 12/31/2024**

	Y-T-D Actual	Y-T-D Budget	Annual Budget	Last Year Y-T-D	Last Year Audit
<u>EXPENSES</u>					
<u>Program</u>					
Global Ministries					
Global Mission Program Costs	1,883	9,000	9,000	1,138	1,138
Partner Churches	38,505	83,500	83,500	91,611	91,611
	<u>40,388</u>	<u>92,500</u>	<u>92,500</u>	<u>92,749</u>	<u>92,749</u>
National Ministries					
Governance	149,948	110,500	110,500	126,585	126,585
Special Projects	213	5,000	5,000	8,969	8,969
Reformation Challenge	210,487	0	0	57,420	57,420
Support to Schools	2,500	2,500	2,500	2,500	2,500
Worship	105,150	104,537	104,537	36,058	36,058
Compassionate Justice	148,673	179,000	179,000	148,444	148,444
Communications	46,244	59,000	59,000	23,375	23,375
Information Technology	63,436	58,350	58,350	84,967	84,967
	<u>726,650</u>	<u>518,887</u>	<u>518,887</u>	<u>488,319</u>	<u>488,319</u>
Synodical Ministries					
Stewardship	5,254	18,000	18,000	1,473	1,473
Leadership	48,292	53,750	53,750	40,468	40,468
Youth	6,053	12,250	12,250	9,042	9,042
Church Extension & Capital Fund	54,594	600,500	600,500	779,611	779,611
Lutheran Investment Fund & Endowments	187,635	75,000	75,000	147,849	147,849
	<u>301,828</u>	<u>759,500</u>	<u>759,500</u>	<u>978,443</u>	<u>978,443</u>
Support to Ministries					
Rent & Maintenance	66,232	64,800	64,800	75,545	75,545
Office Administration	26,268	24,650	24,650	34,652	34,652
Insurance	17,906	19,000	19,000	16,544	16,544
Amortization	7,630	12,000	12,000	6,789	6,789
	<u>118,036</u>	<u>120,450</u>	<u>120,450</u>	<u>133,531</u>	<u>133,531</u>
Partnerships					
Lutheran World Federation	60,443	61,250	61,250	83,601	83,601
World Council of Churches	10,200	23,200	23,200	17,936	17,936
Canadian Council of Churches	22,321	27,000	27,000	24,636	24,636
Joint Anglican Lutheran Council	1,938	7,000	7,000	0	0
Other Interfaith Relationships	12,167	29,000	29,000	11,909	11,909
	<u>107,070</u>	<u>147,450</u>	<u>147,450</u>	<u>138,082</u>	<u>138,082</u>
Salaries & Benefits					
Salaries & Benefits	865,274	893,972	893,972	820,006	820,006
Recruitment	0	0	0	22,550	22,550
	<u>865,274</u>	<u>893,972</u>	<u>893,972</u>	<u>842,556</u>	<u>842,556</u>
<u>Self Supported Activities</u>					
Canada Lutheran					
Salaries & Benefits	156,070	167,600	167,600	171,199	171,199
Editorial	0	2,600	2,600	522	522
Printing & Distribution	61,999	50,200	50,200	71,534	71,534
Marketing & Promotion	630	1,600	1,600	175	175
Administration	15,283	16,850	16,850	18,226	18,226
	<u>233,981</u>	<u>238,850</u>	<u>238,850</u>	<u>261,656</u>	<u>261,656</u>
National Convention					
Delegate Expenses	0	0	0	135,099	135,099
Program Support	0	0	0	7,060	7,060
Facilities	0	0	0	25,734	25,734
National Office	0	0	0	15,617	15,617
	<u>0</u>	<u>0</u>	<u>0</u>	<u>183,510</u>	<u>183,510</u>
Affiliated Ministries & Events					
Worship Conference	67,201	58,505	58,505	500	500
Diaconal Ministry Event	569	5,000	5,000	303	303
CDN Lutheran Anglican Youth Gathering	28,668	35,400	35,400	231,979	231,979
National Youth Project	0	2,000	2,000	0	0
Cora Martinson Memorial Fund	5,000	20,000	20,000	16,000	16,000
	<u>101,439</u>	<u>120,905</u>	<u>120,905</u>	<u>248,782</u>	<u>248,782</u>
TOTAL EXPENSES	<u>2,494,666</u>	<u>2,892,514</u>	<u>2,892,514</u>	<u>3,367,627</u>	<u>3,367,627</u>
Net Revenue before the following	<u>1,256,917</u>	<u>(332,808)</u>	<u>(332,808)</u>	<u>384,598</u>	<u>384,598</u>
NET REVENUE (LOSS)	<u>1,256,917</u>	<u>(332,808)</u>	<u>(332,808)</u>	<u>384,598</u>	<u>384,598</u>

**EVANGELICAL LUTHERAN CHURCH IN CANADA
ELCIC Mission Fund**

Statement of Financial Position
12/31/2024

	Current Year	Audit 2023
ASSETS		
Cash	5,508.20	1,084.26
Accounts Receivable	78,339.28	103,954.06
Investments	15,785,177.39	15,161,266.49
TOTAL ASSETS	15,869,024.87	15,266,304.81
LIABILITIES AND NET ASSETS		
Liabilities		
Accounts Payable	0.00	724,912.68
Total Liabilities	0.00	724,912.68
Net Assets		
IR National Initiatives	251,739.83	251,739.83
IR National Initiatives Net Income (Loss)	(9,584.13)	(9,662.92)
	242,155.70	242,076.91
IR Net Assets	13,789,652.30	13,541,547.15
IR Synod Rebate	500,000.00	500,000.00
IR Net Income (Loss)	1,337,216.87	257,768.07
	15,626,869.17	14,299,315.22
Total Net Assets	15,869,024.87	14,541,392.13
TOTAL LIABILITIES & NET ASSETS	15,869,024.87	15,266,304.81

Statement of Operations
For the 12 Months Ended 12/31/2024

	Current Period	YTD Budget	Annual Budget	Audit 2023
REVENUES				
Operating				
Investment Income	1,358,884.10	600,000.00	600,000.00	1,027,680.75
Bequests	23,332.77	0.00	0.00	0.00
	1,382,216.87	600,000.00	600,000.00	1,027,680.75
National Initiatives				
Mineral Rights	9.96	500.00	500.00	35.70
	9.96	500.00	500.00	35.70
Total Revenues	1,382,226.83	600,500.00	600,500.00	1,027,716.45
EXPENSES				
Operating				
Administration	45,000.00	45,000.00	45,000.00	45,000.00
Interest Rebate to Synods	0.00	540,000.00	540,000.00	724,912.68
	45,000.00	585,000.00	585,000.00	769,912.68
National Initiatives				
New Mission Initiatives	0.00	0.00	0.00	91.46
Mineral Right Expenses	952.00	500.00	500.00	952.00
Meetings	8,642.09	15,000.00	15,000.00	8,655.16
	9,594.09	15,500.00	15,500.00	9,698.62
Total Expenses	54,594.09	600,500.00	600,500.00	779,611.30
Net Income (Loss) before following	1,327,632.74	0.00	0.00	248,105.15
NET INCOME (LOSS)	1,327,632.74	0.00	0.00	248,105.15

EVANGELICAL LUTHERAN CHURCH IN CANADA
LUTHERAN INVESTMENT FUND AND ENDOWMENTS (LIFE)

Statement of Financial Position
12/31/2024

	<u>Current Year</u>	<u>Audit 2023</u>
ASSETS		
Cash	2,721.17	11,898.82
Accounts Receivable	(713,980.11)	(258,180.48)
Investments	5,149,285.22	4,745,842.34
TOTAL ASSETS	<u>4,438,026.28</u>	<u>4,499,560.68</u>
LIABILITIES AND NET ASSETS		
Liabilities		
Accounts Payable	8,286.09	5,114.93
Certificates Payable	3,439.84	3,439.84
Annuity Commitments	27,944.50	35,571.68
Total Liabilities	<u>39,670.43</u>	<u>44,126.45</u>
Net Assets		
Endowments	3,873,462.33	3,842,516.91
Internally Restricted Net Assets	463,723.49	549,724.49
IR Net Income (Loss)	61,170.03	63,292.83
	<u>524,893.52</u>	<u>613,017.32</u>
Total Net Assets	<u>4,398,355.85</u>	<u>4,455,534.23</u>
TOTAL LIABILITIES & NET ASSETS	<u>4,438,026.28</u>	<u>4,499,660.68</u>

Statement of Operations
For the 12 Months Ended 12/31/2024

	<u>Current Period</u>	<u>YTD Budget</u>	<u>Annual Budget</u>	<u>Audit 2023</u>
REVENUES				
Investment Income	122,862.26	75,000.00	75,000.00	80,401.20
Other income	2,610.00	0.00	0.00	3,820.00
Bequests	123,332.77	0.00	0.00	126,920.38
Total Revenues	<u>248,805.03</u>	<u>75,000.00</u>	<u>75,000.00</u>	<u>211,141.58</u>
EXPENSES				
Bequests Distribution	0.00	0.00	0.00	50,000.00
Finance & Management LIFE	45,000.00	45,000.00	45,000.00	45,160.00
Stewardship LIFE	10,000.00	10,000.00	10,000.00	10,000.00
Grant ELCIC Programs LIFE	20,000.00	20,000.00	20,000.00	28,968.75
LWF Endowment Fund	10,000.00	0.00	0.00	0.00
Special Projects Reserve Expenses	100,000.00	0.00	0.00	10,000.00
Congregation Directed	2,635.00	0.00	0.00	3,720.00
Total Expenses	<u>187,635.00</u>	<u>75,000.00</u>	<u>75,000.00</u>	<u>147,848.75</u>
NET INCOME (LOSS)	<u>61,170.03</u>	<u>0.00</u>	<u>0.00</u>	<u>63,292.83</u>



OPERATING FUND

**STATEMENT OF FINANCIAL POSITION
12/31/2024**

	Current Year	Last Year Audit
	<u> </u>	<u> </u>
<u>ASSETS</u>		
Cash and Cash Equivalents	217,359.76	408,093.84
Accounts and Other Receivables	838,162.14	289,924.90
Prepaid Expenses	39,915.68	3,102.09
Investments	2,446,839.17	2,863,280.60
Capital Assets	24,200.51	28,486.76
Funds Restricted for Continuing Education Plan	<u>1,274,325.34</u>	<u>1,330,456.22</u>
TOTAL ASSETS	<u>4,840,802.60</u>	<u>4,923,344.41</u>
 <u>LIABILITIES AND NET ASSETS</u>		
<i>Liabilities</i>		
Accounts Payable and Accrued Liabilities	189,027.25	245,918.59
Deferred Revenue	457,978.38	442,253.16
Continuing Education Plan	<u>1,274,325.34</u>	<u>1,330,456.22</u>
	<u>1,921,330.97</u>	<u>2,018,627.97</u>
<i>Net Assets</i>		
Internally Restricted	633,322.52	721,064.26
Invested in Capital Assets	122,887.17	30,533.09
Unrestricted	<u>2,163,261.94</u>	<u>2,153,019.09</u>
	<u>2,919,471.63</u>	<u>2,904,616.44</u>
TOTAL LIABILITIES & NET ASSETS	<u>4,840,802.60</u>	<u>4,923,244.41</u>

OPERATING FUND

**STATEMENT OF OPERATIONS
12 MONTHS ENDED 12/31/2024**

	Y-T-D Actual	Y-T-D Budget	Annual Budget	Last Year Y-T-D	Last Year Audit
REVENUES					
Synod Benevolence					
Alberta and the Territories	76,999.99	110,000.00	110,000.00	110,000.04	110,000.04
British Columbia	75,000.00	75,000.00	75,000.00	75,000.00	75,000.00
Eastern	427,125.49	406,700.00	406,700.00	406,700.88	406,700.88
Manitoba/Northwestern Ontario	110,000.00	106,000.00	106,000.00	116,610.00	116,610.00
Saskatchewan	35,210.45	41,200.00	41,200.00	72,882.19	72,882.19
	<u>724,335.93</u>	<u>738,900.00</u>	<u>738,900.00</u>	<u>781,193.11</u>	<u>781,193.11</u>
Other Income					
Investment Income	430,414.79	200,000.00	200,000.00	336,375.44	336,375.44
ELCIC Praise Appeal	7,210.50	15,000.00	15,000.00	8,950.00	8,950.00
Undesignated Donations	47,216.39	50,000.00	50,000.00	188,924.54	188,924.54
	<u>484,841.68</u>	<u>265,000.00</u>	<u>265,000.00</u>	<u>534,249.98</u>	<u>534,249.98</u>
Program Directed					
Global Ministries	40,667.17	92,500.00	92,500.00	92,749.19	92,749.19
National Ministries	449,135.21	332,746.00	332,746.00	312,657.43	312,657.43
Synodical Ministries	70,115.07	43,960.00	43,960.00	59,184.07	59,184.07
Support to Ministries	97,487.55	94,000.00	94,000.00	90,519.23	90,519.23
Partnerships	0.00	0.00	0.00	0.00	0.00
	<u>657,405.00</u>	<u>563,206.00</u>	<u>563,206.00</u>	<u>555,109.92</u>	<u>555,109.92</u>
Self Supported Activities					
Canada Lutheran	191,880.19	236,500.00	236,500.00	211,059.49	211,059.49
National Convention	0.00	0.00	0.00	199,125.00	199,125.00
Affiliated Ministries & Events	62,098.08	80,600.00	80,600.00	233,507.07	233,507.07
	<u>253,978.27</u>	<u>317,100.00</u>	<u>317,100.00</u>	<u>643,691.56</u>	<u>643,691.56</u>
TOTAL REVENUES	<u>2,120,560.88</u>	<u>1,884,206.00</u>	<u>1,884,206.00</u>	<u>2,514,244.57</u>	<u>2,514,244.57</u>
EXPENSES					
Program					
Global Ministries	40,387.67	92,500.00	92,500.00	92,749.19	92,749.19
National Ministries	740,449.23	562,667.00	562,667.00	474,859.43	474,859.43
Synodical Ministries	59,598.68	84,000.00	84,000.00	50,983.18	50,983.18
Support to Ministries	118,036.21	120,450.00	120,450.00	133,530.60	133,530.60
Partnerships	107,069.86	147,950.00	147,950.00	138,081.84	138,081.84
Salaries & Benefits	865,273.69	893,972.00	893,972.00	842,556.04	842,556.04
	<u>1,930,815.34</u>	<u>1,901,539.00</u>	<u>1,901,539.00</u>	<u>1,732,760.28</u>	<u>1,732,760.28</u>
Self Supported Activities					
Canada Lutheran	233,981.42	238,850.00	238,850.00	261,655.90	261,655.90
National Convention	0.00	0.00	0.00	183,509.55	183,509.55
Affiliated Ministries & Events	101,439.01	120,905.00	120,905.00	248,782.32	248,782.32
	<u>335,420.43</u>	<u>359,755.00</u>	<u>359,755.00</u>	<u>693,947.77</u>	<u>693,947.77</u>
TOTAL EXPENSES	<u>2,266,235.77</u>	<u>2,261,294.00</u>	<u>2,261,294.00</u>	<u>2,426,708.05</u>	<u>2,426,708.05</u>
NET INCOME (LOSS)	<u>(145,674.89)</u>	<u>(377,088.00)</u>	<u>(377,088.00)</u>	<u>87,536.52</u>	<u>87,536.52</u>

**STATEMENT OF OPERATIONS
12 MONTHS ENDED 12/31/2024**

	Y-T-D Actual	Y-T-D Budget	Annual Budget	Last Year Y-T-D	Last Year Audit
<u>GLOBAL MINISTRIES</u>					
GLOBAL MISSION					
Directed Income					
General					
41700-200 RECEIPTED GM General Mission Support	5,677.14	0.00	0.00	4,676.90	4,676.90
49000-200 GM Directed General Mission Support	8,396.59	30,000.00	30,000.00	16,470.15	16,470.15
49040-200 GM Other Program Income	9.98	5,000.00	5,000.00	54.71	54.71
49800-200 Designated Gifts Deferred GM	0.00	32,330.00	32,330.00	30,607.57	30,607.57
	<u>14,083.71</u>	<u>67,330.00</u>	<u>67,330.00</u>	<u>51,809.33</u>	<u>51,809.33</u>
Companion Synod Program	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Partner Churches					
42110-210- GM - Cuba	0.00	0.00	0.00	20,664.29	20,664.29
42400-210- GM Endowment Interest - Nostbakken	12,049.52	3,300.00	3,300.00	9,668.92	9,668.92
42410-210- GM Endowment Interest - Partner Church	6,271.81	1,570.00	1,570.00	5,032.84	5,032.84
49080-210- GM Partner Church Other Income	0.00	3,300.00	3,300.00	0.00	0.00
49090-210- GM Young Adults Global Mission (YAGM)	0.00	2,000.00	2,000.00	0.00	0.00
41740-210-444460 RECEIPTED GM PC-Patagonia Arge	300.00	0.00	0.00	400.00	400.00
42400-210-212250 GM Endowment Interest - Schmid	153.23	0.00	0.00	122.96	122.96
49100-210-444460 GM PC Support - Patagonia, Arger	2,409.45	10,000.00	10,000.00	4,136.85	4,136.85
49100-210-444470 GM PC Support - Amazon, Peru	399.45	4,000.00	4,000.00	914.00	914.00
49100-210-444620 GM PC Support - Jordan Schools	5,000.00	1,000.00	1,000.00	0.00	0.00
	<u>26,583.46</u>	<u>25,170.00</u>	<u>25,170.00</u>	<u>40,939.86</u>	<u>40,939.86</u>
Total Directed Income	<u>40,667.17</u>	<u>92,500.00</u>	<u>92,500.00</u>	<u>92,749.19</u>	<u>92,749.19</u>
Expenses					
Program Costs					
50050-200 Administration GM	0.00	500.00	500.00	0.00	0.00
69100-200 Travel Staff GM	1,882.63	8,500.00	8,500.00	1,138.41	1,138.41
	<u>1,882.63</u>	<u>9,000.00</u>	<u>9,000.00</u>	<u>1,138.41</u>	<u>1,138.41</u>
Companion Synod Program	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Partner Churches					
52070-210- Expenses - Young Adult Global Mission (Y	1,586.74	13,500.00	13,500.00	0.00	0.00
52100-210-444460 Expenses - Patagonia Argentina M	0.00	35,000.00	35,000.00	35,000.00	35,000.00
52100-210-444470 Expenses - Amazon Peru Mission	21,918.30	20,000.00	20,000.00	20,050.00	20,050.00
52100-210-444500 Expenses - WM - Cuba	0.00	0.00	0.00	21,560.78	21,560.78
52100-210-444620 Expenses - Jordan Schools - GM	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00
	<u>38,505.04</u>	<u>83,500.00</u>	<u>83,500.00</u>	<u>91,610.78</u>	<u>91,610.78</u>
Total Expenses	<u>40,387.67</u>	<u>92,500.00</u>	<u>92,500.00</u>	<u>92,749.19</u>	<u>92,749.19</u>
Net Income (Loss)	<u>279.50</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>

**STATEMENT OF OPERATIONS
12 MONTHS ENDED 12/31/2024**

	Y-T-D Actual	Y-T-D Budget	Annual Budget	Last Year Y-T-D	Last Year Audit
<u>NATIONAL MINISTRIES</u>					
GOVERNANCE					
Directed Income					
---	0.00	0.00	0.00	0.00	0.00
Total Directed Income	0.00	0.00	0.00	0.00	0.00
Expenses					
<i>National Church Council</i>					
<i>Officers</i>					
50050-300 Administration - Office of Bishop - NCC	0.00	0.00	0.00	175.00	175.00
56100-300 Meetings - Officer's NCC	6,090.41	1,000.00	1,000.00	954.53	954.53
69200-300 Travel-National Bishop - NCC	42,178.96	15,000.00	15,000.00	33,411.15	33,411.15
	<u>48,269.37</u>	<u>16,000.00</u>	<u>16,000.00</u>	<u>34,540.68</u>	<u>34,540.68</u>
<i>Meetings</i>					
50600-305 Audio Visual NCC	0.00	0.00	0.00	1,983.10	1,983.10
56120-305 Meetings - National Church Council NCC	41,335.81	50,000.00	50,000.00	55,641.87	55,641.87
	<u>41,335.81</u>	<u>50,000.00</u>	<u>50,000.00</u>	<u>57,624.97</u>	<u>57,624.97</u>
<i>Committees</i>					
52300-310 Farewell Relations NCC	0.00	500.00	500.00	0.00	0.00
56140-310 Meetings - Church Council Committees NC	604.32	1,000.00	1,000.00	0.00	0.00
56200-310 Meetings - Audit & Finance Committee NC	2,722.11	10,000.00	10,000.00	12,862.78	12,862.78
	<u>3,326.43</u>	<u>11,500.00</u>	<u>11,500.00</u>	<u>12,862.78</u>	<u>12,862.78</u>
<i>NCC Total</i>	<u>92,931.61</u>	<u>77,500.00</u>	<u>77,500.00</u>	<u>105,028.43</u>	<u>105,028.43</u>
<i>Conference of Bishops</i>					
56240-311 Meetings - Conference of Bishops (COB) -	21,472.43	5,000.00	5,000.00	1,771.30	1,771.30
	<u>21,472.43</u>	<u>5,000.00</u>	<u>5,000.00</u>	<u>1,771.30</u>	<u>1,771.30</u>
<i>Professional Fees</i>					
50700-313 Audit Fees - Governance	35,543.96	20,000.00	20,000.00	18,541.61	18,541.61
54950-313 Legal Fees - Governance	0.00	8,000.00	8,000.00	1,243.92	1,243.92
	<u>35,543.96</u>	<u>28,000.00</u>	<u>28,000.00</u>	<u>19,785.53</u>	<u>19,785.53</u>
Total Expenses	149,948.00	110,500.00	110,500.00	126,585.26	126,585.26
Net Income (Loss)	<u>(149,948.00)</u>	<u>(110,500.00)</u>	<u>(110,500.00)</u>	<u>(126,585.26)</u>	<u>(126,585.26)</u>

**STATEMENT OF OPERATIONS
12 MONTHS ENDED 12/31/2024**

	<u>Y-T-D Actual</u>	<u>Y-T-D Budget</u>	<u>Annual Budget</u>	<u>Last Year Y-T-D</u>	<u>Last Year Audit</u>
<u>NATIONAL MINISTRIES</u>					
SPECIAL PROJECTS					
Directed Income					
46500-315	Notes Training Income Special Projects LI	0.00	5,000.00	5,000.00	0.00
43340-319	Income - Global Mission Task Force	23,432.77	0.00	0.00	0.00
43330-321	Income Special Projects Reserve	0.00	0.00	0.00	0.00
	Total Directed Income	23,432.77	5,000.00	5,000.00	8,968.75
				8,968.75	8,968.75
Expenses					
68300-315	Training Lotus Notes Synods - Special Pro	0.00	5,000.00	5,000.00	0.00
56125-319	Meetings - National/Synodical Officer Con:	212.77	0.00	0.00	0.00
56115-323	Special Projects - Rebranding Strategy	0.00	0.00	0.00	0.00
	Total Expenses	212.77	5,000.00	5,000.00	8,968.75
				8,968.75	8,968.75
	Net Income (Loss)	23,220.00	0.00	0.00	0.00
REFORMATION CHALLENGE					
Revenues					
41161-328	RECEIPTED - RC ELCJHL Scholarships	0.00	0.00	0.00	1,700.00
41162-328	RECEIPTED - ELCJHL Emergency Appeal	209,031.60	0.00	0.00	56,765.00
44661-328	RC Gifts ELCJHL Scholarships	1,855.00	0.00	0.00	135.00
44664-328	RC Gifts LWF Endowment Fund	1,070.00	0.00	0.00	0.00
	Total Revenues	211,956.60	0.00	0.00	58,600.00
				58,600.00	58,600.00
Expenses					
51620-328	Disbursements - RC-ELCJHL Scholarships	875.00	0.00	0.00	1,835.00
51630-328	Disbursements - RC ELCJHL Emergency a	209,611.60	0.00	0.00	55,585.00
	Total Expenses	210,486.60	0.00	0.00	57,420.00
				57,420.00	57,420.00
	Net Income (Loss)	1,470.00	0.00	0.00	1,180.00
				1,180.00	1,180.00

**STATEMENT OF OPERATIONS
12 MONTHS ENDED 12/31/2024**

	<u>Y-T-D Actual</u>	<u>Y-T-D Budget</u>	<u>Annual Budget</u>	<u>Last Year Y-T-D</u>	<u>Last Year Audit</u>
<u>NATIONAL MINISTRIES</u>					
SUPPORT TO SCHOOLS					
Directed Income					
41700-340 RECEIPTED Support to Schools	0.00	1,500.00	1,500.00	0.00	0.00
42400-340 Endowment Interest Campus Ministry - Sc	3,622.51	1,000.00	1,000.00	2,906.89	2,906.89
42400-340 Endowment Interest FIM Student - School	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00
Total Directed Income	5,122.51	4,000.00	4,000.00	4,406.89	4,406.89
Expenses					
50750-340 Bursaries FIM - Schools	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00
51200-340 Conferences Campus Ministry - Schools	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
Total Expenses	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00
Net Income (Loss)	2,622.51	1,500.00	1,500.00	1,906.89	1,906.89

**STATEMENT OF OPERATIONS
12 MONTHS ENDED 12/31/2024**

	Y-T-D Actual	Y-T-D Budget	Annual Budget	Last Year Y-T-D	Last Year Audit	
<u>NATIONAL MINISTRIES</u>						
WORSHIP						
Directed Income						
44900-357	Royalties Worship	178.42	0.00	0.00	318.41	318.41
49900-357	Budget Royalties Reserve Worship	0.00	2,500.00	2,500.00	0.00	0.00
Eternity for Today						
42050-365	Ausborg Eternity for Today EFT	34,975.49	0.00	0.00	69,851.24	69,851.24
42150-365	EFTBULK210 2 10 Copies for Bulk Orders	0.00	10,854.00	10,854.00	0.00	0.00
42250-365	EFTBULK1125 11 25 Copies for Bulk Order	0.00	33,775.00	33,775.00	0.00	0.00
42350-365	EFTBULK 2674 26 74 Copies for Bulk Order	0.00	55,084.00	55,084.00	0.00	0.00
42450-365	EFTBULK 7500 75 plus Copies for Bulk Order	0.00	12,282.00	12,282.00	0.00	0.00
42550-365	EFTCAD1 Individual Subscriber One Year	546.26	2,209.00	2,209.00	0.00	0.00
42650-365	EFTCAD2 Individual Subscriber Two Year	637.67	5,509.00	5,509.00	0.00	0.00
42750-365	EFTUSD1 Individual Subscriber US Postage	32.50	33.00	33.00	0.00	0.00
44210-365	Online Subscriptions Yearly EFT	467.05	500.00	500.00	868.15	868.15
44220-365	Online Subscriptions Monthly EFT	3,113.31	2,000.00	2,000.00	1,200.00	1,200.00
Total Directed Income		39,950.70	124,746.00	124,746.00	72,237.80	72,237.80
Expenses						
Program						
56100-350	Meetings Program Committee for Worship	7,898.20	3,000.00	3,000.00	4,395.99	4,395.99
69220-350	Travel Asst Bishop Worship	492.68	1,500.00	1,500.00	0.00	0.00
Renewing Worship & Resources						
52100-352	Expenses Companion of the Worship Arts	0.00	1,000.00	1,000.00	0.00	0.00
Eternity for Today						
52100-365	EFT Text Print/Ass'y Cober	42,221.05	42,140.00	42,140.00	30,151.68	30,151.68
52200-365	Courier/Portage/Packing EFT	42,460.67	46,897.00	46,897.00	0.00	0.00
52300-365	Expense Graphic Design EFT to CL	4,000.00	4,000.00	4,000.00	0.00	0.00
52400-365	EFT Subscription Coordination Admin Fee	6,000.00	4,000.00	4,000.00	0.00	0.00
52850-365	Fee Online Payment Apps EFT	2,077.57	2,000.00	2,000.00	1,510.59	1,510.59
64040-365	ELCIC Content writers/editor	2,027.50	8,400.00	8,400.00	0.00	0.00
Total Expenses		107,177.67	112,937.00	112,937.00	36,058.26	36,058.26
Net Income (Loss)		(67,226.97)	11,809.00	11,809.00	36,179.54	36,179.54

**STATEMENT OF OPERATIONS
12 MONTHS ENDED 12/31/2024**

	Y-T-D Actual	Y-T-D Budget	Annual Budget	Last Year Y-T-D	Last Year Audit
NATIONAL MINISTRIES					
COMPASSIONATE JUSTICE					
Directed Income					
42140-370 CLWR re Compassionate Justice CJ	148,652.63	179,000.00	179,000.00	148,443.99	148,443.99
42150-370 Special Projects CJ	20.00	0.00	0.00	0.00	0.00
Total Directed Income	148,672.63	179,000.00	179,000.00	148,443.99	148,443.99
Expenses					
52105-370 Forum for Intercultural Leadership and Le	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00
53480-370 Church Council Justice & Corrections CJ	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
53550-370 Coalition Support to KAIROS CJ	80,000.00	80,000.00	80,000.00	80,000.00	80,000.00
53560-370 Public Policy CJ	1,000.00	6,000.00	6,000.00	10.29	10.29
53570-370 Project Ploughshare CJ	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
66550-370 Stewardship of Creation Initiative CJ	900.00	2,000.00	2,000.00	2,000.00	2,000.00
69280-370 Travel Public Policy CJ	1,754.63	10,000.00	10,000.00	3,482.25	3,482.25
69300-370 Travel KAIROS Program Committee CJ	909.02	6,000.00	6,000.00	1,103.85	1,103.85
69870-370 Women's Inter Church Council Canada CJ	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00
52100-371 Leadership Development CJ	0.00	6,000.00	6,000.00	0.00	0.00
54940-371 Reconciled Relationships CJ	1,250.00	6,000.00	6,000.00	0.00	0.00
53100-372 Funding Support Synods Domestic Poverty	41,000.00	40,000.00	40,000.00	40,000.00	40,000.00
50050-375 Administration CJ	11.38	0.00	0.00	0.00	0.00
50150-375 Advertising/Promotion/Communications C	6,847.60	8,000.00	8,000.00	6,847.60	6,847.60
Total Expenses	148,672.63	179,000.00	179,000.00	148,443.99	148,443.99
Net Income (Loss)	0.00	0.00	0.00	0.00	0.00
DIVERSITY, EQUITY and INCLUSION					
Directed Income					
40100-385 Registration DEI workshop Presbyterian m	550.00	3,000.00	3,000.00	0.00	0.00
Total Directed Income	550.00	3,000.00	3,000.00	0.00	0.00
Expenses					
50050-385 Administration Diversity Equity Inclusion	858.06	1,650.00	1,650.00	1,643.93	1,643.93
52100-385 Expenses Diversity Equity Inclusion	68.61	0.00	0.00	0.00	0.00
67150-385 Supplies Diversity Equity Inclusion	101.22	300.00	300.00	81.43	81.43
69100-385 Travel Diversity Equity Inclusion	492.68	4,230.00	4,230.00	857.63	857.63
69860-385 Workshops Diversity Equity Inclusion	2,492.87	9,000.00	9,000.00	908.64	908.64
69870-385 Synod Support Diversity Equity Inclusion	7,758.03	3,200.00	3,200.00	0.00	0.00
69880-385 Synod DUIM Diversity Equity Inclusion	0.00	17,000.00	17,000.00	9,967.74	9,967.74
Total Expenses	11,771.47	35,380.00	35,380.00	13,459.37	13,459.37
Net Income (Loss)	(11,221.47)	(32,380.00)	(32,380.00)	(13,459.37)	(13,459.37)

**STATEMENT OF OPERATIONS
12 MONTHS ENDED 12/31/2024**

	<u>Y-T-D Actual</u>	<u>Y-T-D Budget</u>	<u>Annual Budget</u>	<u>Last Year Y-T-D</u>	<u>Last Year Audit</u>
<u>NATIONAL MINISTRIES</u>					
COMMUNICATIONS					
Directed Income					
Total Directed Income	0.00	0.00	0.00	0.00	0.00
Expenses					
50050-380 Administration CS	2,177.11	850.00	850.00	2,627.80	2,627.80
50480-380 Annual Report CS	5,677.92	7,000.00	7,000.00	3,818.33	3,818.33
50550-380 App Development Eternity for Today CS	0.00	2,000.00	2,000.00	0.00	0.00
51000-380 Computer Software CS	1,456.80	0.00	0.00	0.00	0.00
51250-380 Synod Communication CS	10,784.61	5,500.00	5,500.00	1,343.60	1,343.60
51950-380 Electronic Newsletter CS	1,310.81	1,500.00	1,500.00	0.00	0.00
52050-380 Equipment CS	4,711.64	5,000.00	5,000.00	4,449.72	4,449.72
52100-380 Expenses #myELCIC Initiative CS	0.00	2,000.00	2,000.00	0.00	0.00
59800-380 News Page in Canada Lutheran CS	8,000.00	8,500.00	8,500.00	8,000.00	8,000.00
60200-380 Printing Cards CS	0.00	650.00	650.00	0.00	0.00
62600-380 Resources Communications CS	43.67	2,000.00	2,000.00	0.00	0.00
64020-380 Salaries Proofers CS	0.00	2,500.00	2,500.00	0.00	0.00
65650-380 Spiritual Renewal CS	0.00	2,500.00	2,500.00	0.00	0.00
66800-380 Subscriptions CS	343.30	0.00	0.00	1,414.46	1,414.46
69100-380 Travel Staff CS	11,471.96	4,000.00	4,000.00	1,018.41	1,018.41
69830-380 Website CS	265.79	15,000.00	15,000.00	702.86	702.86
Total Expenses	46,243.61	59,000.00	59,000.00	23,375.18	23,375.18
Net Income (Loss)	(46,243.61)	(59,000.00)	(59,000.00)	(23,375.18)	(23,375.18)
<u>NATIONAL MINISTRIES</u>					
INFORMATION TECHNOLOGY					
Directed Income					
43300-390 Grant LIFE IT	20,000.00	20,000.00	20,000.00	20,000.00	20,000.00
Total Directed Income	20,000.00	20,000.00	20,000.00	20,000.00	20,000.00
Expenses					
50050-390 Administration IT	0.00	600.00	600.00	0.00	0.00
51000-390 Computer Software National Office IT	6,026.23	15,000.00	15,000.00	28,483.62	28,483.62
51050-390 Software for ELCIC Software Licencing Prc	946.61	250.00	250.00	0.00	0.00
51150-390 Computer Repairs & Mtce IT	32,890.08	21,600.00	21,600.00	30,475.84	30,475.84
54930-390 Internet IT	147.30	1,000.00	1,000.00	290.50	290.50
55100-390 Licence Renewals IT	0.00	2,500.00	2,500.00	1,261.92	1,261.92
57100-390 Network & Email Service	0.00	1,000.00	1,000.00	0.00	0.00
57250-390 New Development Costs IT	6,841.92	6,000.00	6,000.00	7,435.07	7,435.07
57830-390 Off Site Server Data Storage IT	10,802.74	4,800.00	4,800.00	9,339.64	9,339.64
69100-390 Travel IT	0.00	200.00	200.00	0.00	0.00
	57,654.88	52,950.00	52,950.00	77,286.59	77,286.59
Accounting					
55100-395 License Fees ACCPAC IT	5,781.60	5,400.00	5,400.00	7,680.77	7,680.77
	5,781.60	5,400.00	5,400.00	7,680.77	7,680.77
Total Expenses	63,436.48	58,350.00	58,350.00	84,967.36	84,967.36
Net Income (Loss)	(43,436.48)	(38,350.00)	(38,350.00)	(64,967.36)	(64,967.36)

**STATEMENT OF OPERATIONS
12 MONTHS ENDED 12/31/2024**

	Y-T-D Actual	Y-T-D Budget	Annual Budget	Last Year Y-T-D	Last Year Audit
<u>SYNODICAL MINISTRIES</u>					
STEWARDSHIP					
Directed Income					
42300-400 Cost Recoveries Stewardship	160.00	1,000.00	1,000.00	340.70	340.70
43300-400 Grant LIFE Stewardship	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00
Total Directed Income	10,160.00	11,000.00	11,000.00	10,340.70	10,340.70
Expenses					
50050-400 Administration Stewardship	1,088.15	4,000.00	4,000.00	5.22	5.22
55700-400 Materials Stewardship	3,219.70	7,000.00	7,000.00	0.00	0.00
62600-400 Resource Creation Stewardship	946.19	3,000.00	3,000.00	1,467.66	1,467.66
62620-400 Resource Generation Appeal Stewardship	0.00	4,000.00	4,000.00	0.00	0.00
Total Expenses	5,254.04	18,000.00	18,000.00	1,472.88	1,472.88
Net Income (Loss)	4,905.96	(7,000.00)	(7,000.00)	8,867.82	8,867.82

**STATEMENT OF OPERATIONS
12 MONTHS ENDED 12/31/2024**

	<u>Y-T-D Actual</u>	<u>Y-T-D Budget</u>	<u>Annual Budget</u>	<u>Last Year Y-T-D</u>	<u>Last Year Audit</u>
<u>SYNODICAL MINISTRIES</u>					
LEADERSHIP					
Directed Income					
42400-410 Endowment Interest FIM Interest Leaders	55,205.31	16,730.00	16,730.00	43,886.81	43,886.81
42420-410 Endowment Interest Theological Education	1,825.83	580.00	580.00	1,465.15	1,465.15
41350-412 RECEIPTED Donations Diaconal Ministry	0.00	0.00	0.00	250.00	250.00
49900-412 Budget Diaconal Ministry Program Reserve	(1,000.00)	2,400.00	2,400.00	(500.00)	(500.00)
49900-414 Budget TEL Program Support Reserve	0.00	10,000.00	10,000.00	0.00	0.00
Total Directed Income	<u>56,031.14</u>	<u>29,710.00</u>	<u>29,710.00</u>	<u>45,101.96</u>	<u>45,101.96</u>
Expenses					
50050-410 Administration Leadership	265.87	350.00	350.00	334.00	334.00
50900-410 Candidacy Leadership	400.00	2,000.00	2,000.00	1,000.00	1,000.00
54700-410 Internship Support FIM Leadership	32,000.00	32,000.00	32,000.00	32,000.09	32,000.09
56100-410 Meetings Program Committee for Leaders	7,628.78	6,000.00	6,000.00	68.74	68.74
69260-410 Travel Staff Leadership	4,183.32	3,000.00	3,000.00	3,876.42	3,876.42
56100-412 Meetings Diaconal Ministry	3,524.57	5,000.00	5,000.00	2,450.40	2,450.40
56400-412 Membership Diaconal Ministry	289.53	400.00	400.00	738.52	738.52
60479-414 Program Support TEL Leadership	0.00	5,000.00	5,000.00	0.00	0.00
Total Expenses	<u>48,292.07</u>	<u>53,750.00</u>	<u>53,750.00</u>	<u>40,468.17</u>	<u>40,468.17</u>
Net Income (Loss)	<u>7,739.07</u>	<u>(24,040.00)</u>	<u>(24,040.00)</u>	<u>4,633.79</u>	<u>4,633.79</u>

**STATEMENT OF OPERATIONS
12 MONTHS ENDED 12/31/2024**

	Y-T-D Actual	Y-T-D Budget	Annual Budget	Last Year Y-T-D	Last Year Audit
<u>SYNODICAL MINISTRIES</u>					
YOUTH					
Directed Income					
42400-420 Endowment Interest Youth	923.93	250.00	250.00	741.41	741.41
Self Funded Accounts					
42400-425 Endowment Interest Luther League Legac	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00
Total Directed Income	3,923.93	3,250.00	3,250.00	3,741.41	3,741.41
Expenses					
Programs					
50050-420 Administration Youth	594.33	350.00	350.00	349.50	349.50
50950-420 Communication Youth	249.68	400.00	400.00	258.35	258.35
56100-420 Meetings PCYM Youth	2,660.62	5,500.00	5,500.00	1,996.50	1,996.50
69000-420 Travel Youth	1,497.94	3,000.00	3,000.00	2,437.78	2,437.78
	5,002.57	9,250.00	9,250.00	5,042.13	5,042.13
Self Funded Accounts					
55350-425 Luther League Legacy Expenses Youth SF	1,050.00	3,000.00	3,000.00	4,000.00	4,000.00
	1,050.00	3,000.00	3,000.00	4,000.00	4,000.00
Total Expenses	6,052.57	12,250.00	12,250.00	9,042.13	9,042.13
Net Income (Loss)	(2,128.64)	(9,000.00)	(9,000.00)	(5,300.72)	(5,300.72)

**STATEMENT OF OPERATIONS
12 MONTHS ENDED 12/31/2024**

	Y-T-D Actual	Y-T-D Budget	Annual Budget	Last Year Y-T-D	Last Year Audit
<u>SUPPORT TO MINISTRIES</u>					
Directed Income					
43300-500 Grant from LIFE - STM	45,000.00	45,000.00	45,000.00	45,000.00	45,000.00
43310-500 Grant from ELCIC Mission Fund - STM	45,000.00	45,000.00	45,000.00	45,000.00	45,000.00
44050-500 EFT Subscription Coordination- Admin inc	7,487.55	4,000.00	4,000.00	519.23	519.23
Total Directed Income	<u>97,487.55</u>	<u>94,000.00</u>	<u>94,000.00</u>	<u>90,519.23</u>	<u>90,519.23</u>
Expenses					
<i>Rent & Maintenance</i>					
56720-505 Moving Expenses - STM	0.00	0.00	0.00	6,057.75	6,057.75
61500-505 Lease Office Space - STM	60,604.44	64,000.00	64,000.00	64,235.22	64,235.22
62200-505 Repairs & Mtce Office & Kitchen - STM	5,627.38	800.00	800.00	5,252.28	5,252.28
	<u>66,231.82</u>	<u>64,800.00</u>	<u>64,800.00</u>	<u>75,545.25</u>	<u>75,545.25</u>
<i>Office Administration</i>					
53650-510 Hospitality - STM	571.87	2,500.00	2,500.00	4,520.45	4,520.45
54500-510 Insurance Costs - STM	17,906.23	19,000.00	19,000.00	16,543.51	16,543.51
59200-510 Photocopying - STM	3,388.93	1,500.00	1,500.00	2,121.29	2,121.29
59800-510 Postage - STM	2,872.49	3,000.00	3,000.00	3,955.81	3,955.81
60200-510 Printing - STM	292.06	0.00	0.00	0.00	0.00
65000-510 Shipping & Couriers - STM	0.00	0.00	0.00	3,091.08	3,091.08
66800-510 Subscriptions - STM	1,117.24	1,150.00	1,150.00	731.62	731.62
67150-510 Supplies Office - STM	2,930.84	4,500.00	4,500.00	2,200.58	2,200.58
67350-510 Training - STM	4,860.69	0.00	0.00	7,825.99	7,825.99
67450-510 Cell Phones - STM	4,053.36	2,000.00	2,000.00	2,701.75	2,701.75
67500-510 Telephone/Fax - STM	6,180.41	10,000.00	10,000.00	7,503.79	7,503.79
	<u>44,174.12</u>	<u>43,650.00</u>	<u>43,650.00</u>	<u>51,195.87</u>	<u>51,195.87</u>
<i>Amortization</i>					
Amortization	7,630.27	12,000.00	12,000.00	6,789.48	6,789.48
	<u>7,630.27</u>	<u>12,000.00</u>	<u>12,000.00</u>	<u>6,789.48</u>	<u>6,789.48</u>
Total Expenses	<u>118,036.21</u>	<u>120,450.00</u>	<u>120,450.00</u>	<u>133,530.60</u>	<u>133,530.60</u>
Net Income (Loss)	<u>(20,548.66)</u>	<u>(26,450.00)</u>	<u>(26,450.00)</u>	<u>(43,011.37)</u>	<u>(43,011.37)</u>

**STATEMENT OF OPERATIONS
12 MONTHS ENDED 12/31/2024**

	Y-T-D Actual	Y-T-D Budget	Annual Budget	Last Year Y-T-D	Last Year Audit
<u>PARTNERSHIPS</u>					
Directed Income					
Total Directed Income	0.00	0.00	0.00	0.00	0.00
Expenses					
<u>Lutheran Relationships</u>					
<u>Lutheran World Federation</u>					
52100-550 Expenses LWF North American Region	0.00	1,000.00	1,000.00	0.00	0.00
53400-550 Grant LWF 2022 Assembly	0.00	1,750.00	1,750.00	12,327.92	12,327.92
56400-550 Membership LWF	20,000.00	22,000.00	22,000.00	20,886.28	20,886.28
60470-550 Program Support LWF	30,000.00	28,000.00	28,000.00	29,500.00	29,500.00
69100-550 Travel LWF Related	2,804.68	4,000.00	4,000.00	17,623.78	17,623.78
69150-551 LWF Assembly Travel (Reserve)	7,638.77	4,500.00	4,500.00	3,262.67	3,262.67
	<u>60,443.45</u>	<u>61,250.00</u>	<u>61,250.00</u>	<u>83,600.65</u>	<u>83,600.65</u>
<u>Lutheran Council in Canada</u>					
	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
<u>Ecumenical & Interfaith Relationships</u>					
<u>World Council of Churches</u>					
56400-560 Membership WCC	10,200.00	10,200.00	10,200.00	15,200.00	15,200.00
69100-560 Travel WCC Related	0.00	10,000.00	10,000.00	2,736.36	2,736.36
69150-561 WCC Assembly Travel (Reserve)	0.00	3,000.00	3,000.00	0.00	0.00
	<u>10,200.00</u>	<u>23,200.00</u>	<u>23,200.00</u>	<u>17,936.36</u>	<u>17,936.36</u>
<u>Canadian Council of Churches</u>					
56100-565 Meetings CCC GB & Church Leader's	2,165.19	3,000.00	3,000.00	5,306.35	5,306.35
56400-565 Membership CCC	18,000.00	18,000.00	18,000.00	18,000.00	18,000.00
69100-565 Travel CCC Representative	2,156.22	6,000.00	6,000.00	1,329.52	1,329.52
	<u>22,321.41</u>	<u>27,000.00</u>	<u>27,000.00</u>	<u>24,635.87</u>	<u>24,635.87</u>
<u>Ecumenical & Interfaith Relationships</u>					
50050-570 Administration Partnerships	17.90	1,000.00	1,000.00	71.77	71.77
56100-570 Meetings Ecumenical and Interfaith	8,646.69	13,000.00	13,000.00	1,518.33	1,518.33
56120-570 Meetings Joint ACC & ELCIC Staff	0.00	5,000.00	5,000.00	2,346.07	2,346.07
56130-570 Meetings JALC	1,938.27	7,000.00	7,000.00	0.00	0.00
56135-570 Partnerships Canadian Interfaith Conversa	0.00	500.00	500.00	0.00	0.00
56140-570 Meetings CCCB Partnerships	1,017.71	4,000.00	4,000.00	3,245.69	3,245.69
69220-570 Travel Ecumenical and Interfaith	2,484.43	6,000.00	6,000.00	4,727.10	4,727.10
	<u>14,105.00</u>	<u>36,500.00</u>	<u>36,500.00</u>	<u>11,908.96</u>	<u>11,908.96</u>
Total Expenses	107,069.86	147,950.00	147,950.00	138,081.84	138,081.84
Net Income (Loss)	(107,069.86)	(147,950.00)	(147,950.00)	(138,081.84)	(138,081.84)

**STATEMENT OF OPERATIONS
12 MONTHS ENDED 12/31/2024**

	Y-T-D Actual	Y-T-D Budget	Annual Budget	Last Year Y-T-D	Last Year Audit
CANADA LUTHERAN					
Income					
Subscriptions					
48000-700 Subscriptions Congregations CL	31,755.40	65,000.00	65,000.00	53,996.51	53,996.51
48020-700 Subscriptions Individual CL	6,414.26	6,000.00	6,000.00	4,270.13	4,270.13
48021-700 Service fee EFT to CL for Graphic Designs	4,000.00	4,000.00	4,000.00	0.00	0.00
	<u>42,169.66</u>	<u>75,000.00</u>	<u>75,000.00</u>	<u>58,266.64</u>	<u>58,266.64</u>
Advertising & Other					
41350-705 RECEIPTED Donations CL	520.00	0.00	0.00	200.00	200.00
42000-705 Advertising Income CL	27,985.53	35,000.00	35,000.00	31,279.85	31,279.85
43320-705 Grant Heritage Canada	82,285.00	65,000.00	65,000.00	81,547.00	81,547.00
48040-705 Communications CL	8,000.00	8,500.00	8,500.00	8,000.00	8,000.00
48100-705 Synods CL	30,920.00	33,000.00	33,000.00	31,766.00	31,766.00
49900-705 Budget Reserve CL	0.00	20,000.00	20,000.00	0.00	0.00
	<u>149,710.53</u>	<u>161,500.00</u>	<u>161,500.00</u>	<u>152,792.85</u>	<u>152,792.85</u>
Total Income	<u>191,880.19</u>	<u>236,500.00</u>	<u>236,500.00</u>	<u>211,059.49</u>	<u>211,059.49</u>
Expenses					
Salaries & Benefits					
64000-710 Salaries & Benefits CL	135,947.28	130,000.00	130,000.00	126,364.06	126,364.06
64020-710 Salaries Proofers CL	2,434.62	2,600.00	2,600.00	2,485.45	2,485.45
64040-710 Editor CL	12,577.94	30,000.00	30,000.00	36,904.40	36,904.40
64060-710 Honorariums Columnists CL	5,110.00	5,000.00	5,000.00	5,445.00	5,445.00
	<u>156,069.84</u>	<u>167,600.00</u>	<u>167,600.00</u>	<u>171,198.91</u>	<u>171,198.91</u>
Editorial					
59500-715 Photography CL	0.00	1,600.00	1,600.00	522.00	522.00
69100-715 Travel CL	0.00	1,000.00	1,000.00	0.00	0.00
	<u>0.00</u>	<u>2,600.00</u>	<u>2,600.00</u>	<u>522.00</u>	<u>522.00</u>
Printing & Distribution					
59800-720 Postage Magazine CL	22,118.53	20,000.00	20,000.00	30,714.18	30,714.18
60200-720 Printing CL	39,082.78	30,000.00	30,000.00	40,651.52	40,651.52
65000-720 Shipping & Courier CL	797.93	200.00	200.00	167.88	167.88
	<u>61,999.24</u>	<u>50,200.00</u>	<u>50,200.00</u>	<u>71,533.58</u>	<u>71,533.58</u>
Marketing & Promotion					
53650-725 Hospitality CL	139.71	0.00	0.00	0.00	0.00
56400-725 Membership Canadian Church Press CL	490.00	600.00	600.00	175.00	175.00
60600-725 Promotion CL	0.00	1,000.00	1,000.00	0.00	0.00
	<u>629.71</u>	<u>1,600.00</u>	<u>1,600.00</u>	<u>175.00</u>	<u>175.00</u>
Administration					
50050-730 Administration CL	4,359.37	2,000.00	2,000.00	4,971.60	4,971.60
50100-730 Subscription Management CL	(154.93)	0.00	0.00	1,906.84	1,906.84
51100-730 Computer Programming CL	524.03	0.00	0.00	0.00	0.00
52050-730 Equipment Purchase CL	0.00	2,000.00	2,000.00	0.00	0.00
56600-730 Miscellaneous CL	169.75	200.00	200.00	209.84	209.84
61500-730 Rent CL	9,625.20	9,000.00	9,000.00	9,814.96	9,814.96
62200-730 Repairs & Maintenance CL	0.00	500.00	500.00	0.00	0.00
67130-730 Supplies Binding CL	0.00	150.00	150.00	156.97	156.97
67150-730 Supplies Office CL	46.19	500.00	500.00	42.30	42.30
69830-730 Website CL	166.89	2,000.00	2,000.00	577.77	577.77
50460-900 Amortization Expense - CL - CAPITAL	546.13	500.00	500.00	546.13	546.13
	<u>15,282.63</u>	<u>16,850.00</u>	<u>16,850.00</u>	<u>18,226.41</u>	<u>18,226.41</u>
Total Expenses	<u>233,981.42</u>	<u>238,850.00</u>	<u>238,850.00</u>	<u>261,655.90</u>	<u>261,655.90</u>
Net Income (Loss)	<u>(42,101.23)</u>	<u>(2,350.00)</u>	<u>(2,350.00)</u>	<u>(50,596.41)</u>	<u>(50,596.41)</u>

**STATEMENT OF OPERATIONS
12 MONTHS ENDED 12/31/2024**

	Y-T-D Actual	Y-T-D Budget	Annual Budget	Last Year Y-T-D	Last Year Audit
<u>NATIONAL CONVENTION</u>					
Income					
Convention Program					
42560-800 Fees Synod Delegates CONV	0.00	0.00	0.00	187,500.00	187,500.00
42580-800 Fees Exhibitors CONV	0.00	0.00	0.00	2,625.00	2,625.00
47000-800 Sponsors CONV	0.00	0.00	0.00	9,000.00	9,000.00
	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>199,125.00</u>	<u>199,125.00</u>
Convention Options					
	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Income	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>199,125.00</u>	<u>199,125.00</u>
Expenses					
Delegate Expenses					
50020-805 Accommodations Delegates CONV	0.00	0.00	0.00	23,823.93	23,823.93
55850-805 Meals CONV	0.00	0.00	0.00	56,630.35	56,630.35
68700-805 Transportation to Airports CONV	0.00	0.00	0.00	2,107.00	2,107.00
69400-805 Travel Delegates CONV	0.00	0.00	0.00	52,537.56	52,537.56
	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>135,098.84</u>	<u>135,098.84</u>
Program Support					
52830-810 Fees Event Planning Services CONV	0.00	0.00	0.00	2,562.50	2,562.50
56600-810 Miscellaneous CONV	0.00	0.00	0.00	1,910.13	1,910.13
56700-810 Name Tags CONV	0.00	0.00	0.00	81.00	81.00
59200-810 Photocopying CONV	0.00	0.00	0.00	695.61	695.61
59800-810 Postage CONV	0.00	0.00	0.00	73.71	73.71
61760-810 Child Care CONV	0.00	0.00	0.00	272.16	272.16
65000-810 Shipping & Courier CONV	0.00	0.00	0.00	1,415.20	1,415.20
67150-810 Supplies Office CONV	0.00	0.00	0.00	49.37	49.37
	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>7,059.68</u>	<u>7,059.68</u>
Program Worship					
	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Convention Options					
	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Facilities					
50600-825 Audio Visual CONV	0.00	0.00	0.00	25,461.77	25,461.77
52050-825 Equipment Rental CONV	0.00	0.00	0.00	271.81	271.81
	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>25,733.58</u>	<u>25,733.58</u>
National Office					
69420-827 Travel Invited Guests CONV	0.00	0.00	0.00	666.10	666.10
69440-827 Travel NCC CONV	0.00	0.00	0.00	10,014.24	10,014.24
69450-827 Travel Staff CONV	0.00	0.00	0.00	4,937.11	4,937.11
	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>15,617.45</u>	<u>15,617.45</u>
Total Expenses	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>183,509.55</u>	<u>183,509.55</u>
Net Income (Loss)	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>15,615.45</u>	<u>15,615.45</u>

**STATEMENT OF OPERATIONS
12 MONTHS ENDED 12/31/2024**

	Y-T-D Actual	Y-T-D Budget	Annual Budget	Last Year Y-T-D	Last Year Audit
<u>AFFILIATED MINISTRIES & EVENTS</u>					
Directed Income					
40110-830 TD Account Interest Income NWC	2,098.81	0.00	0.00	1,652.70	1,652.70
40130-830 Income National Worship Conference NWC	(1,154.96)	0.00	0.00	0.00	0.00
42550-830 Registration Fees NWC	6,740.50	0.00	0.00	0.00	0.00
43330-830 Income National Worship Conference NWC	52,659.80	48,000.00	48,000.00	0.00	0.00
47000-830 Sponsors NWC	250.00	0.00	0.00	0.00	0.00
National Worship Conference	60,594.15	48,000.00	48,000.00	1,652.70	1,652.70
43330-837 Income Diaconal Event	0.00	600.00	600.00	0.00	0.00
49900-837 Budget Diaconal Program Reserve	0.00	5,000.00	5,000.00	0.00	0.00
Diaconal Formation Event	0.00	5,600.00	5,600.00	0.00	0.00
40110-841 TD Account Interest Income CLAY	1,448.93	1,500.00	1,500.00	5,795.91	5,795.91
40130-841 Service charges CLAY	5.00	0.00	0.00	438.74	438.74
41300-841 RECEIPTED Offerings CLAY	0.00	0.00	0.00	50.00	50.00
41350-841 RECEIPTED Donations CLAY New Account	50.00	0.00	0.00	0.00	0.00
42320-841 Donations CLAY	0.00	500.00	500.00	50,000.00	50,000.00
42550-841 Fees Registration CLAY	0.00	0.00	0.00	117,479.72	117,479.72
42580-841 Fees Exhibitors CLAY	0.00	0.00	0.00	500.00	500.00
43330-841 Income CLAY Gathering New Account	0.00	0.00	0.00	4,700.00	4,700.00
47000-841 Sponsorship CLAY	0.00	0.00	0.00	52,890.00	52,890.00
CLAY Gathering	1,503.93	2,000.00	2,000.00	231,854.37	231,854.37
CLYG Reserve	0.00	0.00	0.00	0.00	0.00
42750-850 Fund Raising National Youth Project NYP	0.00	5,000.00	5,000.00	0.00	0.00
National Youth Project	0.00	5,000.00	5,000.00	0.00	0.00
Sister Anna Brandt Bursary	0.00	0.00	0.00	0.00	0.00
43180-860 Gifts Cora Martinson	0.00	20,000.00	20,000.00	0.00	0.00
Cora Martinson Memorial Fund	0.00	20,000.00	20,000.00	0.00	0.00
Camrose Lutheran College Corp. (CLCC)	0.00	0.00	0.00	0.00	0.00
Total Directed Income	62,098.08	80,600.00	80,600.00	233,507.07	233,507.07

**STATEMENT OF OPERATIONS
12 MONTHS ENDED 12/31/2024**

	Y-T-D Actual	Y-T-D Budget	Annual Budget	Last Year Y-T-D	Last Year Audit
<u>AFFILIATED MINISTRIES & EVENTS</u>					
Expenses					
52100-830 Expenses National Worship Conference NV	61,466.70	58,505.00	58,505.00	500.00	500.00
52830-830 Fees Event Planner NWC	5,693.48	0.00	0.00	0.00	0.00
69830-830 Web Page NWC	41.00	0.00	0.00	0.00	0.00
National Worship Conference	67,201.18	58,505.00	58,505.00	500.00	500.00
52100-837 Expenses Diaconal Event	569.36	5,000.00	5,000.00	303.15	303.15
Diaconal Formation Event	569.36	5,000.00	5,000.00	303.15	303.15
52830-842 Fees Gathering Manager CLAY	14,127.43	20,000.00	20,000.00	35,634.15	35,634.15
56100-842 Meetings NPC CLAY	14,541.04	15,000.00	15,000.00	32,200.23	32,200.23
56600-842 Planning Expenses CLAY	0.00	0.00	0.00	2,873.13	2,873.13
60600-842 Indigenous expenses CLAY	0.00	400.00	400.00	23,625.21	23,625.21
65000-842 Shipping Courier Postage CLAY	0.00	0.00	0.00	705.44	705.44
67150-842 Office Supplies CLAY	0.00	0.00	0.00	74.55	74.55
51330-843 Late Night Spots LC CLAY	0.00	0.00	0.00	915.62	915.62
56600-843 Miscellanous Expense LC CLAY	0.00	0.00	0.00	673.92	673.92
50020-844 Accommodations at Gathering CLAY	0.00	0.00	0.00	31,098.10	31,098.10
52150-844 Facility Rental Main Site CLAY	0.00	0.00	0.00	25,000.00	25,000.00
52160-844 Facility Rental Other Sites CLAY	0.00	0.00	0.00	13,808.08	13,808.08
55850-844 Meals CLAY	0.00	0.00	0.00	48,218.99	48,218.99
50600-845 Audio Visual CLAY	0.00	0.00	0.00	521.00	521.00
51260-845 Copy Rights CLAY	0.00	0.00	0.00	198.00	198.00
52050-845 Equipment Band CLAY	0.00	0.00	0.00	914.51	914.51
53720-845 Honourariums CLAY	0.00	0.00	0.00	4,000.00	4,000.00
56600-845 Miscellaneous Program Expenses CLAY	0.00	0.00	0.00	3,545.02	3,545.02
69500-845 Travel Band CLAY	0.00	0.00	0.00	1,478.81	1,478.81
69520-845 Travel Drama Team CLAY	0.00	0.00	0.00	641.56	641.56
61400-846 Registrar Expenses CLAY	0.00	0.00	0.00	5,786.73	5,786.73
69840-847 Worship CLAY	0.00	0.00	0.00	66.12	66.12
CLAY Gathering	28,668.47	35,400.00	35,400.00	231,979.17	231,979.17
CLYG Reserve	0.00	0.00	0.00	0.00	0.00
56850-850 Expenses National Youth Project NYP	0.00	2,000.00	2,000.00	0.00	0.00
National Youth Project	0.00	2,000.00	2,000.00	0.00	0.00
64500-860 Scholarships Cora Martinson	5,000.00	20,000.00	20,000.00	16,000.00	16,000.00
Cora Martinson Memorial Fund	5,000.00	20,000.00	20,000.00	16,000.00	16,000.00
Sister Anna Brandt Bursary	0.00	0.00	0.00	0.00	0.00
Camrose Lutheran College Corp. (CLCC)	0.00	0.00	0.00	0.00	0.00
Total Expenses	101,439.01	120,905.00	120,905.00	248,782.32	248,782.32
Net Income (Loss)	-39,340.93	-40,305.00	-40,305.00	-15,275.25	-15,275.25

**STATEMENT OF OPERATIONS
12 MONTHS ENDED 12/31/2024**

	Y-T-D Actual	Y-T-D Budget	Annual Budget	Last Year Y-T-D	Last Year Audit
<u>SALARIES & BENEFITS</u>					
Expenses					
Office of the Bishop					
64000-875 Salaries Office of the Bishop	426,427.07	374,071.00	374,071.00	404,015.60	404,015.60
64100-875 Benefits Office of the Bishop	104,860.60	93,679.00	93,679.00	98,563.12	98,563.12
64070-878 Contract Staff Deployed Worship #N/A	0.00	10,878.00	10,878.00	0.00	0.00
	<u>0.00</u>	<u>64,001.00</u>	<u>64,001.00</u>	<u>0.00</u>	<u>0.00</u>
	<u>531,287.67</u>	<u>542,629.00</u>	<u>542,629.00</u>	<u>502,578.72</u>	<u>502,578.72</u>
Communications					
64000-880 Salaries Communications	53,882.10	54,754.00	54,754.00	50,475.64	50,475.64
64010-880 Salaries Communications Internships	44,380.47	51,109.00	51,109.00	47,238.48	47,238.48
64100-880 Benefits Communications	13,408.30	13,359.00	13,359.00	12,109.95	12,109.95
64110-880 Benefits Communications Internships	13,568.40	13,987.00	13,987.00	11,785.56	11,785.56
	<u>125,239.27</u>	<u>133,209.00</u>	<u>133,209.00</u>	<u>121,609.63</u>	<u>121,609.63</u>
Finance & Administration					
64000-885 Salaries Finance	165,052.11	132,955.00	132,955.00	149,361.55	149,361.55
64020-885 Salaries & Benefits Casual Help	0.00	31,451.00	31,451.00	0.00	0.00
64100-885 Benefits Finance	43,694.64	53,728.00	53,728.00	46,456.14	46,456.14
	<u>208,746.75</u>	<u>218,134.00</u>	<u>218,134.00</u>	<u>195,817.69</u>	<u>195,817.69</u>
Other					
	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Recruitment					
61200-895 Recruitment Costs	0.00	0.00	0.00	22,550.00	22,550.00
	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>22,550.00</u>	<u>22,550.00</u>
Total Expenses	<u>865,273.69</u>	<u>893,972.00</u>	<u>893,972.00</u>	<u>842,556.04</u>	<u>842,556.04</u>

Evangelical Lutheran Church in Canada

CONSOLIDATED FINANCIAL STATEMENTS
Balance Sheet - Lead SheetsSchedule of Deferred Revenues
12/31/2024

	Current Year	Last Year Audit	Variance Year to Year
OPERATING FUND			
<u>Global Ministries</u>			
<i>Global Mission</i>			
24100-060 Deferred Rev - GM Designated Gifts (Year End)	7,355.81	0.00	7,355.81
24200-060 Deferred Revenue - General	20,654.00	20,654.00	0.00
24350-060 Deferred Rev - Global Mission Bequests	16,240.46	16,240.46	0.00
	<u>44,250.27</u>	<u>36,894.46</u>	<u>7,355.81</u>
<i>Partnerships</i>			
	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
	<u>44,250.27</u>	<u>36,894.46</u>	<u>7,355.81</u>
<u>National Ministries</u>			
25250-061 Deferred Rev - Public Policy	0.00	0.00	0.00
25350-061 Deferred Rev - Amy Kringen Bequest re Mission Work	0.00	0.00	0.00
25360-061 Deferred Rev - Estate Hilda Tiefenbach re mission purposes	71,322.44	71,322.44	0.00
25400-061 Deferred Rev - Compassionate Justice	125,605.83	133,971.46	(8,365.63)
25405-061 Deferred Rev - Bulletin Series Worship	0.00	0.00	0.00
25410-061 Deferred Rev - CLWR re Bequests 13%	71,741.23	71,741.23	0.00
25420-061 Deferred Rev - GHDA	0.00	0.00	0.00
25440-061 Deferred Rev - GHDA Disaster Fund	5,000.00	5,000.00	0.00
25500-061 Deferred Rev - Communications	4,460.05	4,460.05	0.00
	<u>278,129.55</u>	<u>286,495.18</u>	<u>(8,365.63)</u>
<u>Synodical Ministries</u>			
26000-062 Deferred Rev - Leadership Development - Youth	0.00	0.00	0.00
26020-062 Deferred Rev - National Youth Project	0.00	0.00	0.00
26120-062 Deferred Rev - Int on Pempeit - Student Aid (TEL)	20,378.61	18,234.49	2,144.12
26140-062 Deferred Rev - Int on Schmidt - Student Aid (TEL)	0.00	0.00	0.00
26210-062 Deferred Rev - Luther League Legacy	4,216.75	3,881.62	335.13
26250-062 Deferred Rev - Diaconal Ministry	0.00	0.00	0.00
26750-062 Deferred Rev - Cora Martinson Scholarship Fund	96,725.10	96,725.10	0.00
	<u>121,320.46</u>	<u>118,841.21</u>	<u>2,479.25</u>
<u>Canada Lutheran</u>			
26800-063 Deferred Rev - CL Subscriptions - IND	511.19	22.31	488.88
26810-063 Deferred Rev - CL Subscriptions - CONG.	13,766.91	0.00	13,766.91
	<u>14,278.10</u>	<u>22.31</u>	<u>14,255.79</u>
Total Operating Fund	<u>457,978.38</u>	<u>442,253.16</u>	<u>15,725.22</u>
LIFE FUND			
26510-975 Deferred Rev - Women of Faith Fund - LIFE	0.00	0.00	0.00
26515-975 Deferred Rev - Holmes Bequest for CDN Mission	0.00	0.00	0.00
	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Deferred Revenues	<u>457,978.38</u>	<u>442,253.16</u>	<u>15,725.22</u>

**Schedule of Internally Restricted (IR) Reserves
12/31/2024**

		Current Year	Last Year Audit	Variance Year to Year
OPERATING FUND				
<u>For Specific Programs</u>				
32000-080	Reserve - Global Mission Program Support	5,191.85	5,191.85	0.00
32500-080	Reserve - National Convention	15,088.84	15,088.84	0.00
32600-080	Reserve - Court of Appeal	15,000.00	15,000.00	0.00
32650-080	Reserve - Bishops Relocation	46,000.00	46,000.00	0.00
32700-080	Reserve - Incumbent Bishop	74,000.00	74,000.00	0.00
33000-080	Reserve - Spitual Renewal	17,390.99	17,390.99	0.00
33100-080	Reserve - Worship Bulletin Series Royalties	27,193.27	27,014.85	178.42
33150-830	Reserve - Worship Conference	23,541.01	30,148.04	(6,607.03)
33200-080	Reserve - Diaconal Ministry Program Support	9,636.68	14,753.93	(5,117.25)
33250-080	Reserve - TEL Program Support	51,935.96	51,935.96	0.00
33400-080	Reserve - LWF Assembly	20,697.93	28,336.70	(7,638.77)
33410-080	Reserve - WCC Assembly	0.00	0.00	0.00
33500-080	Reserve - Forward in Mission	0.00	0.00	0.00
42300-432	Cost Recoveries Women in Ministry	0.00	0.00	0.00
33650-080	Reserve - Diaconal Event	(569.36)	(303.15)	(266.21)
33700-840	Reserve - CLAY	89,309.74	106,045.54	(16,735.80)
33720-080	Reserve - CLYG at National Office	32,266.16	32,266.16	0.00
33950-080	Reserve - Canada Lutheran	(112,933.48)	(71,378.38)	(41,555.10)
34560-083	Reserve - Camrose Lutheran College Corp	4,572.93	4,572.93	0.00
		<u>318,322.52</u>	<u>396,064.26</u>	<u>(77,741.74)</u>
<u>For Operations</u>				
34500-082	Reserve - Future Capital Expenditures	325,000.00	325,000.00	0.00
		<u>325,000.00</u>	<u>325,000.00</u>	<u>0.00</u>
<u>For CEP Long Term Study</u>				
34850-084	Reserve - CEP Long Term Benefits	0.00	0.00	0.00
		<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Operating Fund Internally Restricted Net Assets		<u>643,322.52</u>	<u>721,064.26</u>	<u>(77,741.74)</u>
CECF FUND				
36000-950	Land Held for Future Development - ELCIC Mission Fund	0.00	0.00	0.00
36010-950	Internally Restricted - CECF & N.I. Fund	15,369,024.87	14,041,392.13	1,327,632.74
36020-950	Internally Restricted - Synod Rebate Stability Fund	500,000.00	500,000.00	0.00
Total CECF Net Assets		<u>15,869,024.87</u>	<u>14,541,392.13</u>	<u>1,327,632.74</u>
LIFE FUND				
37000-975	Internally Restricted - Support Annuities - LIFE	3,211.92	3,211.92	0.00
37050-975	Internally Restricted - Grant Funds - LIFE	477,046.62	477,046.62	0.00
37100-975	Internally Restricted - GM Partner Churches - LIFE	0.00	0.00	0.00
37070-975	Internally Restricted - Special Projects (Bequests) - LIFE	434,840.81	369,840.81	65,000.00
37150-975	Internally Restricted - LIFE Fund	(390,205.83)	(237,082.03)	(153,123.80)
Total LIFE Net Assets		<u>524,893.52</u>	<u>613,017.32</u>	<u>(88,123.80)</u>
Total Consolidated Internally Restricted Reserves		<u>17,037,240.91</u>	<u>15,875,473.71</u>	<u>1,161,767.20</u>



REPORT

Facing Today—Dreaming for the Future: An Officer’s Consultation

January 16-19, 2025

1. Introduction to the Consultation

a. Executive Summary

Facing Today – Dreaming for the Future: An Officers’ Consultation was an in person meeting of Synod and National Officers of the Evangelical Lutheran Church authorized by National Church Council. It was held in Winnipeg January 16-19, 2025. The consultation was asked to face today’s challenging realities of declining revenues and look at what changes could be made to the organizational structures of the church. A consultant, The Very Rev. Peter Elliott, was hired to facilitate the process.

Twenty-three of a possible 26 officers gathered for the consultation and were energized by the opportunity to work together. They achieved a high level of consensus and made courageous recommendations that could help re-shape the life of our church. Using a process called Open Space, participants worked in small groups for conversations.

Consensus emerged on three main points.

1. Bridging the Gap – Building Capacity: Our church needs a new sustainable organizational structure. To envision and build a new structure is going to take time. Financial resources will need to be available to sustain current operations while a new organization is being built.

2. Articulation of a Shared Purpose: Key to a new structure is clarity about why our church exists—what we’re for—and what links us together as congregations, synods and the national church. This would be the first step of envisioning a new organizational structure—building on the principle that form follows function.

3. Engagement Process for Synods and Congregations: Members of the consultation believe that it’s time to engage Lutherans at the grassroots—to hear their concerns and visions, and to test with them an articulation of a shared purpose and to build consensus about a future direction. This engagement process would be enhanced with the skills of professional consultants, requiring additional financial resources. The consultation unanimously approved motions for National Church Council, found on pages 8 and 9 of this report.

b. Purpose of the consultation

In September 2024, a motion was brought to the National Church Council meeting at the request of the Treasurers Group consisting of Synodical and National Treasurers and from the Synod of Alberta and the Territories. The following motion was passed:

NCC-2024-18 That NCC approves an in-person meeting be held with Synod and National Executives no later than January 25, 2025 to discuss and provide a report by March 2025 National Church Council meeting. The focus of the meeting to be on the following subheadings:

- a. a current Synod and National finances, for the purpose of examining and exploring future sharing of resources and the sustainability of our church;
- b. the use of Mission funds;
- c. the effects of decreasing congregations within the synods;
- d. the current Synodical and National operating structures;
- e. the definition of church membership (understanding the parochial report).

c. Attendees

SYNOD/ NATIONAL	NAME & POSITION
BC Synod	Bishop Kathy Martin
BC Synod	Eric Krushel (chair)
BC Synod	Karen Lee (secretary) not attending
BC Synod	Jerry Nieman (treasurer)
ABT Synod	Bishop Trish Schmermund
ABT Synod	Diaconal Minister Karen Wedman (chair)
ABT Synod	Keith Schiedt (vice-chair) not attending
ABT Synod	Sindy Thompson (treasurer)
ABT Synod	Paul Ellison (former treasurer)
SASK Synod	Bishop Ali Tote
SASK Synod	Cindy Hoppe (chair)
SASK Synod	Lynda Erlandson (vice-chair)
SASK Synod	Cheryl Bauer Hyde (secretary)
SASK Synod	Jeff Barber (treasurer)
MNO Synod	Bishop Jason Zinko
MNO Synod	Gabriella Balog (chair)
MNO Synod	Rev. Courtenay Reedman Parker (sec.)
MNO Synod	Dan Brunet (treasurer)
Eastern Synod	Bishop Carla Blakley
Eastern Synod	Sara Whynot (vice-chair)
Eastern Synod	Frederick (Fred) Mertz (treasurer)
Eastern Synod	Christine (Chris) Hulan (secretary)
National	Bishop Susan Johnson
National	Bruce Cook (vice-chair)
National	Stephen Holmes (treasurer)
National	Linda Grainger (secretary) Not attending
TOTAL: 23	

d. Process

The Very Rev. Peter Elliott was hired to facilitate the process. A small group of Bishop Susan Johnson, Bruce Cook, Bishop Carla Blakley and Paul Ellison met twice with the facilitator to give feedback on developing the consultation process.

Peter sent pre-work to the attendees to the consultation in the form of three questions.

1. What is your understanding of the issues at hand?
2. Where would you like ECLIC to be, in relationship to these issues, by mid-year 2025?
3. What are you prepared to offer at this consultation to enable our time together to be most helpful to the church and the extension of God's mission?

The answers to these questions can be found in **appendix #1**.

Consultation chaplains Bruce Cook and Bishop Carla Blakley opened and closed each session with devotional and prayer time. Bishop Susan Johnson welcomed everyone to the Officers Consultation Meeting and introduced the meeting facilitator Peter Elliott of Elliott Resource Services Pacific.

Peter led the group in introductions. Bishop Susan shared the purpose of the consultation as per NCC's motion. Paul Ellison shared some of the history of the work of the treasurers group that led to this process.

Peter Elliott reviewed the agenda with the meeting group to finish the first day.

The second day began with a State of The Union from the ELCIC Treasurer. Previous to the start of the consultation each synod and the national church submitted financial forecasts for the next few years. These can be found in **appendices #2-7**.

Here is Stephen's report:

Last evening Paul Ellison, the former treasurer for the ABT synod provided some historical background as to how we came here today

The treasurers have been working together. Sharing with honesty and trust they have each provided us with a narrative statement on their synods financial outlook.

Two Synods, thanks to significant gifts and the proceeds from the sale of property are currently financially secure and could continue status quo for the foreseeable future. However, they also recognize that status quo is not an option and are considering the possible need to expand funding for programs and new initiatives.

Three of our synods are currently experiencing operational budget shortfalls and have identified a shorter horizon for sustainability with existing funding and programs of 3 to 5 years.

Our national church also recognizes a significant shortfall and sustainability under current conditions of approximately 4 years.

The former Church Extension and Capital Fund (CECF) or ELCIC Missions Fund (EMF) as it is now known was mentioned in a couple of the financial summaries provided by the Synod Treasurers.

EMF is a restricted fund held by the national church. It was originally implemented to help start new congregations. Recognizing that the old model of purchasing land and loaning money to new congregations for building is no longer an option, The missions committee annually distributes investment earnings through the synods, for agreed upon missional activities in synods and their congregations.

It's not just about money; the treasurers recognize that current structures and organization do not meet the changing needs of what the church is called to be.

Facilitator Peter Elliott showed a presentation on what Open Space Method is all about. He explained how to go about with this meeting technique and encouraged everyone to participate. Details and discussion for the breakout groups were shared. Various breakout groups took place at different open spaces times.

- Topic: Bridging the Financial Gap While Changing
- Topic: New Leadership Models/Training Lay People
- Topic: What Are Alternate Structures for Our Church?
- Topic: How do we define and instill a shared sense of purpose across our church?
- Topic: Best Use of ELCIC Mission Fund
- Topic: Developing A House Church Model
- Topic: Resource Allocation (report revised)

Reports from these open space conversations can be found in ***appendix #8: Open Space – Conversation Reports – Collated Responses***

Peter led the group in an Open Space – Closing Circle. He asked the group the following questions:

- What you heard?
- What needs to happen next?

He began the next session by enumerating the things he gathered from the reports submitted. His presentation may be found in ***appendix #9: PowerPoint Slide Deck 1-Towards Next Steps.***

His summary included the following:

1. What do we want to happen next?
 - Keep momentum and the conversation going
 - Share with synods/congregations
 - Plant seeds of change
 - Develop talking points for parish/synod conversations
 - Build capacity
 - Replicate experiences – time for people to share
 - Look at short-term/long-term
 - Develop a communications/engagement strategy
 - Develop a plan with vision/goals/timelines
 - Sift through ideas
2. Bridging the Gap – Building Capacity
 - Buy some time for to engage in a broad strategic listening and planning process
 - Define how much time is needed and how much a process will cost
 - Identify funding sources for work on planning and new initiatives
3. Develop New Strategic Plan for National (Church)
 - Vision of a Shared Purpose
 - Renewing Leadership
 - Proposal for a New Structure
 - New Formula for ELCIC Mission Fund
 - Pilot Projects in Small Group Ministry
 - Other areas – youth ministry (and others)

4. Engagement Process for Synods and congregations

- Develop a communication plan to roll out #2 and #3 first to NCC and through NCC to Synods and congregations
- Develop a robust process to hear from 'grassroots' about their experience, hopes, vision, and openness for change
- Bring engagement process to National Convention (Summer 2025)
- Empower the new National Bishop to complete plan by January 2026

Peter asked the group for affirmations and questions. The responses included the following.

Affirmations:

- Realistic that new National Bishop be part of the process but needs to begin process sooner
- Must be priority for new National Bishop
- Joint strategic plan between National and Synods
- Set-up the new National Bishop for success
- Grassroots engagement process (conceptual critique of the strategic plan)
- Directional statement for congregations, Synods, National Church -shared purpose and vision
- Plan and timeline show urgency

Questions:

- Who should be in charge?
- How can we do this by January 2026?
- How to generate buy-in for grassroots participation/engagement?

Facilitator Peter Elliott asked the group to break into smaller groups of threes and answer the following:

What you're most excited about from the consultation...

What you're most concerned about...

How you would like to contribute to the work going forward...

After the small group discussion, Peter facilitated a whole group discussion of what has been shared among the smaller groups. A continuation of his presentation took place regarding Moving Towards a Report to NCC. The rest of the session was spent in small group discussions, focusing on the three things that would form our next steps towards creating a more sustainable church that lives out its purpose.

A group discussion took place to draft a communication piece for this meeting.

Talking points:

- Facing Today: Dreaming for the Future
- There's a meeting between national and synodical officers
- Finances, resources and growing congregations
- All of our elected leaders worked collaboratively and continue to do so
- Group meeting on vision priorities
- How the Holy Spirit is calling us
- This meeting (us) -doing and working, living out God's purpose

Communication going forward:

- Active discernment in calling out for the new national bishop. This discernment is not just about the next national bishop but it's about the church (what the congregation is being called to be).
- Commit to doing a unified/joint communication with consistent messaging (communication strategy)

Bishop Susan was tasked with writing the communication piece.

For the remainder of the time, the group continued to work: creating resolutions going to NCC; revisiting purpose conversation; bridging the gap; and consultation process.

(Consultant left mid-afternoon)

Officers continued working in small groups and came together as a whole group for discussion led by Bishop Susan.

Bishop Susan facilitated the last session of the meeting. The groups presented their reports including recommendations to NCC. Group discussion led to the amendments of some of the initial motions.

Bishop Susan invited the group to share on how the meeting had gone. Below are some of the comments shared:

- Exhilarated and exhausted; a lot of passion in this church and to do things well
- Amazed of our accomplishments
- Hopeful and optimistic
- We are called for this work
- We are not alone – Common love and concern; wonderful journey we've started
- This meeting is historical – being at this time and space (called to re-invigorate that love); very inspiring; a blessing
- Thankful for leadership (e.g. national, synods, consultant Peter)
- Trust in people, process, and in God

The Chaplains led us in Closing Devotion & Prayer.

2. Bridging Gap – Building Capacity for Change

We need to buy some time to engage in a renewal/restructuring process. The treasurers groups need to find out the costs of status quo of synods and the national church for the next three years until 2028 and then for a further three years until 2031 where we anticipate running losses.

How much will the process of planning for change cost? We need consultant(s) to help on in the process. We anticipate \$400k for first three years of the process (consultants, in person meetings, video production, etc.)

We need to identify funding source for costs associated with a change process. Ideas include money from grants such as the Lilly foundation, a National ELCIC Appeal, Charitus, and the ELCIC Mission Fund.

We would like to see a new formula for Mission Fund. We anticipate status quo regarding use of the funds for this year. The treasurers may propose a revised formula regarding average worship attendance rather than baptised membership to NCC Finance to NCC.

We need to develop a Request for Proposal (RFP) for Consultant(s). Peter Elliott suggested that we contact the Diocese of Edmonton for their recent RFP for a similar process.

3. Engaging Synods and Congregations

What do congregations see as church for them?

Ministry of Jesus Christ - get busy living or get busy dying for Jesus?

Ministry is inside & outside of our buildings?

How we deliver ministry differently?

Live out the Gospel?

We need to develop robust process to engage “grass roots” congregational members about their experience, hopes, vision and openness. We need to reach out to people who are not at the table (here) to help us.

We need to develop an engagement tool for synod councils to reflect on their mission and structure. We need to take the report from this consultation to synod councils.

We need to bring engagement to the 2025 National Convention. A video to help understand this process and begin to engage the grassroots. The 40th anniversary of our church is coming – the past includes changes. We can do this because God is with us —> not our church but God’s church. Change might be new and scary to us, but not to God.

We need to pray for the new bishop. We need to find out the funding availability. There needs to be space for incoming bishop to read (reports), listen, and discern. We need to include this process in the pre-identification process for national bishop.

4. Vision of a Shared Purpose for Congregations, Synod and National (Developing Shared Vision and Plan)

A shared purpose gives us a shared fundamental understanding of why the church exists across all expressions (Congregational, Synodical, National), and includes those beyond just the people who are currently in the church. This work is required for the future health and ministry of the ELCIC.

We recognize that National/Synodical/Congregational structure should change, but any structural change must follow and support the shared purpose. We are open to any and all changes that may be necessary to live out our purpose in the best way possible.

We recognize that there are possible structural changes that would not be easily accepted by congregations and would require consultation, etc. We would need to pay attention to the anxiety and grief about losing what is known.

With the Holy Spirit’s guidance, we engage in ongoing conversation with mutual listening and learning together.

Arising out of our renewed sense of shared purpose, we are energized by the possible changes to many aspects of our life together. Specifically, this may include lay and rostered leadership, programs, and partnerships with which our church engages.

5. Amalgamated Resolutions to National Church Council

Motion 1 – That NCC shares this consultation report with each of the synod councils.

Motion 2 – That, pending a report from the National and Synodical Treasurers, NCC directs the ELCIC Mission Fund Board to develop a process through which Synods and National Church can access funds from investment income and/or principal of the ELCIC Mission Fund annually to offset operating deficits from 2026 until a maximum 2031.

Motion 3 – That NCC receives and approves the following statement of purpose (coming soon!!!!!! jointly developed by a team consisting of Synod and NCC Execs) to carry forward our existing ELCIC Vision statement.

Motion 4 – That a Facing Today, Dreaming for The Future steering committee of 12 persons be created consisting of 1 lay and 1 rostered person from each of the Synods and the National Church with consideration for the principles of diversity. This steering committee shall

- Consult with the grassroots to receive feedback on the purpose statement for congregations, Synods and the National Church,
- Collect information about the experience, vision, hope and openness to change of people across the church,
- Propose a new model for the structure of the ELCIC
- Develop a Comprehensive Communication Plan to rostered leadership, lay leaders, congregations, and partners of ELCIC regarding their work,
- Develop an engagement tool for synod councils to reflect on their mission and structure.
- Bring an engagement process to the 2025 Convention
- Oversee the work of consultancy services.

The steering committee shall report to NCC at each of their meetings as business item #1, and shall be shared with Synod Councils as their business item #1.

Motion 5 – That NCC authorizes the spending of up to \$400K for consultancy services and associated meeting travel. The funds shall come from a combination of grant applications, a National Church appeal, a request to Charitus, and the use of ELCIC Mission funds. This spending will be in addition to the current use of the ELCIC Mission Fund.

Motion 6 – That the officers of National Church Council be responsible for seeking funding to cover the cost of the Facing Today, Dreaming for The Future process.

Motion 7 – That the National Bishop be requested to create an RFP for consultancy services. The officers of the NCC be authorized to select the successful bid.

Motion 8 – That NCC empowers the new national bishop in this process. That the pre-identification process should indicate that this is a priority. That the new bishop-elect be given time to read, process, pray, and discern.

Facing Today: Dreaming for the Future: An Officers' Consultation

Responses to Pre-Consultation Survey

January 16, 2025

1. The issues at hand

- That the declining capacity and resources (finances, and people) challenge our current congregational, synod, and national church structures viability,
- That the current church structure and organization does not meet the needs of what it is we are called to be in Christ's mission to today's world
- We are not keeping pace with changing needs of our people (in and outside of the church.)
- We are holding on to large funds that could be used for ministry (and were intended for ministry not security) at the grassroots level.
- If we don't start supporting the grassroots of our church, there will be no church. Some synods are in seriously poor financial condition which reflects the condition of congregational ministry.
- I am fairly new to my position of secretary with the Eastern Synod. I understand that we all have challenges so this time together will be a time to share these challenges, what we are looking at as solutions and how we can share ideas and resources for the benefit of all.
- My understanding is that the central issue relates to the existential threats our synods and church are facing at the current time. Some of those threats are manifesting as financial crises, others as lack of human resource and leadership capacity, and others simply as the attenuation of membership and health of congregations.
- I am fairly new to my position of secretary with the Eastern Synod. I understand that we all have challenges so this time together will be a time to share these challenges, what we are looking at as solutions and how we can share ideas and resources for the benefit of all.
- The ELCIC and it's congregations has and is undergoing a massive transformation. The primary issue at hand is that the Lutheran church in Canada needs to adapt to the new challenges it faces - decreasing and aging membership, closing congregations, etc. - and the financial and operational difficulties that come with this. How will the ELCIC be able to sustainably carry its mission in the future.
- Changing dynamics at the congregational level (and in society, generally) and likely in combination with our traditional structures within the church, have led to increasing strain on the church. We seem to be at the point where financial failure of one or more synods is within sight.
- Current projections forecast the ABT Synod will have exhausted their unrestricted net assets in 2027. Benevolence from Synod congregations, the current income source, has been declining as the number and size of congregations decrease. Other sources of income and reduced operating costs will be necessary to ensure the financial viability of the ABT Synod.
- Perhaps the role of the synods and the National church need to be reviewed. Are both a national and regional Evangelical Lutheran Church body needed? Does the current

structure meet the needs of congregations today? Many congregations feel disconnected from the synods and even more disconnected from the national church.

- The effects of decreasing congregations within the synods is *generally* the biggest issue at hand, but my most immediate concern comes from the statement that the Alberta Synod is predicted to be insolvent within the next 3 years. Can Synod structures be changed quickly enough to prevent that? What would a possible merger of two Synods look like, and would restructuring save the money necessary for operations to continue?
- The issues are based on financial giving by congregations as the demographics of the congregations are changing and diminishing. Studying the effects of congregations leaving or unable to pay benevolence to the synods means that synods can no longer support the national church.
- My understanding is that the issues to be discussed were detailed in the motion passed in September 2024. As the new Chair for the MNO Synod, I have very limited knowledge at this point on many of the issues listed. I do however look forward to learning more and gaining a better understanding of how to overcome challenges the church is facing today.
- As I understand it, we are not the only Synod to have difficulty balancing income/expenditures and dipping into reserves every year. (Our congregation does the same thing and figure we have 7-8 years left at the current rate of running deficits.) There has been some confusion around the designation of Mission funds that are granted annually. Congregations have been shrinking over the past few years and most have not gone back to pre-covid numbers. A number of congregations in our synod have had to close their doors because they couldn't continue to keep up buildings and services. Some individuals and/or congregations don't see the benefits received from having a Synod structure.
- I'm very new in the role so my perception might be different. As I see things this is an opportunity to network with our counterparts and talk about best practices, of sorts, and how perhaps we can harmonize processes across the national church
- Lack of connection or understanding between local congregations and the National Church
 - - Lack of financial and human resources especially at the ABT, SK and MNO Synods for pastoral and administrative support
 - - Decline in people attending and/or supporting congregations (and subsequently the synods and national church) - some due to the feeling of a 'woke' focus
 - - Feeling of a top-down structure - National Church appoints without synodical consultation; dictates without engaging in productive dialogue or explanation
 - - A perspective of an inner circle of centralized power
- Given there has been, to date, one week before the consultation begins, no information to inform us on the issues at hand (beyond what we know of our own articular settings, for example I can speak with considerable depth and understanding to the synod I am an elected officer of) I would rate my understanding for these consultations at very low.

2. Where to be, in relationship to these issues, by mid-year 2025

- I am not sure that in one weekend we can get very far, but being able to gather in person and develop relationships will allow for open conversation through email and zoom in the coming months.
- That we find a way to provide financial resources to the national church and those synods in immediate financial need while we work to develop a new, viable structure for our church. That this structure might be imagined and implemented not in a fear of loss or defeat, but in an exciting sense of calling to new ways on ministry
- On a positive path, with an action plan that is responsive, generous, transparent and flexible, and is in the hands of the people and not controlled by a lot of parameters or upper-level bodies/policies.
- I would like us to be in serious conversation around moving to a more collaborative model of church. An Acts 2 inspired model where the gifts and strengths of the various synods (regions) are shared among all synods (regions) for the building up of the whole body, and traditional synod demarcations and jurisdictions are (at least) relaxed to make this feasible.
- I would like to see the ELCIC develop and articulate a clear vision for the future, both strategically and financially. The ELCIC should generate short-, medium-, and long-term plans to realize that vision.
- Working to identify, understand, and acknowledge the issues. It may be too much to ask to have an action plan to address them, but given how long processes in the church can take, we do need to keep moving forward.
- I would like the ELCIC to work with the synods to re imagine how the organizational and financial structure of the Evangelical Lutheran Church could be.
- By mid-year 2025 the National Church and the Synods needs to: have an agreement in place to allow the ABT Synod to continue operation for *at least* the next 6 years. And have a longer-term plan in place for funds allocation or restructuring that could be rolled out over the longer term, to ensure successful operation of the National and Synodical entities.
- I would like to see a change in the structure of the synods with a sharing of resources. I also feel that there are too many positions at the top of the national structure. There should also be a structural change at the national level as well.
- After reviewing the issues listed in the Letter to Participants, I would like ECLIC to focus on the issue of “the current Synodical and National operating structures”. I think this issue might be a good first step to identifying areas of realignment, reduction in redundancy, and opportunities for collaboration.
- I would like to see us have a plan in place to move forward with confidence. We need to communicate clearly with our congregations and listen carefully to them.
- Progress by 2025: perhaps the start of a roadmap for change?
- Not sure how much can be done pending election of a new bishop in July 2025, however the NCC as a whole could begin work on a plan and timelines to: review the current national and synodical structure, and evaluate the national structure to determine what is essential services should be retained, and what could be let go, and examine the national

financial resources to determine if there are funds that could be provided to support the synods' operations.

- Without knowing what the issues are, it is nearly impossible to answer this question. So, knowing more, and the ELCIC national office communicating transparently and in a timely manner would be the starting place.

3. What I am prepared to offer

- I will listen to others and offer my honest opinions in my contributions. I will come open to new ideas and be prepared to think outside the box in order for us to have a productive meeting and begin conversations that can continue in the months ahead.
- Open and honest listening and sharing.
- Energy to move forward
- Prayer. Honesty, listening to one another and the Holy Spirit. Willing to be part of a solution-based approach that moves from *talking about* to *doing*. I would be willing to be part of a committee/team going forward as needed.
- I'm prepared to offer my full attention, my participation in the conversation, any thoughts or ideas that the conversation inspires, and potentially my ongoing involvement in whatever follow-up action may result.
- I am prepared to come with an open mind, to bring new ideas, and to offer my opinions and expertise. I am looking to listen and learn from other Synods and to participate in meaningful discussion on how the regional churches can work together in the future.
- Anything needed that I am able to do. Open, honest, respectful dialogue. Listen. Pray. This is an issue about which I would be thrilled to be wrong.
- My ideas, and thoughtful consideration of the ideas of others presented in these meetings.
- I will participate in conversations to establish strategies for the above changes to happen. As we look at the circumstances of the world the church needs to be in the neighborhoods, cities, rural areas or anywhere where we extend Christ's hand. This may mean a change in the way congregations align revisiting worshipping in community halls, etc. and giving up the expense of church buildings. This would also need to be reflected as a priority of the national church to the congregations. I look forward to our discussions together.
- I am prepared to offer a new attendees perspective, as this will be my first time meeting these individuals. I am also prepared to learn and identify areas where the MNO Synod could assist or lead effective change if necessary.
- I am prepared to listen, carefully and prayerfully consider, and offer an opinion when I feel I have something to contribute.
- I will be engaged, open, intentional, authentic and participate to the best of my ability.
- Prayer, honesty, openness to change, willingness to assist, and faith that we journey together.
- I am willing to offer an openness to where the Holy Spirit is leading and guiding us
- An unwavering commitment to proclaiming the gospel over and above sustaining the institution of the church and speak openly and honestly about what is helping us to live into God's mission as the ELCIC & what prevents us from doing so.



Financial and Staffing Forecast for the BC Synod

Financial

In fiscal 2024, Congregational Benevolence was ***budgeted*** to make up about 1/3 of the BC Synod's total revenue. But congregational benevolence was lower than expectation in FY2024, and ultimately made up less than 30% of the Synod's total revenue. We anticipate that congregational benevolence will continue to decline by at least 5% per year. By 2026 our expectation is that congregational benevolence will make up about 25% of the Synod's total revenue requirements.

The remainder of the BC Synod's revenue is obtained from investment income – unrestricted funds held with ELFEC / Charitus. We receive our investment income annually in mid-February, for the earnings in the previous calendar year. Barring any significant reductions in our portfolio with Charitus, we expect that investment income from Charitus will be able to balance our budget for the foreseeable future.

Staffing

The staffing plan for the BC Synod consists of the following Full-Time Equivalent (FTE) positions:

- 1.0 FTE Bishop
- 2.0 FTE Assistant-to-the-Bishop (A2B) – current staffing level is 1.2 FTE plus 0.5 FTE Exec Assistant.
- 1.0 FTE Administrative Assistant
- Contracted Bookkeeper

Support for Other Organizations

Historically the BC Synod's support for the National Church and for the Lutheran Theological Seminary (LTS) has been set at a percentage of the expected (budgeted) congregation benevolence. Starting in FY2025 we have removed that relationship, as we wish to maintain our current level of support even as congregation benevolence revenue diminishes. Our commitment for FY2025 and FY2026 is for \$75K to the National Church and \$60K to LTS.



Financial Forecast for Synod of Alberta and the Territories (ABT Synod)

The operations of ABT Synod are supported almost entirely through benevolent contributions, which have been steadily declining year after year. If congregational benevolence were to remain at the current level, and if ABT Synod were to exhaust the balance of its unrestricted net assets, ABT Synod is forecasted to be insolvent within the next three years (during fiscal 2027). ABT Synod does not have any investments to draw from that would support operations. All funds held for restricted purposes are still active and none of these support operating expenses.

This forecast assumes no changes to the current budget which is already lean. Salaries, benefits and contract labor represent 53% of the budget and include the following:

- 1.0 Bishop
- 1.0 Asst. Bishop
- 1.0 Office Administrator
- 0.5 Communications Coordinator
- Contracted Bookkeeping Services

The forecast also assumes that ABT Synod's support to other organizations and programs, which represents approximately 30% of the budget, will remain at 2024 levels. This includes the National Synod, Lutheran Theological Seminary and Campus Ministries. ABT Synod already reduced the annual support to National Synod by \$33,000 in 2024 to balance the budget.



Sask Synod

Financial Forecast

Saskatchewan Synod's operations have been, and are, dependent primarily on benevolence, CECF funds, and a modest unrestricted investment fund. The past few years have drawn heavily on investment funds as benevolence has not met budget expectations through or since COVID. Also, as has occurred recently, a lower than expected CECF allocation negatively impacts overall financial position. The Assistant to the Bishop was funded through CECF funds until August 2024 and, while the Assistant to the Bishop is not expected to be a continuing position, funding the new model proposed by Bishop Ali will draw on those funds, at least in part.

Based on a set of generous assumptions through the next five years, the Synod can continue to operate while further drawing funds from investment. As assumptions move from more generous to more realistic, the Synod would be struggling to operate at the end of five years without significant operational changes. The Bishop is the only full-time staff member for the Synod with a part-time Executive Assistant, part-time Office Manager, and part-time (one day per week) Finance Manager. The Synod currently leases a small office space in Saskatoon.

In 2024, Saskatchewan Synod funding to the national church, the seminary, and Canada Lutheran were reduced. While funding to the national church is assumed to continue at current levels, it is set as a proportion of benevolence so is likely to decline over time.



EVANGELICAL LUTHERAN CHURCH IN CANADA
MANITOBA/NORTHWESTERN ONTARIO SYNOD

Financial Forecast for Manitoba Northwestern Ontario Synod (MNO Synod)

The MNO Synod has noticed a decline in benevolence from congregations of about 25k – 30K per year. Unrestricted funds are very low, but we have some amounts in restricted funds that have a wide breadth on what they can be used for. With this in mind the MNO Synod has about 3-5 years until insolvency depending on how well we are able to use these restricted funds.

Staffing at the MNO Synod is at a bare minimum for the ministry that is being done for the Synod.

- 1.0 Bishop
- 1.0 Asst. Bishop
- 1.0 Director of Discipleship
- 0.4 Office Administrator
- Contracted Bookkeeping Services

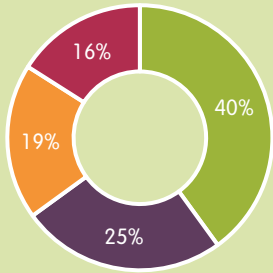
The MNO Synod is trying to keep its benevolence to other parties such as National, Seminary and Luther Village as we know that this is important ministry. Unfortunately, with such a tight budget with not too much wiggle room this might have to be looked at in the near future.



Financial Narrative – January 2025

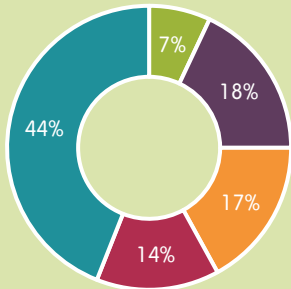
Sources of Income

- Benevolence
- Undesignated Funds
- Designated Funds
- Mission Funds



Uses of Income

- Healthy Synod
- Vision & Leadership
- Develop Leaders
- Wider Church
- Supporting Ministries



Using basic assumptions and forecasting, in 10-15 years....

- The income accumulated from invested funds are spent. Only endowed portions remain.
- Invested funds generate < 50% of the income required to cover the current level of expenses.
- 50% of benevolence income compared to 2024.

The Eastern Synod, while not without financial challenges, is blessed with the resources to live out its mission as a church. Every year, this synod provides funding to many amazing, valuable ministries.

Still, decreases in congregational benevolence is a warning sign for financial sustainability. As many Eastern Synod congregations experience financial hardships or are closing, the benevolence offerings to the Eastern Synod are decreasing. With an average reduction of 4% per year for the last 3 years, the Eastern Synod is expecting this rate to accelerate to 5% per year for the next three years.

The Eastern Synod is blessed to have a number of large (partially endowed) invested funds that act as reserves for the future. While many of these funds are restricted and endowed, the Eastern Synod depends on income, and some principal, generated by these funds to cover any budget shortfalls.

In the years to come, the Eastern Synod is looking and investing into the future. The adopted triennial budget (2025-2027) represents a shift towards higher annual spending and includes significant principal allocation to the operating budget to maintain and grow varied and new areas for ministry.



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The National church's income is composed of benevolence dollars from synods, a variety of designated accounts and a high dependence on interest income.

Synod benevolence has dropped by 30% over the last 18 years and many synods are indicating that their contributions may or will decrease.

Our undesignated bequest policy puts money into our endowment fund, a special project fund (which is being used along with a grant from the triune foundation to fund this gathering), and the LWF endowment fund,

Our earliest budget projections show a deficit of 300,000 to 500,000 dollars, an amount we can cover from unspent interest income. However this is only sustainable at this rate for another 4 years.

We are custodians of the ELCIC mission fund, but all interest from the fund is kept within the fund,

Our current staffing is:

1.0 National Bishop (who also is part time director for Global Mission and ELCIC Mission fund)

1.0 Director of Finance and Administration

1.0 Director of Communications and Resource Generation (.5 Canada Lutheran)

2.0 Communications staff (1 Canada Lutheran)

1.0 Assistant to the bishop for justice, ecumenical and interfaith

.5 Assistant to the bishop for diversity, equity and inclusion

.45 Assistant to the bishop for youth and leadership

.1 Assistant to the bishop for worship

1.0 office manager and meeting planner

.6 receptionist

.6 accountant

Pt Canada Lutheran Editor

PT copy editor (Canada Lutheran)

The new bishop will undoubtedly set some new priorities and will have to staff and program in a way to take the budget into consideration.



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Facing Today: Dreaming for the Future: An Officers' Consultation

OPEN SPACE--CONVERSATION REPORTS

#1

Topic: Bridging the Financial Gap While Changing

Convener/Host: Paul Ellison, ABT Synod

Participants: Bruce, Lynda, Jeff, Sindy, Carla, Cheryl, Fred, Jerry, Trish, Stephen, and Gabriella

Summary of Discussion:

We recognize that there are Synods on the edge of insolvency. We recognize that there are funds that can be used within the ELCIC that can support these Synods and National while change is happening. We recognize that this is a short-term solution to keep Synods operating to maintain stability until no longer needed.

What next steps do you propose to follow up this conversation?

That the treasurers meet and further discuss the financial needs of the Synods and National. Then an analysis be done to determine what the total financial resources are across the ELCIC and how money may be distributed differently so that all can operate until changes have been finalized.

We may need access to the mission fund principals to accomplish this goal.

#2

Topic: New Leadership Models/Training Lay People

Convener/Host: Trish and Carla

Participants: Dan, Kathy, Karen, Lynda, Cindy, Sindy, Jason, Jeff

Summary of Discussion:

- Leadership models are not serving us well anymore. Make it more about *gifts you have to share* rather than titles.
- Deconstruct model of "head honcho" (i.e. bishop or pastor)
- Many pastors have not updated training to remain contextual.

Other Notes:

Martin Luther University College (Luther)



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MDiv. Program has been updated to be more community outreach minded. Congregations are not open to this. They have applied for a Lilly grant to train lay leadership to understand this new approach.

LTS – in process of making the Lay Academy curriculum available on ChurchNext.

The challenge with lay leadership pieces is that we default into a functional role to authorize them to “do this thing”.

ARC – organization that puts people who feel called into a church and then mentor and train them. Apprenticeship model.

We don't have a model for ordaining people to a wider ministry rather than a congregation.

If every pastor that serves a congregation is radically different from others that could cause a problem. Call to serve is at odds with congregation.

Anglican tradition – priests were raised up rather than going to seminary.

Look for gifts ... train, mentor and then walk along beside the person. (Presbyterian model.)

Do clergy need to be called by synod rather than a congregation? The people with the skills can be assigned to congregations which need those skills at whatever percentage of time.

Does this affect quality of life for rostered leadership?

Eastern Synod has two Ministry Areas where two pastors are called by synod to serve 10 congregations.

What next steps do you propose to follow up this conversation?

(Continue conversation)

#3

Topic: What Are Alternate Structures for Our Church?

Convener/Host: Susan Johnson

Participants: *everybody*



Summary of Discussion:

- Why restructure? -To be nimble; to make sense; for accountability; to be relevant & responsive; to address finances
- How can boundaries be more permeable?
- What do congregations need?
- Should we be more corporate?
- Should we have less structure?
- We only have the power of relationship. -it's not transactional
- Do we need a National Bishop? Divide up work between synod bishops
- HR & finances to National Church
- Conference of Bishops based on skills and functions (i.e. bishop for international relationships)
- May be to look at goals and ministry and then see how form follows function
- Do we try to do too much?
- Review work of structural renewal task forces

What next steps do you propose to follow up this conversation?

- How can we facilitate these conversations to the congregations?
Need for communication strategy
- Mechanism to look at business services

#4

Topic: How do we define and instill a shared sense of purpose across our church?

Convener/Host: Bishop Jason Zinko

Participants: Cindy, Karen, Ali, Eric, Cheryl, Bruce, Gabriella, Courtenay, Susan, Christine, Lynda, Kathy, Stephen, and Jeff

Summary of Discussion:

There was a general understanding that we do not have a shared sense of purpose across membership or levels of the church (national, synodical, and congregational). Group members certainly indicated that a shared purpose offer potential for health and life in the church. We talked about some practical ideas to move the conversation forward and bring a greater sense of unity across our church. More information is included in the 'other notes' below.

Other Notes:

How do we connect to members in cases where there is no pastor, or where there is a poor relationship between Synod/Congregation?



We provide a lot of information, but how much of it gets to the people we want to hear it most? Do we have a marketing problem, or are there better ways we can integrate communications so that message from different levels of the church (national and synod) are more cohesive?

Many members do not know or understand our purpose – who we are and why we are gathering. It seems that we are missing what it means for ‘me’ to be a Christian in the Lutheran tradition. Many could not name what the church needs to exist or what we are about. How do we help shift from “church as destination” to “church as movement”: members vs. disciples? It seems like our primary mission and ministry is hidden.

Our current traditions and structures can (but not always) alienate people and do not convey our purpose well. We tend to focus more on the ‘how’ rather than the ‘why’

Ideas for redefining/reclaiming purpose and identity:

- Returning to more regular and engaged spiritual practices
- Fostering conversation regionally and locally about purpose
- More regular meeting and conversations with leadership (synod execs, etc)
- Creating a healthy environment and mutual relationships across the church
- Utilizing Zoom and other technology for more regular touch points?
- Purpose to action is important
- Coaching members about how they talk about potential new members – are they the “bum in the pew and money in the plate” that we need for survival, or are they a friend and neighbour that we hope to share our experience of God with?
- Using our history and tradition to inform and propel our transformation
- Letting go of our expectations of perfection in delivery

What could be possible with a shared purpose?

- Creating an environment in which we can let new members / younger generations provide direction?
- “Alone we walk quickly, together we walk far”
- Have a team where every person would have a part
- Positive life-giving energy that helps people walk together with purpose
- Engaging with those who have left or never been part of the church through shared values and purpose

What next steps do you propose to follow up this conversation?

- Go back to our central doctrines and beliefs that we are about discipleship and gathering in Jesus’ presence, and that we can be diverse and different in expression while doing that.



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- Compare mission/purpose statements across the church
- Foster national conversation about purpose
- Table talk questions that could be used as a congregational resource
- Some intentionality across levels of our church about starting and maintaining this conversation

#5

Topic: Best Use of ELCIC Mission Fund

Convener/Host: Susan Johnson

Participants: Cindy, Kathy, Cheryl, Jeff, Jerry, Eric, Sara, Christine, Fred, Lynda, Gabriella, Stephen, Karen, Carla, Jason, Bruce, Sindy, Dan, Courtenay, Trish, Paul

Summary of Discussion:

Use mission funds to continue the process

Runway funding for Synods and National Church

Unrestricted use of funds by Synods

Change funding formula

Treasurers need to do more analysis regarding how much funds are needed.

Concern re: drop of interest payments to synods if principal is touched.

Concern re: inheritance for the future church

What next steps do you propose to follow up this conversation?

Treasurers do analysis

Explore designation parameters of fund.

Conversation at other levels of the church.

#6

Topic: Aligning Congregational and Synodical Interests

Convener/Host: Fred Mertz

Participants: (You know who you are!)

Summary of Discussion:

- The existing synodical structure and the lack of communication and clarity between synods and congregations
- A discussion on building relationships between synods and national church and how they can work together with congregations
- A discussion on the work to be done on all three levels (all doing the same thing)



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- How to allocate all these resources

What next steps do you propose to follow up this conversation?

None at this time.

#7

Topic: Developing A House Church Model

Convener/Host: Ali Tote

Participants: Courtenay, Karen, Jason, Eric, Cindy, and Christine

Summary of Discussion:

The purpose of the house church is about equipping the people and proclaiming the gospel. One of the issues is that the last people in a dying congregation are attached to their building and may not necessarily want to join a house church. We need to focus on the product of worship rather than the experience of the gathered community of disciples. There needs to be something in the model that could help energize existing communities. People need to be prepared before embracing the house church concept. It's about engaging people in a more relational level. Maybe changing "House Church" to "Small Group Ministry" and have it as a synodically recognized ministry for both oversight and mutual support purposes. A house church does not need to happen in a house and also gather people from different congregations.

What next steps do you propose to follow up this conversation?

Continuing the conversation on this model and seeking support from one another as synods. Addressing the passive attitude that permeates our church and equipping people to proclaim the gospel.

(continue to next page)

#8

Topic: Resource Allocation (report revised)

Convener/Host: Sara

Participants: Carla, 2 treasurers, Ali, and another bishop

Summary of Discussion:

The information provided below is accurate.

		Postiion	FTE										
	Rostered as per GSI	Bishop	Assistant Bishop	Ministry Directors	ReDev	Office Admin/Mgr	Admin/ Exec Assistant	Director Discipleship	Comm + Staff	Reception	Bookkeeper /accountant	Finance Manager	Per Synod Staff
AB	86	1	1			1			0.5		contract		3.5
BC	51	1	1.2			1	0.5				contract		3.7
East	136	1	2	0.5	1	1	1		0.5		0.8	1	8.8
MNO	65	1	1			0.4		1			contract		3.4
SK	90	1				0.75	0.5					0.2	2.45
Nat'l		1	2.05			1	1		1.5	0.6	0.6	1	8.75
Totals	428	6	7.25	0.5	1	5.15	3	1	2.5	0.6	1.4	2.2	30.6

What next steps do you propose to follow up this conversation?

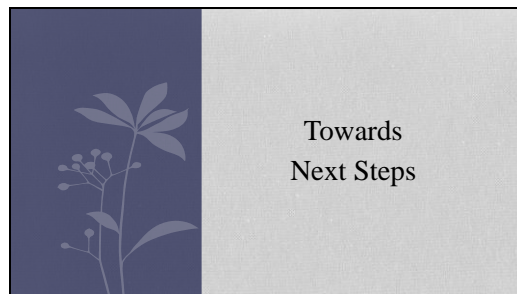
(open ended)

-End of Reports-

Slide 1



Slide 2



Slide 3



Slide 4

2. Bridging the Gap—Building Capacity

- Buy some time for to engage in a broad strategic listening and planning process
- Define how much time is needed and how much a process will cost.
- Identify Funding Sources for work on planning and new initiatives.

Slide 5

3. Develop New Strategic Plan for National (and Synods?)
(current one sunsets in 2025)

New Plan to address:

- Vision of a Shared Purpose
- Renewing Leadership
- Proposal for a New Structure
- New Formula for ELCIC Mission Fund
- Pilot Projects in Small Group Ministry
- Other areas—Youth Ministry etc...?

Slide 6

4. Engagement Process for Synods and Congregations

- Develop a Communications Plan to roll out #2 and # 3 first to NCC and through NCC to Synods and Congregations.
- Develop a robust process to hear from 'grassroots' about their experience, hopes, vision and openness for change
- Bring engagement process to national convention summer 2025
- Empower the new national Bishop to complete plan by January 2026.

GUIDELINES FOR THOSE SPEAKING ONLINE AND IN PERSON AT CONVENTION

Note: All remarks must be directed to the chairperson.

My name is _____.

Option: My pronoun(s) is/are _____.

I would like to:

1. Make the following motion:

2. Propose the following amendment:

3. Speak for/against the motion/amendment:

4. Offer the following suggestion/Ask the following question:

For those participating and speaking online at convention

Motions/Amendments: To make an amendment, please raise your hand (click the button “Raise Hand” and your digital hand will then be raised) and wait for the chair to address you. Once you’ve been addressed/acknowledged, please unmute your microphone and state “I propose the following amendment...”

Please submit your amendment through the link on the online meeting page. This will help ensure that we have the proper wording/amendment. The submission of the amendment should be done at or about the same time as when the motion is being discussed.

Points to make:

For those participating and speaking in person at convention

Motions/Amendments are to be written out for submission to the secretary and chair upon being seconded. Keep a copy for yourself.

Points to make:



March 2025

National Church Council Meeting Highlights

The ELCIC's National Church Council (NCC) met March 7-9, 2025 for their first meeting of the year, in-person in Winnipeg, MB. This was the last full meeting of NCC before the 2025 ELCIC National Convention. Council members will meet for a brief time the day prior to convention.

The following are a few highlights from the recent council meeting. For specific wording on motions and additional actions from the meeting, please view the draft minutes which will be available online: <https://elcic.ca/national-church-council/>.

Several new NCC members were present, appointed mid-term to fill vacancies. The meeting was marked by a spirit of joy, respect and openness. Worship and prayer were led by NCC members from the Manitoba/Northwestern Ontario Synod.

Facing Today – Dreaming for the Future

National Bishop Susan Johnson, along with Synod Bishops Kathy Martin, Trish Schmermund, Ali Tote, Jason Zinko and Carla Blakley; as well as National Officers Stephen Holmes and Bruce Cook, presented to NCC on the outcomes from the January 2025 Officers Consultation in Winnipeg. The consultation, which included all National and Synod Officers, was initiated by a motion from the September 2024 NCC meeting. The purpose of the consultation was to address the challenges of declining revenues and explore potential changes to the church's organizational structures.

The consultation resulted in eight motions brought forward to NCC. Motion 1 called for sharing the consultation report with synod councils. Motion 2 directed the ELCIC Mission Fund Board to develop a process for accessing funds to offset operating deficits from 2026 to 2031. Motion 3 proposed a forthcoming purpose statement to carry forward the ELCIC Vision. Motion 4 established a 12-person steering committee to consult widely, propose a new church structure, develop a communications plan, and oversee consultancy services, reporting regularly to NCC and synod councils. Motion 5 authorized funds for consultancy services, sourced from grants, appeals, and mission funds. Motion 6 tasked NCC officers with securing funding. Motion 7 requested an RFP for consultancy services, with NCC officers selecting the bid. Motion 8 empowered the new National Bishop in this process, ensuring time for reflection and discernment.

All of the motions were passed, with the exception of motion 3 which was put on hold until a statement of purpose is developed.

ELCIC/CLWR Memorandum of Understanding

NCC members reviewed and approved a new Memorandum of Understanding (MOU) between the ELCIC and Canadian Lutheran World Relief (CLWR). The updates reflect our current relationship, noting that our work together is carried out in a collaborative manner and outlining the division of responsibilities and administrative frameworks which guide our work together. The partnership between CLWR and the ELCIC goes back to the beginning of the ELCIC in 1986. Prior to that, both predecessor churches that merged into the ELCIC, Lutheran Church of America – Canada Section and Evangelical Lutheran Church of Canada, were members of CLWR.

2025 ELCIC National Convention

Delegates, special guests, NCC and staff will come together July 10-13 in Winnipeg, Manitoba for the 2025 ELCIC National Convention. The theme for convention is *Rejoicing in Hope*.

NCC used part of this meeting to prepare for convention, which is the highest authority of the church. Bishop Susan walked NCC members through the draft agenda for convention. Several motions were also approved by NCC that will come forward to convention.

Further information on convention will be made available the convention website: www.elcic.ca/national-convention.

Reconciling in Christ (RIC)

NCC members learned that the Canadian Lutheran Anglican Youth (CLAY) gathering is now recognized as a Reconciling in Christ (RIC) partner. Since 1983, the RIC program has promoted inclusion, advocacy, and racial equity within Lutheran communities. Administered by Reconciling Works, it includes congregations, synods, seminaries, and other organizations. NCC passed a motion to establish a working group to pursue formal RIC recognition for NCC and the ELCIC National Office.

A Time of Transition

Bishop Susan Johnson was honored at her final full NCC meeting before retirement. Members expressed gratitude for her leadership and service to the church. Vice Chair Bruce Cook acknowledged the church's ongoing transition, noting that change is constant and the years ahead will bring new and interesting times.

Next Meeting

The next NCC meeting is scheduled to take place July 9, 2025. This meeting will take place in-person prior to National Convention. NCC will also convene for a brief meeting on July 13 following the closing of convention. This will allow NCC, including all new incoming council members and the new national bishop to briefly meet with one another. The fall NCC meeting is scheduled for September 25-27 in Winnipeg. The afternoon of September 27 will include the ordination/installation service for the new national bishop.

----- Forwarded message -----

From: **Jane Schira** <janie.yellin@hotmail.com>

Date: Sun, Mar 9, 2025 at 3:06 AM

Subject: Friendly Greetings from a Member of the ELCA

To: sjohnson@elcic.ca <sjohnson@elcic.ca>, pgehrs@elcic.ca <pgehrs@elcic.ca>

Dear Bishop Johnson and Reverend Gehrs,

I have never before written to church leaders of Lutherans in another country. I am certain we have much in common as fellow Lutherans and neighbors. As an American, I am deeply saddened and angered by the US president's tariffs and all of the other horrible things he has said about you as a country. I am a special education teacher in a Chicago Public School, and a very active member of United in Faith Lutheran Church in Chicago, IL. We have a small, but active congregation. I have read many comments on social media lately from Canadians referring to we Americans as cousins. From other comments I have seen there, many Americans including myself, feel the same way. I have watched speeches by your outgoing PM Justin Trudeau on YouTube and felt moved when he spoke directly to us. Lately I began to wonder what average ordinary Americans can do to help support people in your country with the inevitable harm to your economy, as well as ours. I am respectfully looking for any and all legal suggestions. I am hopeful that the historically good relations between our countries can continue at the grass roots level and will survive the foreign policies of the crazy orange nightmare, as well as with all of our other traditional allies. My prayers are with you in Canada, and prayers for my country are greatly appreciated. God bless Canada, and God help the USA.

Yours in Christ,

Jane Schira