

# THE STANDARD

*Stand Firm in the Faith*



REPORT ON ACTIVITY SINCE LCC'S 2022 CONVENTION | VOL. 1 ISSUE 6 | MARCH/APRIL 2023

## Outgoing Board of Directors' final meeting, new board meets



**CANADA** - LCC's Board of Directors elected at the Synod Convention in 2017 had their final meeting on August 31, 2022. The members of the board served the first quadrennial term under the new structure of LCC, plus an additional year due to COVID-19 restrictions preventing the regular Convention in 2021. In their final meeting, board members were able to:

- Review progress on the LCC pension plan merge with the Colleges of Applied Arts and Technology (CAAT) pension plan;
- Review PPP Strategic Framework and Initiatives;
- Approve the 2023 Compensation Guidelines for Pastoral and Diaconal Personnel;
- Ratify the Circuit Counsellor and Regional Mission and Ministry Council (RMMC) elections.

These elections were unable to be completed during convention due to time constraints and were subsequently completed electronically. A list of circuit counsellors and RMMC members

can be found in the 2022 Convention Proceedings (page 131) and in an updated version on LCC's website.

- Receive thanks from President Teuscher for their service and sacrifice, especially as their term of office was extended.

Members not returning to the Board included: Dcn. Suzanne Eberhard (First, Windsor, ON); Rev. Warren Hamp (Faith, Kitchener, ON); Rev. Alex Klages (Trinity, Winkler, MB); Cam Pelzer (Mount Olive, Regina, SK); and Rev. Kurt Reinhardt (Trinity, Gowanstown, ON).

In recognition of those whose service on the Board of Directors ended at the 2022 convention, each member's congregation was contacted and asked to present them with a gift of appreciation, an engraved pen and pencil set, from the congregations and members of synod.

The inaugural meeting of LCC's new Board of Directors (BOD), elected at the June 2022 Convention, was held in Winnipeg on October 15, 2022.

The meeting was busy, beginning

with a board orientation conducted by Rev. Alex Klages, representing the Commission on Constitutional Matters and Structure (CCMS). The CCMS is charged with board orientation in the Synodical Handbook.

Board members received reports from LCC Auxiliaries, Seminaries (CLS, Edmonton and CLTS, St. Catharines), Worker Benefit Services (WBS), and Lutheran Foundation Canada, and also adopted the PPP Strategic Initiatives for the quadrennium.

The largest action item of the meeting was appointments to standing committees. A full listing of the appointments is available on the LCC website.

In addition, Arnold Drung and Grace Henderson were reappointed as board chair and secretary respectively. Doug Petersen was appointed as vice-chair, replacing Cameron Pelzer.

Rev. Nolan Astley was reappointed as Memorandum of Understanding (MOU) LCC Consultant, Mathew Block was reappointed as The Canadian Lutheran's Editor, and Dwayne Cleave was reappointed as LCC Chief Administrative Officer.

Subsequent to this meeting, the LCC Board of Directors met twice online to make additional appointments, receive reports on the LCC pension plan merger and prepare for the adoption of the 2023-2024 budget.

A list of board members can be found in the 2022 Convention Proceedings (page 54) or on LCC's website under *Who We Are > Board of Directors*, along with a full listing of all post-convention appointments.

## SUMMARIES TO SHARE WITH YOUR CONGREGATION OR PARISH!

(For Convention  
Delegates & beyond!)



## Convention Delegates: Did You Know?

- **Delegates serve for 4 years.** Your role as a Convention Delegate lasts until the next Synod Convention.

- **Delegates are “Resource Persons” in their congregation.** LCC’s Communications Department can help you identify and communicate available resources that might be beneficial to your home congregation or parish.

- **Delegates assist in disseminating and implementing resolutions passed at Convention.** LCC provides a variety of material to help you report back to your congregation, as its delegate at the 2022 Synod Convention. It is all available on LCC’s website under Events > 2022 LCC Synod Convention. The Proceedings, for example, include the Convention minutes, resolutions, election results, sermons, as well as other reports presented at Convention.

- **Delegates can partner with LCC’s Communications Department.** Many of these points involve looking back at the Convention where the resolutions were passed, but the implementation of the resolutions will take place between now and 2026. Looking forward, LCC’s Communications Department will communicate action plans and report on progress concerning resolutions, through our various platforms and in partnership with you, as Convention Delegates. LCC’s Director of Communications sent out an email to connect with all Lay Delegates from the latest Convention. If your congregation or parish did not send a delegate to the latest Convention, please email [communications@lutheranchurch.ca](mailto:communications@lutheranchurch.ca) to ensure at least one representative from your church is added to this list to receive important updates.

## CAAT Pension Plan Merger

After receiving overwhelming approval by delegates at the 2022 Synod Convention, the merger of LCC’s pension plan with the College of Applied Arts and Technology (CAAT) Pension Plan has moved ahead. By the end of the 2022 summer, 208 employers covering 99% of active church

workers returned signed agency (employer) agreements, not only strongly endorsing the merger but confirming their continued participation in the pension plan, and authorizing LCC/WBS to act as the employer’s agent in finalizing the merger details. By March 19, 2023, 96% of DB Plan members had voted in favour of the merger. Effective from April 1, 2023, member and employer contributions will be directed to the CAAT Pension Plan and active members of the LCC Pension Plan will begin earning a pension under CAAT’s DBplus plan design.

## Circuit Counsellor Collaborations

LCC’s circuit counsellors are pastors, each elected at the convention by the member congregations in a circuit to assist the regional pastor in providing services to members of that circuit. This may include installing new pastors, assisting congregations with call meetings, visiting congregations and pastors to promote unity, and encouraging fellowship among congregations and pastors on a circuit-level.

Since convention, the circuit counsellors have gathered regionally to discuss challenges and opportunities in their circuit, to review administrative procedures and connect across the vast geography of our synod.

A list of circuit counsellors can be found on LCC’s website under *Who We Are > Circuits*.

## Resolutions Updates

### SUMMARY:

- Declined resolutions 22.1.01, 22.2.01, 22.2.05c, 22.3.01, 22.3.02, and 22.3.04 require no further action.

- The Commission on Constitution Matters and Structure (CCMS) revised the LCC Handbook to reflect the changes from resolutions 22.1.02; 22.1.03; 22.1.01; 22.1.05; 22.1.06; 22.1.07; 22.1.08; 22.1.09; 22.1.10; 22.1.11; 22.1.12; 22.1.13a; and 22.1.15. The 2022 Handbook is available on the LCC website. Printed copies are available from the Synod office – [admin@lutheranchurch.ca](mailto:admin@lutheranchurch.ca) or call 204-895-3433

- The Commission on Theology and Church Relations (CTCR) will continue to discuss if resolutions 22.2.02a and 22.2.03a require any additional action. CTCR document “A Lutheran Response to Contemporary Issues” (resolution 22.2.07) was added to the list of resource documents available on the LCC website.

- The President’s Ministry Council (PMC) continues to gather resources, in coordination with the CTCR to address resolution 22.2.04b. Resolution 22.2.06 is now in use.

- Resolution 22.1.14: Chief Administrative Officer (CAO)

Dwayne Cleave is working to incorporate the required annual general meeting into the LCC calendar, coordinating its timing with the preparation of the financial statements.

- The Personnel Committee is currently working on resolution 22.3.03a to draft a position description for a Youth, Young Adult, and Family Ministry worker.
- The LCC Board continues to address resolutions 22.3.08a.
- No further action was required on resolutions 22.2.08, 22.3.05, 22.3.06, 22.3.07a, 22.3.09, 22.3.10, 22.3.11, 22.3.12.

## Regional Mission and Ministry Councils (RMMCs)

The RMMCs exist as the primary support structure for the regional pastor in his responsibility to deliver the services of LCC to the congregations, pastors, and deacons in the region (Synodical Bylaw 3.009.a.4).

Each regional RMMC is made up of one lay person and one pastor (often the circuit counsellor) from each circuit in the region.

Elected after the 2022 Convention due to time constraints, the three regional RMMCs (Central, West and East) have each met for fellowship, orientation, establishment of their sub-committees, and review of annual regional financial assistance requests.

These requests are reviewed in light of a three-tier criteria of support for: Word and Sacrament ministry, leading people to Word and Sacrament, and works of mercy. The RMMCs make financial decisions based on a best case/worst case budget projection, provided by LCC Chief Administrative Officer (CAO) Dwayne Cleave.

It was a great challenge for the RMMCs to make recommendations as the requests exceed the resources. However, these applications also reflect the numerous opportunities for mission work in each region.

In addition, lay RMMC members are working to connect with the congregations in their circuit and bring the ideas, concerns and thoughts of the circuit back to the RMMC. A list of RMMC representatives by circuit can be found on the LCC website under *Who We Are > Regional Mission and Ministry Council (RMMC)*. Congregation leaders may be contacted by lay RMMC members for information about their congregation.

### **WEST REGION RMMC:**

The West RMMC met online September 22, 2022. The Servant Leader Network (SLN), an online document sharing and communication platform created by Rev. Michael Schutz exclusively for use by LCC, was introduced to provide a place for RMMC members to review and comment on meeting topics. (If your congregation is interested in the platform, learn more on LCC's website

under *Resources > Servant Leader Network*.

Meeting again February 24-25, 2023 in-person in Vancouver, the RMMC members enjoyed the hospitality of Killarney Community Lutheran Church and onsite coordination by Samantha Neeb, deacon in training at Trinity Lutheran Church (Richmond, B.C).

The West RMMC sub-committees were established in the areas of: Social Ministry, Missions, and Outreach; Financial and Stewardship; Prayer Ministry, Equipping Leadership and Reconciliation; Youth, Young Adult, and Family Ministry; Communications and Convocation.

They also received verbal reports from a number of Listed Service Organizations and other ministry entities.

### **CENTRAL REGION RMMC:**

The Central Region RMMC met in-person from September 16-17, 2022. Good Shepherd Lutheran Church (Regina, Saskatchewan) graciously hosted the meeting.

The working group sub-committees in the Central Region include: Budget; Missions; Resource Gathering and Distribution; and a committee to examine community building opportunities with youth and young adults.

### **EAST REGION RMMC:**

The East RMMC met in-person and were kindly hosted at Redeemer Lutheran Church (Waterloo, Ontario) on September 24, 2022.

The East RMMC formed new sub-groups or working groups for the quadrennium. These include: Missions; Finance; Congregational Services; Communication; and Congregational Cooperation.

## Finance Committee

The Finance Committee's primary responsibility is overseeing the work and activities of the Chief Administrative Officer (CAO) relating to finance, which includes the review of an annual spending budget for presentation and adoption by the Board. In collaboration with the CAO, the committee also monitors LCC's quarterly financial results, and has the authority to amend budget allocations, between meetings of the Board of Directors. The committee reports such actions at the next meeting of the Board for ratification or amendment. Meeting for the first time on January 12, 2023, the committee received an orientation on their primary functions and then moved right into a review of a (unaudited) 2022 financial report. The committee also briefly reviewed a proposed 2023 operating budget that was still under development.

The committee met again on March 9, 2023, to finalize the 2023 budget and to recommend its approval by the Board. The approved 2023 budget can be found on the next two pages.

# LUTHERAN CHURCH–CANADA BUDGET 2023

*Serve, strengthen, and equip congregations for bold, faithful, Christ-centred witness.*



## OUR MISSION

Lutheran Church–Canada serves, strengthens, and equips congregations such that their members may confess, proclaim, and give witness to the saving work of Jesus Christ, to the glory of God. We do this together in grateful response to God’s grace and empowered by the Holy Spirit through Word and Sacrament, so that believers may grow in their faith and unbelievers be brought into the body of Christ.

## TOGETHER, ONE (LORD, BODY, FAITH, CHURCH)

Walking together as a Synod, we are committed to a common confession and mission. The congregations of Lutheran Church–Canada join with one another to share an ecclesiastical bond, to support our brothers and sisters in Christ, and to work with one another to accomplish that which is set before us. In this way, we seek to serve our Lord Jesus Christ, the members of His body, and the world which stands in need of the Word and the impact of His redeeming love. Therefore, let us be diligent in performing the work of the church, both as members of a local congregation and as individual members of the body of Christ.

## THE WORK OF THE CHURCH

The work of Lutheran Church–Canada is far-reaching and includes:

### *Strengthening our Congregations*

The strength of Synod begins with the strength of our local congregations. Together we support and nurture Word and Sacrament ministry across our country, and especially in regions of greatest need.

### *Supporting our Mission Work in Canada*

Identify, develop, and support mission efforts throughout the country; assist congregations to explore new opportunities for outreach; and provide works of mercy and relief to those less fortunate.

### *Supporting our Mission Work Internationally*

Support mission work in Central America, South-East Asia, and Ukraine, including Gospel outreach; theological training; and works of mercy.

### *Supporting Theological Education*

Provide funding to assist the work of our seminaries in training our pastors and church workers.

### *Caring for Leaders and Members*

Provide ecclesiastical leadership and pastoral care through the work of the Synod President, Regional Pastors, and Circuit Counsellors.

### *Building Community*

Collaborate with Synod’s members and partners to enhance mission effectiveness through communication, promote stewardship in managing life’s resources for God’s purposes, and provide spiritual growth through the publication of *The Canadian Lutheran* and other media.

*There is one body and one Spirit—just as you were called to the one hope that belongs to your call—one Lord, one faith, one baptism, one God and Father of all, who is over all and through all and in all. | Ephesians 4:6*

## STEWARDSHIP IN ACTION

Each year, we give thanks to God for the faithful financial response from our congregations. As gifts are laid upon the altars across our Synod through your tithes and offerings, we are blessed when a portion of these gifts are shared with LCC. It starts with a mission and ministry goal and is fulfilled through a commitment to provide regular remittances to support the work we do together.

We strive to establish a working budget that best provides for the many mission and ministry requests received annually, as well as the ongoing work we perform year in and year out.

## OUR BUDGET

As we move past the challenging times of the past three years, we look to expand the mission and ministry of our church body. Most of the difficult and unusual circumstances brought to our congregations, our members, and our synodical family, have subsided, even though we still face challenges. We look forward to 2023 with excitement and hope. Our Lord Jesus Christ remains the same yesterday, today, and forever. What confidence that gives to His beloved children, no matter the difficulties we are facing.

Our operating budget for 2023 shows an increase over the previous year. This is due in part to the expected calling of an Associate Director of Missions, the support given to Ukraine, and general increases in costs due to inflation. There are currently 275 LCC member congregations who have the potential to support the work we do together as Synod. As of this printing, 167 congregations have provided LCC with a mission and ministry goal totalling \$1,656,372. Working together as the Body of Christ, we are called upon to support our church family as we are able, utilizing resources our gracious Lord has blessed us with, so that our blessings may be used to bless others. Our prayer is that all congregations consider “contributing to the needs of the saints and seek to show generosity” (Romans 12:13).

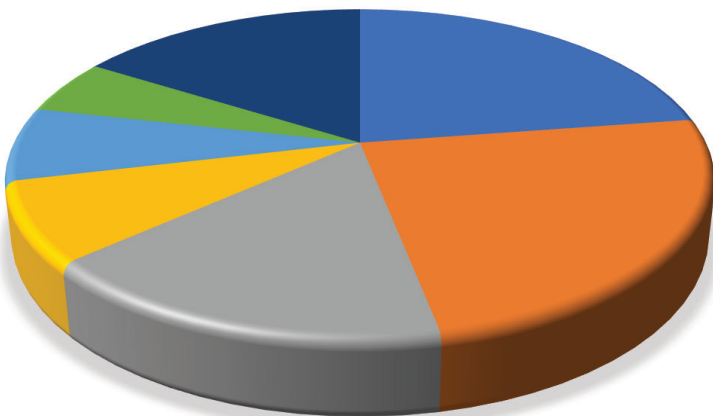
Although finances change, the mission of LCC remains clear and unwavering. The chart below illustrates the percentage of revenue allocated to each area of work. We continue, with your help, to carry out our common objectives of conserving and promoting the unity of the true faith; strengthening congregations in giving bold witness; extending Gospel witness into all the world; training of pastors and deacons; and aiding congregations by providing resources for promoting, expressing, and conserving our confessional unity. Thank you for your prayers and offerings in support of this work we have committed to do together as one.

*LCC Board of Directors*

*The noblest and greatest work and the most important service we can perform for God on earth is bringing other people, and especially those who are entrusted to us, to the knowledge of God by the Holy Gospel. | Martin Luther*

Revenues	Budget 2023
Congregation Remit.	2,200,000
Specific Purpose	1,681,016
Mission Endowment Fund	75,000
Investment Income	72,300
<b>Total Revenues</b>	<b>\$4,028,316</b>

Expenditures	Budget 2023
Domestic Missions	911,476
International Missions	978,840
Ecclesiastical Services	663,955
Higher Education	292,000
Communications	216,825
Congregational Services	316,899
Administration	648,321
<b>Total Expenditures</b>	<b>\$4,028,316</b>



- DOMESTIC MISSIONS - 23%
- INTERNATIONAL MISSIONS - 24%
- ECCLESIASTICAL SERVICES - 16%
- CONGREGATIONAL SERVICES - 8%
- HIGHER EDUCATION - 7%
- COMMUNICATION SERVICES - 5%
- ADMINISTRATION - 16%

**SUMMARIES  
TO SHARE WITH YOUR  
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*(For Convention  
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## Advancement Updates

The primary responsibilities of the Director of Advancement to Lutheran Church–Canada fall under two distinct areas:

- *Cultivation and enhancement of congregation relations across synod.*
- *Identification and development of ongoing sources of funding to help achieve the mission and ministry of our church today and into the future.*

These functions work hand-in-hand to strengthen the sustainability of our synod, enhance unity between our regions and congregations, and position our synod for mission expansion and congregational vitality.

Learn more about this new role in David Friesen’s recent article where he answers the questions: “What does advancement mean? How has David been doing his job? How does it impact my congregation?” The full article is entitled “Director of Advancement: What does this mean?” and can be accessed on [CanadianLutheran.ca](http://CanadianLutheran.ca).

## Purpose & Priorities Planning Process

The Purpose and Priorities Planning (PPP) process is a foundational effort to realign LCC’s priorities, bring clarity to its strategic framework (mission, vision, values), and establish goals that guide our synod in both the short and long term.

The PPP process began in mid-2021 and you can read more about the process and its various stages up until this point on LCC’s website under *News > Purpose & Priorities Planning*.

Since the 2022 Synod Convention, together with the Board of Directors, LCC leadership, and LCC staff, the focus has been on developing strategic initiatives which will be implemented over the next four years as part of LCC’s workplan. The latest report on the PPP process was included in the January/February 2023 issue of *The Canadian Lutheran* and can be found on [CanadianLutheran.ca](http://CanadianLutheran.ca) (see “Advancing the Mission & Ministry of LCC: Progress update.”)

## Personnel Committee

As a committee of the Board of Directors, the Personnel Committee develops policies to be administered by the Chief Administrative Officer (CAO) governing the employment and remuneration of all executive staff and employees of LCC. This includes reviewing job descriptions and succession planning. They also review and update annual compensation guidelines for Pastoral and Diaconal personnel.

It was a busy six months for the Personnel Committee as they met three times to create, review, and revise documents and policies related to synod office staff and Pastoral and Diaconal personnel.

## Governance Committee

The Governance Committee reviews and works to improve the overall performance of the LCC Board of Directors through the development of Board policies, maintenance of the Board Governance Manual and promotion of good corporate governance practices. The newly appointed Governance Committee met online on May 23, 2023, and elected a chair and secretary. Orientation of the Committee included reviewing the relevant portions of the LCC Handbook as well as receiving copies of LCC’s Board Governance Manual for review. Looking ahead, the Committee identified several areas for development including training and development for LCC Board members so they can better understand their role.

## SAVE-THE-DATE: LCC's Upcoming Annual General Meeting

Lutheran Church–Canada will be holding its Annual General Meeting on June 29, 2023 at 7 p.m. Central. More information to come in LCC's weekly e-newsletter, *InfoDigest*. To subscribe, visit LCC’s website under *News > InfoDigest*.

