

Appendix 1 – Circuit Convocation Discussions

These are the notes recorded at the 26 Circuit Convocations held in October and November. 676 people participated with 159 pastors, 9 deacons, and 508 laypeople attending. There were several facilitators and recorders, so the styles vary. Not all Convocations had the same length of time available to them with the result that not all Convocations were able to complete the Discussion Guide. The discussions in all Circuit Convocations skipped to other topics at times so the recorders were not able to place all comments in their proper place. No effort was made to edit their recording. Thus, some comments will be out of place.

The comments that follow are arranged by District and Circuit so that the reader may gain insights into the various points of view across the church. The Commission on Constitutional Matters and Structure met on November 28-30 to make 36 more recommendations to the Convention in October 2017. The revised Bylaws that include these recommendations will be available for review and additional comment soon after Easter.

Note: The term “bishop” is often used in these convocations, although one of the 36 CCMS recommendations is that the title “President” continue to be used for the position of the synodical spiritual leader.

Introductory Remarks and Discussion

ABC District

Vancouver/Fraser Valley

Comment: Since Concordia University College has pulled away from Lutheran Church - Canada could we approach other Christian universities to develop a relationship? (also other seminaries)

Comment: The role of the synodical president is different from the role of District president.

Comment: We are learning from other world church bodies regarding the separation of roles.

Question: Would Regional pastors be paid and be full time?

Answer: Yes!

Question: How do you save money going from three District presidents to six Regional pastors?

Answer: Other savings would make up for it; we are in the process of costing it out; there is no plan for it to cost more.

The facilitator reported that with a 4-year convention cycle and no District Conventions the savings in a 12- year period would be approximately \$450,000.

Question: Will there be any support for teachers in the new model?

Answer: It would be included in Providing Ecclesiastical Supervision.

Question: Will there be support for special Ministries (the deaf)?

Answer: That would be given special consideration.

Central District

Ontario

- noted it is hard to understand the structure.
- context – we adopted LCMS structure to get it to work (to form as a synod)

East District

Kitchener

- Cost: if all three Districts are eliminated and new convention structure follows, then there would be a saving of about \$450,000 years 2020 to 2030. There is no “cost savings” spreadsheet for the new Admin. Structure yet, but hope to have it by the end of November, 2016.
- -Stage 4 and a new Handbook will be available in January, 2017—Convention Oct. 13-16, 2017 in Kitchener.
- -Convention requires 2/3 majority approval, then 2/3 majority of all of the congregations—which would mean that the 3 Districts would be dissolved and one corporation, LCC, would exist.

Toronto

1. The Toronto Circuit meeting was held at Risen Christ Lutheran Church in Mississauga and was attend by approximately 28 laypeople and 7 Pastors.
2. The meeting was led by Pastor Paul Schallhorn who began by sharing a short history of Lutheran Church-Canada and how we arrived at this particular point of engaging in a major restructuring effort. He mentioned that serious talks about restructuring had already begun in 1993 and that the Central District had requested movement toward such restructuring on numerous occasions but with no action following. He emphasized that the CCMS is responding to the requests of the 3 Districts and the Board of Directors of Synod and that what we have developed is a “skeleton” for restructuring and are now requesting the members of Synod to assist in putting the “meat” on the “skeleton”. He shared how there are currently four different strategic plans in place which in no way relate one another.
3. He then walked the group through the structure diagram explaining how the authority and accountability flows.

Question: Why are the seminaries not part of the restructuring.

Answer: Not at this time because it involves much more than can be devoted to it right now. It will most likely arise sometime following the restructuring.

Question: Who will be the voters in the new structure?

Answer: It will remain the same as now. Each congregation or parish will have two votes, one cast by its called Pastor and one by its chosen layperson.

A discussion then followed on whether multiple churches would form parishes and then the question was, how many votes would a parish as such have?

Windsor

1. Members of Synod currently sign the Constitution. What will they now sign when the new structure is in place?

2. Where will the Doctrine and Practice section be in the new document?
3. Will Section 2 become alterable?Bi
4. Currently there are 10 objectives. How will they change?
 - a. In response, the facilitator replied that the Objectives are still there, but we need to think in terms of Services Synod provides to meet them, and that is a new way of thinking about these things.
 - b. One questioned if that would take away from individual members completing Objectives, ie pastors promoting unity of the True Faith.
 - c. One objected to use of the term “power/authority” in the Synod rests in the congregations. He believes that the use of the term is “dangerous talk” as only power /authority comes from God

One raised the point that the current structure allows for Memoranda of Understanding, but the ones in place are not working. His question, “Why will the new ones be different?”

A. Foundational Structural Elements – Things That Won’t Change

1. Membership

2. Doctrine and Practice

3. Congregational Structure

4. Objectives and Services

5. LCC as a Synodical Family of 26 Separately Incorporated Entities in a Strategic Relationship with One Another.

6. Categories of Strategic Relationships

East District

Niagara

- Concerns were raised regarding having CLWR considered to be a part of the LCC Family since the ELCIC has a major part in the giving direction to CLWR along with the LCC representatives on their Board of Directors. I explained that LCC would be seeking to put together a Memorandum of Understanding (MOU) which would take care of dealing with any directions that CLWR would move in, at the behest of the ELCIC, which would be in conflict with either LCC doctrine or practice.

7. Composition of the LCC Board of Directors

ABC District

Edmonton

- If the Board of Directors has more authority and responsibility, it would be better to enlarge the Board.

Vancouver/Fraser Valley

- Question: Would there be a change to the number of people on the Lutheran Church - Canada Board of Directors?
- Answer: If there were six regions there would be more people on the board of directors.
- Question: Why not have the regional pastors on the board of directors?
- Answer: That would create a concentration of power. We would not want to have Regional Pastors make Lutheran Church - Canada decisions.

8. LCC Board of Directors Authority Between Conventions

9. Accountability of Commissions and Committees

10 Three Commissions (CADJ, CCMS, CTCR)

11. Election of Synodical Bishop

General Comments to Section A – Fundamental Structural Elements

ABC District

Okanagan

General comments and questions to start:

- What are the allocations of finances to the different services now, in 2015 and 2016, with the situation in ABC District?
- What are the changes from the District CEF failure?
- Where is the lay involvement and representation in the new structure?
- How is it that the people leading the sessions are all clergy?
 - How is it that lay people have not been involved in leading these sessions to bring a different perspective?
- What are the costs going to be of the new structure?

What will the CAO (synodical administrator) cost?

Calgary

- Need to guarantee region representation on Board of Directors

Wetaskiwin

- Some comments were made to the effect that some of these things “will change” (no more districts in relationship; we don’t currently have a “synodical bishop” so that is a change, etc.). I attempted to explain the thrust of these statements to demonstrate what was not actually changing. Not sure that it satisfied all. There were some more interested in pointing out “flaws” in the discussion guide and telling the CCMS what they ought to have done instead, rather than discussing the points at hand.

Central District

Saskatoon

- No significant comments regarding these 11 points. People seemed happy with them

B. Recommendations for Change – Invitation to Respond

Recommendations #1 – One Administrative Structure

Recommendation

The CCMS plans to recommend to the Convention that the eight services of Lutheran Church-Canada, described in the Objectives of the Constitution, be provided to the members of LCC through one synodical administrative structure with Regional Pastors living in each region.

Response to this Recommendation

The CCMS would like to hear from the lay members of congregations, pastors and deacons how this recommendation can best be developed for the most effective and efficient mission and ministry.

ABC District

Calgary

- Keeping business components (e.g. CEF) separate across country protects the rest if a disaster occurs in one area.
- No local office as we have with current districts.
- It's dangerous to allow separate corporate entities to go their own way (e.g. CUE).
- Some reservations about eliminating current districts.
- Positions regarding continued existence of ABC District may have changed since survey.
 - Less reason for concern now.
- Good to eliminate duplicate costs at National and District level.
- Beware of unintended consequences of this change. (Though unfortunately we can't recall if this person gave particular examples.)
- There can still be ways to guarantee regional say in one national body.
- Unique needs of localities might not be known by centralized office.

Edmonton

- Concern about many duties being placed on small number of laypersons.

Kootenay

- Would the District Conventions have to decide first if they would dissolve?
Theoretically they may decide to go their own way?
- Is this financial? Could a Pastor representing one region get to bear the cost of all?
Different opinions would mean we need central decision-making process.
- 12 favour one administrative unit, 0 stay with current structure, 3 want more time.

Okanagan

- East District board has posted a letter on their website against this recommendation.
 - Districts have the authority to dissolve or stay
 - LCC cannot dissolve a district
 - Is a process
- Concern re. dissolution of the district and the loss of services as provided in the past
 - Who will provide these services for care of members and outreach
 - Restructuring must result in an increase of outreach to bring new souls into the fellowship of Christ
 - Where would this support come from
 - Would there be funding available since the funding and services would be spread across the country instead of a smaller regional district
 - What staff and support would be at the synodical level
- Support expressed for one administrative structure
 - But some uncertainty about the transition period
 - Thought that practice should be part of the discussion at present as the new structure may have an effect upon practice
 - Suggestion that practice will change/will need to change even though there is an interaction between doctrine and practice and the committee has chosen not to talk about it
 - Separation of ecclesiastical from administrative should result in more time spent on care, training, support etc. by the synodical “bishop”
 - Internet is there to access for support and resources
 - Congregations and leaders can provide support to each other for some of the resources for care, outreach etc.
- If the restructuring goes through, would the districts continue for another year with paid staff until they are dissolved?
 - How would the transition work?
- Is it necessary to have two levels between the synod office and the congregations?
 - Do we need both regional pastors and circuit counselors?
 - Is not more direct access between congregations and synod a positive direction
 - Congregations and pastors can work together to access and utilize services, resources etc.
- The facilitator received good notes from the Okanagan circuit meeting with good ideas and initiatives
 - Is it possible to put the bulk of the ideas on the internet?
 - Perhaps along with the results of these convocations
 - Or, should it be disseminated by the circuit pastors to their congregations directly
- Straw vote
 - 32 in favour of one administrative structure
 - 1 in favour of keeping the three districts and synod as they are now
 - 1 who needs more time

Peace River

- Who will support the regional pastors (office staff)?
- Don't see the value on regional pastors

- It is critical that the right people with the proper leadership skills be elected as regional pastors, according the area.
- How the administrative process is going to be, and how are we go put together the regions? We are all different and so is the structuring of regions.
- Three choices:
 - 1 administrative unit = 9
 - Leaving it the way it is = 0
 - Need more time to think it through = 5
- How is the accountability process going to be on the one board format? Evidence of broken trust is evident and felt with the present situation in the ABC, and the question comes as to how the new board model is going to avoid that.
- The board in the proposed model, might have too much to deal with.

Stony Plain

- Local congregations might feel left out from only one central body
- Region would have less control/say if has no authority like current districts. Worry about loss of local say
 - regions would lose power if have no district structure
- Communication might feel more distant
- We need “parish service” not “CEO” pastors
 - recently have more admin roles for pastors
 - pastors are trained for and should focus on spiritual role
- Concern about competition across country for support for church planting and other local needs. Now each district has its own plan. Alberta doesn't want to compete with Newfoundland for mission money.
 - Don't want to lose regional say
- Need to figure out manpower needed to run national LCC (Like how many support staff and mission executives and the like).
- Good to eliminate duplication in district/national administrative infrastructure
- How do you guarantee regional representation on BOD?
- If have more full-time regional pastors and two national leaders, how get lower costs and avoid more top-end admin?
 - Will need to see predicted numbers,
 - Is 2017 too early to be making these changes?
- Business manager should provide quarterly financial statements

Vancouver/Fraser Valley

- Question: Regarding closeness and communication, will there be a plan for using the internet for communication?
- Answer: Young people are teaching us how to use technology for saving money.
- Comment: Use “Zoom” for teleconferencing.
- Comment: there are many sites for planning and processes, for example “Base Camp.”

- Question: How will one administrative structure enhance community? Will there be duplication?
- Answer: The Synodical President / Bishop will be engaged with congregations on a regular basis, he will also be involved in worldwide endeavours.
- Comment: We need to encourage and develop community and bridge building.
- Facilitator: Parish Services will be provided through Regional pastors somewhat locally. A new parish would be established on a grassroots or circuit level, then find Regional and synodical support.
- Question: Have you considered using social media to speak the language of the young people?
- Answer: There has been no concentrated effort yet.
- Question: How many more jobs will be created?
- Answer: We would go from 3 District Presidents to up to 6 Regional Pastors and they may need an administrative assistant, but that person would not need to live in the same city as the Regional Pastor. There would also be a position at LC-C as a Canadian Mission Executive. Cost comparisons have been made to the 2014 budget.
- Question: How do the Synodical Bishop and Synodical Administrator talk to each other? It is not represented on the organizational chart.
- Answer: The organizational chart only shows lines of accountability and responsibility not communication. Yes it will be necessary for them to work together and communicate together.
- Question: The Lutheran Women's Missionary League - Canada is also looking at changing structure. Would we be looking at this together?
- Answer: Yes, we are working with Iris Barta and with former Central District president Marilyn Schultz.
- Question: There is a need for pedagogical support for schools and for the LTA. Could there be a head of LTA or schools to support the schools and teachers of LCC?
- Answer: This has not been discussed but it is important.
- Question: What would happen at the December meeting?
- Answer: There will be a planning conference with the 26 organizations making up synod to complete a national plan.
- Question: If there are six Regional pastors, we are taking some pastors out of congregations. How will they be replaced?
- Answer: There is an increased enrollment at the seminaries, and God will provide.
- So is the job of the Regional Pastor to make sure everyone gets the services while the C.C. does the delivering?
- How big does a region need to be to warrant a CC? Will the RP take responsibility for delivering services to remote communities?
- Question – who would coordinate and facilitate calls? If I wanted to call someone in, say, Edmonton, would I then contact the Circuit Counselor? Regional Pastor? Whose responsibility is it?
- - Who also deals with church conflict? Does this fall under the role of RP or CC?

Vancouver Island

- This will provide an economy of scale.
- LCMS in the 20th century was mostly ecclesiastical supervision, missions and training pastors. Maybe we should reboot and have fewer objectives.
- Concordia Lutheran Mission Society was told what LCC projects to support by LCC, given as an example of centralized control.
- LCC cannot dissolve the Districts. Dissolution to happen by the Districts at District Conventions.
- LCMS had districts 100 years ago because of travel time.
- Show of hands: 31 support one administrative structure, one needs more time.

Wetaskiwin

- Do not want to lose the closeness of districts. Want to make sure that each congregation is cared for by region/synod
- Would funding/money be allocated throughout regions? Concern that it would be centralization of power/centralization of money
- Would like to see financial information such as cost savings going from four administrative structures to one, and to one convention every four years. The concern is that they do not have all of the information before making the decision at the synodical convention. Could the information be given and then taken back to the circuit convocation?
- Concern over the spiritual aspect of the current District President's Office – to ensure the spiritual care of workers and congregations continues, even if there are no district presidents. Would the synodical administrative head be different than the spiritual head? In the congregation, the pastor is both. The authority automatically should be with the spiritual leader overall and administrative concern has in the recent district problems overtaken this. The board of directors needs to be subservient to the Word of God, not the corporation. The spiritual always needs to take precedence.
- Given this concern, is having 6 lay/6 pastors enough on the Board of Directors? Need to make sure that there is enough representation across the synod.
- Right now, we need each other more than ever. Not more administrators, but more spiritual, personal support.

Central District

Ontario

- This could divide the synod if the districts refused.
- ABC cannot have a CEF.
- East could have a district to manage their CEF.
- Synod works with synod.
- How many would support - 9, Oppose – 0, Need more time - 3

Portage

- Suggest a member of CTCR to be an employee of the one admin. structure. Some are concerned that because bishop and Synod Administrator do not report one to the other but both to BOD could there be an issue with not only one in charge of everything.

Saskatoon

- With no districts, how does the money given by congregations in a region stay in that region (or a portion of it)? Concern that funding is evenly distributed and that too much of one “area’s” money is not “taken” from them and given to someone else to use.
- This is good stewardship. It is better not to duplicate physical buildings and infrastructure (offices etc.)
- Will still need office space for national and regional leadership. They need a home base to work from.
- How much cost would we really save with this? We should remember that the ABC and Central are already down to bare bones. Eliminating those offices won’t help much. (Just a word of caution for us to remember)

Wascana

- Question – Is that two thirds of the congregation in each section?
- Answer – No, two thirds of the congregations total.
- Question – how many congregations in each district?
- Answer: 130(east), 95 (ABC), 83 (central)
- Question / comment – By election at convention
- If they’re chosen at convention, it would be once every four years (four year terms instead of three year terms)
- This might be coming up later, but what would the regional pastor’s eligibility be for a call to be a normal pastor? As of right now, the pastors who are district presidents are currently eligible for calls, and can take them. There is nothing to stop that either now, or in the future, whatever changes in this department.
- If they are elected, and have to step down, what happens to the position? That will have to be fleshed out, as the vice presidential system doesn’t exist in this new structure. No successional structure.
- Suggestion to draw lots for the circuit counsellors to see who would succeed the outgoing mid-term regional pastor.
- If they will be elected by convention, it will be the synod convention, as that will be the only one left to elect people at. Election by region.
- The pastor would be called into that role, not serving a congregation, so the regional pastor would end up in some sort of modest rented office space.
- How would you know that any pastor up for election has the skill set to do the job? The same way you know now. People from here will be more likely to know who can do the job here, and will make their decisions on that basis. There is a thought at play for the potential vetting of candidates before elections, to ensure that the candidates are suitable and skilful. They may be nominated by the synodical bishop.
- Regions might be like our districts, but may not be.
- Election – 28
- Appointment - 1
- Other –

- How should nominees arrive?
- Chosen by a process – 21
- By recommendation of the bishop – 5
- Why not have congregations nominate, and then the bishops able to add from the slate (the workbook would tell you who was nominated by whom)
- The opinion as of now is that if we are electing by regions, we are nominating by regions.
- Will there be term limits? Some church bodies do have term limits for presidents, and it's worth discussing.
- In our current practice, what is the commonality to the pastor to decline a call to be president? The nominating happens a few months before, and there is a period when congregations can call, and after that, the top five nomination getters who are willing to stand will be the slate.
- In favour of the electoral process, but if there should be a vacancy, it should be an appointment by the bishop.
- Mechanism for a succession plan –
- Appointment – everyone. (for the balance of the term)

East District

Hamilton

- How does this move to Regions affect archives/archivists?
- What would happen to CEF if Districts dissolved? It would continue with governance from a “new” board just as what happened when the Ontario District LC-MS became the East District LCC and that CEF became under the control of the new corporation.
- What administrative duties would the Regional Pastor (RP) have to do? Transfers... Would he need a p/t or a f/t secretary or could that be done at the Synodical level? Use more technology to communicate between him and the circuit counsellors (CC), congregations, etc.
- Should be a f/t position as a p/t position is untenable given the demands upon pastors serving a congregation already; make sure the regions and circuits are smaller so he is able to do what the current DP is unable to do now.
- Will we have more circuit forums/convocations since communication is lacking now and the average person in the pew doesn't know what is going on? Hopefully yes at the discretion of the RPs and CCs
- Where will RP reside?

Kitchener

- **Q:** Circuit Counsellors (C/C) have their own parishes—can we give them more to do?
- **Q:** Do we have Regional Pastors (R/P) or use more C/C's?
- **Q:** Are we not just “rearranging the deck chairs” as we are already too top heavy?
- **R:** We took on the LC-MS Structure in 1988 and CCMS started looking at a better structure for LCC back in 1993. If we dissolve the Districts and come together as one body, we open lines of communication BOTH ways which is lacking now and has led to problems.

- Regions could elect their R/P's or Synod could vote/elect R/P's as well as President—options here yet to be decided—no lines of succession in place yet
- **Q:** What does it cost to dissolve a District?
- **R:** A “Solvency Agreement” costs \$480.00

- **Q:** Where is the Council of Presidents? Who decides placements? This part is not on the chart.
- **Q:** Who helps with ‘calls’—The President or the R/P's? Would the ‘team’ of R/P's act as the Council or Presidents?
- **R:** The 2017 Handbook should address those concerns. Regions could get together on their own—they do not have to be totally segregated.

London

- “I feel uncomfortable with how the money is distributed in the new structure” – how will it get to the right place where it is needed
- Remit everything to Synod who will then disburse it at the LCC Planning Conferences with all “entities” of the Synodical family having their say; that way we know how much is coming in (we can encourage this, but can't demand church members to give only to the “Missions” line on their church envelope – they still may give directly to their favourite charity/LSO/Auxiliary who will have to divulge that information at the Planning Conference)
- Are we just reinventing the wheel and calling Districts by another name?
- Having more Regions and therefore Regional Pastors, won't that take even more pastors away from the field when LCC already doesn't have enough pastors?
- Each Region should have an Executive Secretary (p/t or f/t) who is guided and governed by the Synodical Administrator
- should follow the congregational team leader model and have a “chairman” assisting the Circuit Counsellor and one for the Regional Pastor just like a congregation has a pastor and a chairman (call them Circuit Chairman and Regional Chairman; the Synod “Chairman” would be the Chairman of the Board of Directors)

Ottawa

- The first concern raised was a request for the explanation of the need to fix what isn't broken. The Districts are already working at the local level. There is value of building financial firewalls or waiting until the litigation is ended to restructure what is left.
- We have always been saying at the LCC Board that we need restructuring but never did it, but why does it have to be done in two years. The congregations can also say in Convention that “we need more time.”
- Some felt that some questions on the survey were ambiguous and didn't understand.
- Has there been a look a dollars and cents, because people will vote on that basis. We were told on page 14 that numbers would be available at this Convocation.
- One Administrative Structure – there have been discussions on restructuring over years but not a top priority. Why is it such an issue now? It is felt if we don't do it now, it will never get done. Could decide to take more time to restructure if we want to.

- Some concern that national survey was not understood by many people answering the questions.
- Do we understand mechanics of how this change to one administration will take place. All 4 organizations required. East District may need to continue to keep CEF going. Each district has to change handbooks if structure and services provided change.
- General thinking is that East District CEF remain it is well run and should probably continue.
- Fear and uncertainty exist: ABC situation, churches are shrinking, there is a perception of overlap, but some feel that the actual overlap between district and circuits are minimal.
- What were demographics of responses? Stats can be provided on 2000 responses of 46,000 surveyed. ~1700 lay responses. Over 70% of pastors responded.

Stratford

- Half time or Fulltime?
- Eliminate Circuit Counsellors (CCs) from the structure and have more Regional Pastors (RPs) to average 30 congregations per region
- Have 2 CCs in each circuit, or split the current circuits in half
- RPs need to be connected to a parish/congregation like President Bugbee
- Where will get RPs from – LCC roster through seminaries, or other Synods in fellowship with us
- Each region should elect their RP from a slate vetted by Synodical Bishop and then call them
- Term limits? – follow 4-year cycle and then re-elect each time vs. a call which is not time-limited (If 4-year cycle, what called pastor would want to leave his congregation/parish for a position where he could be done in 4 years if he is not re-elected?; If a call, what happens if they don't get along – then the region is stuck with their RP?)
- In the case of a rogue RP in a called position, the region would petition the Synodical Bishop who would follow the process for removing a RP
- Can a potential RP decline the election/call? Yes
- Eliminate the District corporate structure but keep their ecclesiastical structure

Toronto

- Take the good operation and structure of the East District CEF and make it a national structure.
- The East District CEF is under a national charter and therefore could receive investments from across Canada.
- Many corporate details regarding having one structure need to be worked out.
- Vetting of the Administrator would be of paramount importance in this structure.
- People need to make a PRACTICAL, not an emotional response to this suggestion by the CCMS. They should not vote against it because “I don't like it.”

Windsor

- Has the number of regional pastors been set yet?

- If 9, will not costs skyrocket?

Recommendations for Change #2 – Convention Schedule

Recommendation

The CCMS plans to recommend to the Convention that synodical Conventions be held every four years beginning with a Convention in 2021.

Response to this Recommendation

The CCMS would like to hear from the lay members of congregations, pastors and deacons how this recommendation can best be developed for the most effective and efficient mission and ministry.

ABC District

Calgary

- Every 3 years might be better, 4 years is too long.
- Work Program Conferences could be done on regional basis between conventions if we do a four-year cycle.
 - This is the opposite of how businesses do things. They have more conventions. We could have yearly conventions online.
- When LCC was founded, the national and district conventions were held together, this might be a good fallback suggestion if Restructuring doesn't pass.

Edmonton

- People must feel they belong. It's hard to buy in with a Convention every four years.
- Only every four years will make lay people have less a voice than before.

Kootenay

- Teleconferencing
- 6 favour 4-year cycle, 3 favour as it is now, 2 need more time

Okanagan

- How does this compare to the current structure?
 - Numbers the same except once every four years at one convention instead of four conventions
- Four years is a long time between conventions
 - How can work wait that long, should be three years
- Would there be any other meetings in between?
 - Workshops
- If there is a larger number of pastors from a larger congregation, would that throw off the balance at present and give larger congregations more voice and power
- Every delegate at the convention should be there to represent Jesus Christ
 - Does not matter how many there are
 - If their Christian life is first and foremost
 - Favours keeping the current number of delegates

- How will accountability be maintained between conventions
 - Synodical “bishop” is accountable to the board
 - Who and how will the board be accountable to
 - CCMS responsible for some level of oversight
- If a congregation is vacant and served by more than one pastor, will it be represented by more than one or just one
 - Can/should the vacancy pastor represent the congregation
 - How do retired pastors go to the convention
 - What powers do they have
- What about lost voice because of only one convention in four years versus two in three years
 - Is it possible to keep delegate power between convention
 - Voting power during the four years of their term as voting delegates
 - Can then vote/straw poll etc. via current technology
- In favour of each congregation having a voice and place at each convention
 - Brings the information/ideas/resolutions back to each congregation directly
- Straw poll taken
 - Four year – 20
 - Three year – 9
 - Needs more time - 1

Peace River

- The # of convention proposed might save some money, but is the convention able to handle all of its business and responsibilities?
- Where do Deacons fit in the convention?
 - Having every 4 years: 12
 - Having every three years: 1
 - Need more time: 1

Stony Plain

- 4 years too long, needs to be more frequent to cover all business to avoid long conventions. Feeling that we will never be able to cover what needs to be covered if we leave it for four years.
- One suggests: 2/3 years better
- Another suggests: 2 years too frequent, 3 is better

Vancouver/Fraser Valley

- Comment: I have a concern about the Board of Directors serving for a longer period of time
- Answer: The current Board of Directors agrees with a four-year term - with the first year being a learning year and the third and fourth years being the most fruitful. Federal and Provincial Governments have four-year terms.
- Comment: The four-year schedule might lend itself to a live cast event for a national audience perhaps at the two-year period.
- Question: When is the 2017 convention?

- Answer: October 17-21, in conjunction with Reformation 500.
- Comment: We should consider having Regional events between conventions.
- And yet, regions would be encouraged to “gather” on an optional basis - NO business would happen at these? No electing of Regional pastors?

Vancouver Island

- 4-year cycle suggests that members will have even less authority to decide things
- Two most important things that happen at Conventions are changes to Bylaws and elections plus spiritual growth and fellowship.
- The proposed one administrative structure is a shorter route to get things done. More streamlined and more cooperative.
- Board of Directors already creates the budget and will continue to do so. There would be no regional structure and budget.
- One suggested that there was concern at district conventions when things were passed that they would pass at the synodical convention, but the same concern was expressed at synodical conventions.

Wetaskiwin

- Would information be disseminated as well as with the current district convention/synodical conventions? (A perception behind this seems to be that information is only deliberately shared during convention cycles and they would want to see intentional sharing between cycles if we went to a longer cycle.)
- Lack of accountability has led us to many of our current problems. The accountability needs to be there across the board. The Board of Directors needs to be allowed to make decisions in between conventions, but currently has done so without accountability to the convention (This is toward ABC BOD, not national). The Board ought to be bound to the decisions of the convention.
- Mandated full disclosure of the Board of Directors including financial information
- Who is ultimately responsible? Does the buck stop at the Board of Directors? The Spiritual Head? The Word of God is the ultimate authority, then the unalterable points of our constitution, and continues from there.
- What does accountability look like? Is there communication with each congregation? Congregations, in convention, should be the authority over the Administration, not the other way around (as we have been doing and has got us into trouble...again, ABC district, not national).

Central District

Northern

- We felt a four-year convention cycle would be fine.

Ontario

- 600 may not accomplish – needs to be smaller sections.
- Meet together, build relationships.
- Many congregational members only ever go once’

- Every four years may be too far apart.
- Note: hope to build community in regions still.
- Why 4 years? To save money.
- By clarifying accountability – may be stronger.
- BoD would have monitoring activities.
- Is there concern if people would be willing to serve 4 year term?
- Senses the benefit of community building at convention.
- Hotel capacity – venue?
- Actual number would probably be 400 or so based on attendance, 1 pastoral, 1 parish delegates.
- In favour? -4, Opposed - 5, More time - 5

Red River

- The question was raised regarding how much convention business could be done electronically.

Saskatoon

- With the elimination of district conventions, will people feel like their voice is lost? This was said before we got to next point which addressed this)

Wascana

- Question: Nobody can make an informed decision without knowing the size of the region. Size as well as number of parishes, will be fundamental for knowing how often to meet, etc. If we had our current boundaries, how often should people meet and interact?
- Was one of the options the national person meeting with the circuits? Likely the bishop would be in regular meetings with the regional pastors. They themselves would also make visitation to the congregation and members under their care.

East District

Niagara

- Regarding the Conventions of LCC it was agreed that 4 years would be preferable.

Hamilton

- Cost analysis will be finished by the end of November and available on LCC website
- Parish vs congregation voting model (Parish – 5; Cong. – 32)
- Wide-spread support for going to 4-year cycle

Hanover

- I don't think there is a cost saving because there are more delegates (600 at a synodical convention) and more travel costs to get everyone together
- there is a cost saving because there won't be as many pre-convention committee meetings
- "I go for the business not the entertainment." (shorter conventions)
- don't hold them over a weekend because all the pastors would be gone from their congregations on the Sunday
- try to hold on them over the weekends so lay delegates won't have to miss work

London

- Difficult to plan for 4 years – things may change quicker in the meantime

Stratford

- This would save us money (The facilitator alluded to our recent email from Dwayne Cleave about the savings a four-year convention cycle over a three-year cycle over 12 years)
- This would give more time for newly elected officials to get used to their new job

Toronto

- People felt we should do it if it saves a significant amount of money.
- A reminder that the order of the 2017 Convention Agenda will be important, in other words, we need to have the vote on the proposed structure before any elections take place.

Windsor

- Straw poll taken re: convention votes be assigned by parish or by congregation. Result was unanimously by parish.

Subsequent discussion:

- Taking more pastors out of congregations into administration is a problem because of current and projected manpower shortage.
- Concerned about concentration of authority in Winnipeg, How will regional concerns be met? What about a “rogue” bishop?
- In reply to the facilitator’s answer that the BoD would be the check, he asked, “What’s the guarantee?”
- Should the regional pastors be on the BoD?
- What is the follow-up? Do we not need multiple entities to protect each financial arm?
- East District has listed on their website the points the East District BoD is in agreement with.
- New structure will cost more because of increased staff.
- Will there be provision for outreach, growth and revitalization at all levels – especially congregational?

Recommendations for Change #3 – Delegates from Each Congregation

Recommendation

The CCMS plans to recommend to the Convention that the delegates to each LCC Convention include one pastor and one lay person from each congregation beginning with the first Convention after 2017.

Response to this Recommendation

The CCMS would like to hear from the lay members of congregations, pastors and deacons how this recommendation can best be developed for the most effective and efficient mission and ministry.

ABC District

Calgary

- Lots of people agree this is needed, especially if there are no district conventions and there's only a convention every 4 years.
- Concern that it doesn't make sense for large and small congregations to have equal say.
- A Pastor disagrees that congregations have two votes, says congregation gets vote through layperson, pastor votes for himself as pastor.

Edmonton

- One comment was made that there should not be two votes per congregation, but rather two votes per parish. This means that multi-point parishes have one vote collectively, rather than two votes for each of their locations. The reason given is that “a congregation of 25 members” shouldn't have the same representation as a much larger congregation. It would be more equitable for the entire parish to have one delegate.

Kootenay

- 11 favour from each congregation or parish, 0 one from each circuit, 2 need more time

Okanagan

- Straw poll taken
 - Every congregation to have representation – 28
 - As now – 2
 - Needs more time – 2

Peace River

- Having one representative from each congregation = 6
- Having one representative from each parish = 9
- More time to think that through = 0

Stony Plain

- concern about the East dominating national convention
 - balance with circuit representation
 - circuit delegates would be more efficient
 - Note: A perception that there are an equal number of circuits per district so that the balance is even. Also a perception that there are more congregations in the east (possibly because there is a high Canadian population there?) which would give them an unfair advantage.
- concern about high cost for larger conventions
- suggestion to base number of delegates on size of congregations (larger congregations can send more delegates).

Vancouver/Fraser Valley

The facilitator mentioned that the suggestion is that there is one lay Delegate per Parish, not per congregation.

- Question: Deaf people in the Lower Mainland come from 3 different congregations. How many delegates would they have?
- Answer: They must exist as a parish.
- Question: How many parishes are there?
- Answer: The East District congregations are dropping in numbers. The delegates must be chosen by parish. Some congregations are joining together as a parish.
- Comment: In Saskatchewan there are parishes, but sometimes they are unofficial.
- Answer: This must be resolved. The Central District has formed some parishes.
- Comment: One suggestion that has so far not been addressed or considered is the idea of either a pastor or a lay delegate from each congregation / parish attending the conventions. Please consider this alternative. It would cut the cost of the convention virtually in half, while still giving each congregation / parish a delegate. It would make it possible for the Convention to be held at smaller venues (maybe even some churches) rather than at a Convention Center.
- Question: What about retired pastors and teachers and Seminary professors as delegates?
- Answer: Those categories would remain as advisory.
- Comment: We should emphasize the live cast idea for conventions so that people across the country can see and interact.
- Can Deacons be a delegate from a congregation? Is there any way that deacons are able to be represented at a convention in this new structure?

Vancouver Island

- One delegate from each parish instead of each congregation makes the balance between clergy and laity more likely.
- Perhaps if a congregation has two pastors, that congregation should have two votes for clergy and two for laypeople.
- Is the number of members more important than the fact that it is one congregation?
- Would you have to give every pastor a vote if you gave every congregation a vote.
- How do you get lay people to volunteer to go as delegates to conventions?

Wetaskiwin

- Point of clarification: one pastor and one lay person from each parish (in the case of tri-point or dual, etc. Parishes)
- Frustration voiced that we were able to estimate that the costs for a convention every four years with more delegates would be comparable cost as the current structure, and yet there was no estimate available for going to one administrative structure from four. Much frustration and concern in this circuit about a lack of financial information to go with the proposed changes. No amount of explaining why it was quite difficult to provide financial estimates when nothing was certain and there were so many variables was satisfactory.

- Would rostered workers who are not delegates be able to go to convention as advisors? (meaning they could have voice), this would include the deacons who are currently not allowed voice unless they are the advisory delegate.

Central District

Ontario

- With 6 convocations – every congregation or parish.
- Parish rep rather than congregational rep.
- Parish could be Vermillion Bay & Dryden vs. Lappe/Trinity situation
- If a pastor is serving 4 churches – 1 rep lay person/1 pastor
- Keep it simple
- Lay person/pastor for each parish/congregation
- Likes having more rep : 1 pastor/1 lay per parish or congregation
- Differences between congregations if there are multiple points.
- My pose a problem
- Always a challenge – at least that closer to full representation
- Will add “from each congregation or parish”
- In favour – 13, Opposed – 0, More time - 1

Ottawa

- Should every congregation be represented... or every parish (5 congregations). Would pastor of parish get 5 votes?
- A parish a group of congregations who come together to do work together and may have one or more pastors to do the work.
- Some tri parishes are geographically disperse and are not in contact with each other so some feel that each congregation should have a vote.
- What is the mandate for these delegates? To ensure all across country are aware of issues and goals. Currently individual churches have a stronger sense of unity and common purpose.
- Why in Ottawa do we have only 1 circuit counsellor? It's a large geographical area? Currently boundaries set by combination of churches and population. Ottawa circuit is an anomaly in that it is a large geographical area? Is it fair to cover such a large geographical area?
- Change frequency from once every 3 years to once every 4 years. But now every church represented rather than a number from each circuit. Get to know other Lutherans within Canada, get a different mix of people going to conventions. How can we get youth coming to conventions.

Portage

- Only a good thing for national unity to have everyone represented. Show of hands to support majority voted both to have each congregation represented and a four-year cycle.

Red River

- No objection.

Saskatoon

- May be more costly for every congregation to send delegates farther for national conventions.
- With circuit delegates, all congregations feel like they have a say, with only congregational delegates, if a congregation is unable to send someone, they won't be represented. A concern about the cost of a small congregation sending a delegate. What if they can't afford it? (A little confusion on how delegates are paid for...this was clarified). Still some concern that there isn't anyone available.
- A pastor encouraged moving conventions to weekends to help promote lay attendance (especially young, working lay persons). Might be harder to preaching etc. on Sunday, but can be managed.

East District

Hanover

- by congregation – however, that means a congregation of 20 people has the same “weight” as a congregation of 1200
- by parish ("regional" representation)
- we're already doing the regional representation in a sense now so keep the “voting template” as is and modify it to fit the number of people in a congregation instead of the number of people in a circuit

Kitchener

- **Q:** Who votes? The “Congregational Model” or the “Parish Model”?
- **R:** Explanation and examples given to help understand the difference.
- STRAW-VOTE TAKEN: Parish Model—unanimous!
- **Q:** What if all 3 Districts do not dissolve?
- **R:** Congregations would have to choose --new LCC or current District – Those Districts would become ‘synods’ of their own.
- **C:** The structure is to serve the people, not the people serving the structure

London

- With every congregation being represented and voting, etc., how long will the convention go? Will we need more time? How much will it cost?
- We need to understand the concept of parish theologically (i.e. a multipoint parish is really one “congregation” worshipping in multiple places; this would alleviate the “need” for each congregation to have a lay vote and yet the pastor who serves all of them still only gets one vote – it keeps the balance between lay and clergy. The parish/“congregation” would then decide who gets the lay vote.)
- What about a multipoint parish where the multiple congregations haven't formalized themselves as a parish but remain multiple independent congregations all served by the same pastor?

Ottawa

- Should representatives be from congregations or parishes?
- Would a pastor of a five-point parish have five votes?
- What is a parish? Two or more congregations that share one pastor

- One suggested that distant congregations separated by many kms should have their own vote, because they don't communicate with one another.
- One is hearing discussion about how, but what is the why we are doing that?
- Would there be less information sharing with a convention every four years?
- Each of us has to make the commitment to be one in Christ with all the others.
- There should be more use of technology.
- Tack on a district convention at the end of the Synodical convention.

Stratford

- Each congregation vs. each parish
- If by congregation (who are members of Synods – parishes are not), an unequal division between pastor and lay delegates is not an issue for most pastors
- Also, if by congregation, a parish served by more than one called pastor could send more than one pastor since there is more than congregation

Toronto

- Generally everyone supported having two delegates from every congregation or parish, one pastor, one lay. There was no argument against this.

Windsor

- need emphasis on local ministries, best to place resources at circuit level rather than national level
- Straw poll: Each congregation have representation. Agree.
- Lack of communication a problem. He suggested that we pair congregations of like circumstances to communicate between each other regularly and then have them send a 1 pastor/lay delegate team to each convention.

Recommendations for Change #4 – Pastoral Voting Delegates to Conventions

The CCMS plans to recommend to the Convention that a pastor not serving a congregation but functioning as a vacancy pastor (one ordinarily classified as an advisory pastor for Conventions) at a particular congregation may serve as that congregation's pastoral delegate to a Convention if no called pastor is available.

The congregation (generally through its voters' assembly) should specifically designate which pastor serving in the vacancy will be its voting pastoral delegate (much as congregations take formal action to designate a voting lay delegate for an upcoming convention).

Response to this Recommendation

The CCMS would like to hear from the lay members of congregations, pastors and deacons how this recommendation can best be developed for the most effective and efficient mission and ministry.

ABC District

Calgary

- (Continuing from last point above) In “practice”, pastors get two votes, since lay delegate usually votes as pastor instructs them. Agreement that congregation looks to pastor for guidance on how to vote.
- Nice idea, but concept of “Vacancy Pastor” is too loose. There are too many variations in how vacancies work.
- Synod membership is Pastors and Congregations, this suggestion confuses things.
- Suggestion to allow all Synod Members to vote.
 - At same time, recognition that there may be trust problems giving so many votes to all rostered clergy.
 - Maybe allow all congregations with multi-point parishes to have lay vote to improve clergy-lay balance if all rostered workers also vote?
- Considerable disagreement from pastors that they vote on behalf of congregation. Many think they vote on behalf of themselves as called pastors, and disagree with this suggestion. Laity silent on this matter.

Kootenay

- 11 allow vacancy pastor to vote, 0 not favour allowing vacancy pastor to vote, 2 need more time.

Okanagan

- Many congregations do not have a “vacancy” pastor but have pastors providing pastoral services
 - Some have up to three congregations
 - How would that work
 - Who would they choose
 - Could the wording be different
- If a pastor is called to one and is vacancy at another congregation, would he have two votes
 - Would he also have the vote of the vacancy congregation
 - How would that work out in the convention
 - No one is comfortable if a pastor will have two votes
- If a congregation has never had a pastor, how will that work out
 - Distinction between congregation and parish
- Straw poll
 - Comfortable: 28
 - Uncomfortable: 0
 - Need more time: 2

Peace River

- Supporting an advisory pastor who is a vacancy to be the voting pastor = 4
- Not supporting = 0
- More time to think this through = 6

Stony Plain

- General agreement that this could be possible.
- Disagreement that pastors are congregational votes, since pastors are members of synod, like congregations, therefore pastor's vote represents self, not congregation like lay vote does.
- What about permanent non-calling Congregations? This is also not balanced now.
- Don't like idea that non-serving retired pastor could just be given vote by congregation, in the event that the vacancy pastor already has a vote through other congregation.
- This has consequences for theology of pastor's office/call.
- “Parish” and “Congregation” need to be clearly used so no confusion with dual parishes getting extra votes.

Vancouver/Fraser Valley

- Comment: Whether the delegate is a pastor or lay delegate they are representing the congregation. There was support for this comment
- Question: If the congregation was small could they send only one delegate?
- Answer: Yes.
- Question: Might the pastoral and lay delegates cancel each other's votes?
- Answer: Yes.
- Question: Do congregations provide input on resolutions in order to advise their delegates how to vote?
- Answer: Some may, and that would provide more input then from the circuit as we currently have.
- The facilitator mentioned that the current reality is that resolutions often come from the district offices and encouraged congregations to send in overtures.
- Question: Why are resolutions not brought before the Convention as is, rather than being reworked by a floor committee?
- Answer: This is a system we inherited from LCMS. The committee looks at all overtures and may combine similar ones to form resolutions. Some resolutions are actually the opposite of the overtures presented.
- May a retired pastor serve this role even if he is not serving as a vacancy? i.e. if my called pastor is unavailable for any reason during the time of convention, could a retired pastor serve in his place?

Vancouver Island

- The decision to have a vacancy pastor may follow the timing of having to choose a pastoral delegate, and the vacancy may be filled before the convention.
- Can a called pastor also cast a vote for the congregation that is vacant?
- Such as pastor would just have two votes according to conscience.
- The vacancy pastor would have one vote and one proxy vote.
- Could a deacon vote on behalf of a vacant congregation as the pastoral vote?
- How may congregations could one pastor represent.

Wetaskiwin

- No real concerns. Generally favourable.

Central District

Ontario

- Words of clarification
- It should never be a rotation of vacancy pastor.
- Second paragraph is confusing – should be one named vacancy pastor.
- Will need more discussion by CCMS.
- In favour – 11, Oppose – 0, More time - 3

Portage

- Vacancy pastor could not have two votes if he is serving a parish as well as vacancy elsewhere. Question arose re how will multi point congregations. Show of hands on this question majority (in fact unanimous with some abstentions)

Red River

- No objections to a retired pastor serving a vacancy representing that congregation as a voting delegate, but concerns were raised concerning a pastor called to two or more parishes or a parish pastor serving at another vacancy. Would such a pastor have two votes representing two congregations?

Saskatoon

- What if one pastor serves multiple parishes? Could these congregations assign pastoral voting to another pastor (since their called pastor can't actually vote twice or three times – one time per congregation)?
- General positive reception to this idea.

Wascana

- Question: Will there be an opportunity for the diaconate to have an advisory role?
- Answer: Yes, though we don't know what that role will currently look like. How do you arrange to have proper representation? Unknown as of now. There is an understandable yearning for them to have representation, but the other challenge is that over the years we had this balance between pastoral and lay voting, and how do you address that without upsetting the balance?

East District

Hamilton

- We need to look at the nature of the Call
- Should a called pastor serving a vacancy have another vote? "Jury is still out" because of above
- Delegates making decisions/voting do so not democratically but led by the Word so an unequal representation/percentage between pastor votes and lay votes is ok

Hanover

- what about a pastor who has a congregation already? Does he get two votes – one for the vacancy and one for his called congregation?
- leave it up to the congregation to decide who gets their pastoral vote

Kitchener

- **Q:** RE: Change # 4—Vacancy Pastors—what if ‘non-called’—i.e. retired, prof, etc—do they vote?
- **R:** All rostered, active pastors would each receive one vote—includes profs, assistants, etc. but not retired. If service a congregation and also a vacancy—no 2 votes—only one vote per pastor.

London

- No, because he is not called to that congregation
- Can a non-calling congregation have a vote because they are being served by a non-called pastor?
- By putting “time” in the Call we mislead things; I may be called to a church at the age of 60 knowing that this is probably my last call (time), but it doesn’t have to be; perhaps vacancy congregations being served by non-called pastors who don’t serve another congregation should call that pastor to be their called pastor knowing that this pastor could resign that call at any time just like a called pastor can resign from his current post at any time and take another call or retire

Niagara

- In speaking about the relationship of the congregation to the Synod in the new structure it was pointed out that congregations would need to change the provision in their Constitutions that if they disband, their property then reverts to the Synod, no longer the District.
- A long discussion followed on the voting representation at Conventions. All agreed that the one pastor/one layperson from each congregation or parish was likely the best arrangement. However, some felt that it should be two delegates per congregation and some thought it should be two delegates per parish. They said that whatever the CCMS finally proposes it should be something that “runs smoothly” and is not convoluted and difficult to figure out. The discussion ended with general agreement that because more and more congregations will be forming parishes together in the future, due primarily to declining memberships, that the PARISH should have representation as a whole, not all congregations individually.
- Another option discussed that was well received was that in larger congregations (or parishes) where there was more than one pastor, then each pastor would be given voting privileges but that the congregation or parish would be given an equal number of lay delegates.

Ottawa

- Does a vacancy pastor really know the congregation he is serving?
- Give the congregation the discretion as to who has the pastoral vote.

- How are we presenting proposals to convention? Should make sure that the key pain points are dealt with in an orderly manner with hope of passing?
- Pastoral voting delegates to convention. To vacancy pastors know what congregation wants, if there is more than one vacancy pastor who goes?
- Can the congregation decide who gets to cast the pastoral vote?

Stratford

- Should a called pastor be able to cast a vacancy pastor vote?
- In a vacancy, only a lay vote should be given since they don't have a called pastor
- The pastor serving the vacancy should be allowed to vote since he is serving that congregation

Toronto

- Not only did this group support this concept but also asked: “Why could a Pastor serving a congregation also cast the pastoral vote for the vacant congregation he is serving if a Convention occurred during the time of vacancy?”
- It was suggested that such a scenario could be an elections committee nightmare.
- It was noted that “theological input” may be required on this question.

Windsor

- Vacancy should be a hardship – some congregations have become permanent vacancies on purpose. Therefore leave it “as is”.
- Vacancy pastors should not receive a term limited call. Quoting Walther, “Temporary call is no call.”

Recommendations for Change #5 – Dividing President’s Responsibilities

Recommendation

The CCMS plans to recommend to the Convention that the current responsibilities of the synodical President be divided in order to create two new positions, a Synodical Bishop and a Synodical Administrator. The Synodical Bishop (cf. Recommendation #7) will have responsibility for the delivery of the ecclesiastical services (cf. Section D, Appendix 1, services 1-7) and the Synodical Administrator will have responsibility for the corporate services (Financial Services and LCC infrastructure).

Response to this Recommendation

The CCMS would like to hear from the lay members of congregations, pastors and deacons how this recommendation can best be developed for the most effective and efficient mission and ministry.

ABC District

Calgary

- “This is asinine” says one pastor. CANNOT have two heads. This will slow down everything. (Lots of agreement that two heads or parallel leadership positions won't

work.)

- LCC started this way, we switched to current model because of a crisis.
- Good to have a business manager, but needs to be below, not beside, one ultimate head. (Agreement that administrator needs to be below president/bishop.)
- Are we driving too big a division between the ecclesiastical and business sides of things?
- Questionable how spiritual and administrative roles are divided.
- Synod President doesn't deal with things like office photocopier now anyway!
- It's dangerous to give someone with a non-spiritual focus too much control over purse-strings.
- Person in spiritual role will still field complaints about business side, just like pastor, not trustees, gets complaints about janitor.
- BOD will have to meet very often if Administrator is accountable only to them.
- A lot of thought that Administrator is just a duplicate treasurer position too high in chain of command.
- What happens in conflict between spiritual and administrative heads? Does BOD mediate?
- Best way to avoid conflict is to have one head and chain of command.
 - CFO (business world comparison to administrator) is usually lower.
 - Businesses would not do things this way.
 - Should not use titles other than normal business titles for those doing business/administrative work.
- We do EVERYTHING as Church. Eighth service only “SERVES” other seven.
 - Have a business manager, but must SERVE spiritual functions and be below in chain of command.
- Suggestion to set up separate corporation to do LCC administrative work, or hire it all out to an outside company. Apparently some church bodies do this.
- We don't expect the Prime Minister to do everything, but his cabinet ministers are still ultimately below him, and he has ultimate responsibility, even if not qualified in every matter. Administrator likewise needs to be BELOW president/bishop. (Lots of agreement on this.)
 - Should not let fears from CEF crisis lead us astray in how to manage things.
- Insistence that administrator report to president/bishop.
 - Agreement that we need administrative manager, but is not equal/beside ultimate head.
 - BOD can still have oversight of administrator who reports to president/bishop.
 - There should only be ONE chain of commands that flows upwards through president/bishop to BOD.
 - Have Chief of Staff to coordinate authority?
- CEF needs to be incorporated separately from Synod.

Edmonton

- Good idea to split roles. Concern expressed about resolving conflict.

Kootenay

- 13 favour dividing responsibility, 0 not in favour, 0 need more time

Okanagan

- Thinks that the two roles should be divided but has some concerns
 - Concern re. the composition of the Board of Directors
 - Equal numbers of clergy and laity
 - Clergy may follow “faith” rather than mind too often
- Does this not involve the separation of the two kingdoms
 - One deals with the administration of word and sacrament only
 - Other with administrative
 - Need good communication between the two
- Would the administrator have a vote on the board
 - No, neither will the synodical bishop
 - Both are “employees” and accountable to the board
- What happens when the bishop and administrator cannot agree or come to terms on some issue
 - What happens when there is conflict when a matter overlaps into both of their areas of responsibility
 - They are responsible to the board but have authority within their own powers and responsibilities
 - But there are boundaries
 - If there is no agreement between the two of then in overlapping issues the board will need to make a decision
 - Boundaries are set at the conventions
 - The synodical bishop is given direction by the convention
 - The board is also accountable to and responsible to the convention
 - Are boundaries/accountability to be clearly established for all
- Strategic plan still to come
- Straw poll
 - Favourable: 33
 - Unfavourable: 0
 - Needs more time: 1

Peace River

- If role divided, the synodical administrator needs to be non-pastor
- How many will support the proposed change = 10
- Unwilling, keeping it as is = 0
- Would like more time to think this through = 1

Stony Plain

- General acceptance of this in theory, but concerned about how this will look in practice.
- Still need spiritual input into financial matters, need to have back/forth between spiritual and business leaders
- Dangerous if administrator not in line with LCC doctrine
- Important that BOD still has lots of input to avoid clash between spiritual and business leader

- Could be problem if business and spiritual leaders both type-A personality, or business leader is and can push spiritual leader. Are they equal? Does either have a veto? What happens if they clash. Explained that their jobs do not overlap and neither can dictate to the other and the BOD would have to mediate and makes the decisions if there were problems since both are accountable there.

Vancouver/Fraser Valley

- Question: Who will have the final say?
- Answer: The final say now is from the Board of Directors. Regarding theology, should the president be accountable to the Board of Directors? He should be accountable to the convention according to the organizational chart. What would happen if a future president would make theological changes?
- Comment: We could ask the CTCR to give oversight to the President regarding theology.
- Comment: If the president is accountable to the Board of Directors and the convention, then that's good.
- Question: Will there be a way for an individual to bring something to the board of directors?
- Answer: An individual could talk to his or her pastor then it would be brought to the Circuit counselor and then to the regional pastor. So there are various ways to bring something to the board of directors.
- I see trouble in allowing BoD full reign to hire Administrator with no input from Delegates. How can BoD represent the delegates with the Bishop but not with the Administrator? I sense that some will fear this as perceived continued lack of accountability.

Vancouver Island

- The decision to have a vacancy pastor may follow the timing of having to choose a pastoral delegate, and the vacancy may be filled before the convention.
- Can a called pastor also cast a vote for the congregation that is vacant?
- Such as pastor would just have two votes according to conscience.
- The vacancy pastor would have one vote and one proxy vote.
- Could a deacon vote on behalf of a vacant congregation as the pastoral vote?
- How may congregations could one pastor represent.

Wetaskiwin

- Is this creating an impasse where if the two individuals are not on the same page that no work will get done? Or one can hold the other "hostage" in their work?
- Are the two leaders to be equal in authority?
- Would the Board of Directors have too much authority? That is a lot to put on a group of elected volunteers.
- What would be the responsibilities of the ecclesiastical leader?
- Need to ensure that there are measures in place securing that both ecclesiastical and administrative leaders are in/under the Word of God.

- Concern over special needs that come up locally – specifically where funds are needed. Who makes those decisions?
- The two leaders each have equal responsibility over their own tasks, but do they have equal authority?
- Both leaders ought to be accountable to the Word of God
- The Lord Jesus Christ is in charge – ultimate authority
- A general feeling of concern that the spiritual leader did not have a veto since everything is subject to the word of God and it seems as though, at least for some here, the “Word of God” has to be embodied in a person. A suggestion that there be a “president” at the top and then the spiritual leader and the national administrator directly under that person. That was there is “one” head. Or that the spiritual leader actually be in charge of everything and “delegate” the administration to an administrator right under him. I pointed out that this is essentially the same as we have now and we would still have to expect the spiritual leader to be competent in matters of business in order for him to “supervise” the administration work under him. Some understood this, but others did not.

Central District

Ontario

- If the financial admin responsible to synod president – who is than accountable to the board for finance.
- The board must have someone literate in finances accountable to them.
- Would/could these both be held by pastor?
- Not necessarily – Board would have the...
- Would run the convention?
- Bishop, administrator, or judge?
- Clarification – admin could be removed by Board, president couldn't.
- To whom is Synod president accountable – ecclesiastical
- Currently by district president to disciple.
- In favour - 14

Portage

- Show of hands to have two positions dividing the current synodical president's responsibilities into spiritual leader synodical administrator and majority voted yes but many abstentions and only one no.

Red River

- Concerns were raised with regard to “chain of command” and “checks and balances”. If Bishop and Administrator are answerable only to the board, then to whom does the board answer?

Saskatoon

- Can a lay-person be the administrator? Would they have to be LCC? There was a strong preference that this person be LCC and if no one suitable was available then they would need to be a Christian. They want this person to be on board with our beliefs. Could it be a woman? Some support that this could be a woman.

- Some sentiment that the Bishop should be “higher” than the admin. After some explanation about the completely separate roles and that this admin person was not simply a secretary it seemed to clarify things a bit. Still question if one position would be higher than the other, parallel, cooperative etc.
- Some confusion between Admin and role of current district manager who is accountable to District President.
- Will the Administrator automatically be on the BoD for Lutheran Financial Ministries?
- Some desire that this person be a certified accountant. Others say, not necessarily, but they need to have strong financial experience and know-how.
- A good level of support for this idea in general. Like the deacons in Acts 6...the pastors couldn't do it all and so someone else was put in charge.

Wascana

- Question:
- A lot of folks are uncomfortable with this idea, and there has been pushback on the subject. The proposal is being made because over the years, people have said that they want their president to be a pastor first.

East District

Hamilton

- Very favourable response

Kitchener

- **Q:** Currently the District President (D/P) lets the office manager take care of ‘corporate’ matters—where does this leave the Mission Director of our Districts?
- **R:** The ABC District, up to 2014, had more paid staff in their office than the East, the Central, and Synod offices combined! There has to be a level of ‘accountability’—which is lacking now.
- **Q:** What chance does a small congregations, now where, like Timmins, stand to get support if all is done in one office? Timmins had to BEG District for support—the small guys get lost.
- **R:** The R/P would work for the congregations and needs of the Lay.
- **Q:** If passed in 2017, could there be a slate of 2 elections, one to take us to 2020 and one to work after 2020?
- **R:** The first order of Convention in 2017 is to see if structure passes.
- **Q:** The President would deal with Eccl. matters and the Administrator with Corp. matters—there is always some cross-over as ministry and finances always work together. Are their ‘duties’ defined?
- **R:** The new ‘handbook’ would be more like a ‘Governance Manuel’—fluid—but responsibility and accountability would be very clear.
- **Q:** In reference to the letter of the BOD of the East District, the Admin. Needs to be accountable to the Pres so do we need an Administrator or can ‘staff’ handle the corp. side? The structure seems to present a “2-headed monster”.

- **Q:** The Synod/District should not be in the financial investment business with CEF— Can we work with just a ‘part-time’ finance person? Do we need a CEF?
- **R:** Years ago, a congregation could not borrow from a bank so CEF was set up. Today, they can find their own funding.
- The East District CEF would NOT be pooled with that of LCC Synod—it could remain under its own corporate identity.

London

- I like the proposal
- Maintain the current single position; President/Bishop should have final say on all things – ecclesiastical and administrative – since the buck stops with him
- What is the process for succession? Will the Synodical administrator be changed when a new President/Bishop is elected since he has to work in conjunction with the President/Bishop?
- Can have two “heads” at the top – many businesses follow this practice of a CEO and a CAO (administrative)

Niagara

- The division of the Synodical President’s (Bishop’s) responsibilities was a good idea, they thought. They noted that the Synodical Administrator should be a layperson with proven experience and full credentials in the financial area.

Ottawa

- Good idea if it frees the Synodical President to be unencumbered by administrative duties.
- There are sometimes spiritual issues in financial and administrative matters.
- The goal is to free up bishop/president to do more pastoral work
- Who has authority synodical bishop or administrator. What is the job description for these roles. Currently it is a broad job description
- Both have to report to board and eventually the convention
- Do we have a job description for synod/district president.
- Who is the visionary who is the engineer? Board of directors does strategic planning... administrator and president put plan into operation together.... How can we move away from 4 organizations doing individual strategic planning, towards one organization doing strategic planning?
- It was pointed out that congregations donate to specific local needs. There is a concern that if money goes up and synod decides, the funds may not go where congregations want the funds to go. This may reduce donations.

Stratford

- Two-headed monster
- It works in the District Office between DP Zabel and Business Manager Holland, and in congregations with Pastor and Council Chairman
- Elected Synodical Bishop should be senior to Synodical Administrator

Toronto

- An important question emerged in discussion as to WHO WOULD REPRESENT THE CORPORATION LEGALLY? In other words, who would be the CEO? Who would sign the papers for the corporation, etc.?
- It was suggested that there needed to be one person “in control” and that person would be “over” the administrator. That person needs to be the synodical Bishop.
- There should be a CEO but that person could be the Chairman of the Board of Directors.
- Could the Bishop/President not be the CEO and the Administrator, the Chief Operating Officer (COO)?
- The idea was floated to have the COO elected (Administrator). This was soundly put down as not a good idea. Who would take a job that every four years might be terminated by an election?
- The Chairman of the BOD could be the Chief Executive Officer and have responsibility for signing official documents on behalf of the Synod.

Windsor

- It will create a “2 headed dog”. Synodical administrator has to be under the authority of the synodical bishop.
- Can the synodical administrator be a woman?
- Agrees that syn. Administrator answers to synodical bishop. Will the syn. Admin. have theological training?
- East District agrees that “2 headed dog” is not a workable situation.
- Group had consensus on this section, therefore no straw vote taken.

Recommendations for Change #6 – Accountability of the Synodical Bishop

Recommendation

The CCMS plans to recommend to the Convention that the Synodical Bishop would continue to be elected by the Convention but once elected and between Conventions would be accountable to the LCC Board of Directors which will continue to have the authority (with specific limitations) of the Convention that it already has under the current Handbook. The CCMS will recommend to the Convention that the Synodical Bishop not be a voting member of the Board of Directors.

Response to this Recommendation

The CCMS would like to hear from the lay members of congregations, pastors and deacons how this recommendation can best be developed for the most effective and efficient mission and ministry.

Note the dotted line in the organizational chart on the cover. Can your group suggest any responsibilities for which the Synodical Bishop would be accountable directly to the

Convention and not to the Board of Directors, which acts on the authority of the Convention between Conventions?

What would be those responsibilities that are not already included in one or more of the ecclesiastical services?

Should this dotted line become a solid line, or should it be removed?

ABC District

Calgary

- BOD should have odd number if president/bishop has no vote. Chairman therefore should not vote except to break a tie.

Kootenay

- 12 favour having Bishop accountable to the Board, 0 accountable to the Convention, 1 needs more time.

Okanagan

- Why are you recommending that he not be a voting member of the board of directors
 - He needs some authority
 - Is this a good time to remind ourselves of the distinction between ecclesiastical and corporate authority?
 - Bishop would still have ecclesiastical authority
 - Voice and presence always
- Please note: the issue was raised that we should put this in positive terms rather than negative
- Straw poll
 - Not a member with vote: 33
 - Voting member: 0
 - Need more time: 0

Stony Plain

- Note: The facilitator posed this question and no one gave any suggestions.
- What would be those responsibilities that are not already included in one or more of the ecclesiastical services?
- Need to be really clear that neither business nor spiritual leader is voting member of BOD
- Need to guarantee corporate side cannot influence/damage doctrine (this has happened in other denominations).
 - Should be mediated by BOD
- Would we have 1st/2nd VP pastors? What roles?
 - Good if regional pastors are like current VPs
 - would help keep bishop accountable as alternative to COP
 - Mutual accountability would be good

- Note: I spoke to the person giving this comment at the break. He mostly was VERY concerned that the National Bishop CLEARLY knew who he was accountable to through explicit mention of it in the Handbook. His desire for having the Regional Pastors hold Bishop accountable stemmed from a concern that the line of accountability to the BOD would not be clear. He is speaking out of concern for the lack of clarity he sees in current wording regarding pastoral leadership's accountability to their respective BODs. He would be satisfied with the BOD being the accountability group and not the Regional Pastors if it was clearly stated.
- How can we keep the BOD from micromanaging spiritual leader, especially concern he could be pushed around by laity
- But another noted that laity still need ability to hold spiritual leader to account
- BOD should be elected at convention (Facilitator noted that this was what we envisioned.)

Vancouver Island

- What about a rogue Bishop?
- Regional Pastors would be responsible to the National Spiritual Leader
- Synod President needs to be accountable to the Synod BOD
- - What about firing the President? The Board of Directors would not be able to do so.
- Need to provide a means to remove a rogue President
- Perhaps all three Commissions would have to agree with the Board to remove a rogue President
- A means to depose a President must be established
- Limitation: You may not change the bylaws
- - How do you deal with a rogue Board of Directors? The CCMS??
- - How many would favour this? 23 would agree; 4 need more time to think about it

Wetaskiwin

- Note that the administrative leader is also not a voting member of the BOD
- Do we need an administrative leader? Or just some competent people working under the president/bishop?
- Comment that the admin/financial leader needs to be under authority of the Spiritual Leader
- Note that in the division of duties (having the two leaders), there would be better accountability

Central District

Ontario

- Would the president be at board meetings?
- Have speaking rights, different level of authority.
- In favour – 12
- Opposed – 0A
- More time - 0

Portage

- Should always be accountable to the convention, should not be changed for current set up. Dotted line could be solid. Should the synodical bishop be directly responsible to the convention? Show of hands, yes.
- Support idea that synodical admin should be answerable to the synodical bishop i.e. does the bishop have more authority than the administrator vote basically tied with many abstentions. Perhaps we need a dotted line between the two positions

Red River

- Concerns were raised concerning the Synodical Bishop being allowed to vote, for example, on his own removal, or other possible conflicts of interest.

Saskatoon

- No real discussion on this non-vote issue. People seemed to think this was a given and should “of course” be this way.
- The organizational chart was not discussed.

Wascana

- It would keep things cleaner if the chief officer wasn't a voting member of the organization.

East District

Hamilton

- What is place to “break” a tied vote on the Board of Directors?

Kitchener

- **Q:** Does the BOD have anything to do with Eccl. matters? If so, the Pres. Needs to be involved.
- **R:** That is why there is a ‘dotted’ line connecting the Pres/Bishop with the Convention as well as the solid line to the BOD. As a corporation, by law, we need a BOD. Years ago, when not a corporation, we functioned under the “Mission Board”
- The Pres. Could not be ‘lay’ but has to be ‘clergy’.
- The option of the term “bishop” will probably be dropped as this issue alone could ‘torpedo’ the whole concept. The CCMS was hoping to get a Bible Study out first to the lay regarding the term, “Bishop”—this did not happen – Will it still come? Would there be a point?
- **C:** Terms are used to describe the function—just like the C/C was called the “Circuit Visitor” In business, the CEO is the “President” in church matters, it should be “Bishop”. As per the survey responses, Lay were openly opposed to the term “Bishop” --too RC.
- The CCMS meets in one week from Monday (Nov. 28) in Winnipeg to put more pieces together.
- **C:** For Regions, first decide on the role of the R/P then this would help define the region. Ask the present DP's for advice.
- **C:** Transition for present Pres. To new one—is this possible in one Convention cycle? Not possible by Oct. 2017.

London

- He should have a vote since he is responsible/accountable for things under his leadership

Niagara

- There was a long discussion on the question of to whom the Synodical Bishop would be accountable. All were in general agreement that in terms of the ecclesiastical running of the church (the providing of 7 of the 8 services identified in the Constitution as the Objectives of the Synod) he should be accountable to the Board of Directors. However, in the area of Doctrine and Practise, there was some disagreement with that position. Some felt that he should only be accountable to the Convention itself, not the Board of Directors of the Synod, in the doctrinal supervision area. There was much discussion as to how it might be possible for a possible “Council of Regional Pastors” or perhaps the CTCR to have the ability to call the Synodical Bishop to account if he should begin to espouse or work towards establishing false doctrine or practices that do not agree with out Biblical/Confessional doctrinal stands. No solution was arrived at in this area but it does open up a window of opportunity for the CCMS to discuss this with the Board of Directors of the Synod and especially with the Synodical President.
- Much discussion also continued on the topic of the “Call” for the Synodical Bishop. Those present thought that we should get an opinion on this from the Seminaries and/or the CTCR. The questions was: “Should the Call of the Synodical Bishop be on-going without an election every four years, or should it be limited and based upon the election process every four years?”

Hanover

- do we still have Synod VPs? who takes over in case of the Bishop not being able to handle duties?

Ottawa

- Why elect a Board if the President isn't accountable to the Board?
- People will designate their gifts at the first hint that their area is not being served fairly with budget decisions.
- The president should not vote for his own protection.
- One suggested that there could be two or three vice presidents that would be volunteer pastors who would assist the president in regions.
- Or future presidents could come from the regional pastors
- There should be regular evaluations of the president and of the board – the relationship.
- Would that not be too stressful for pastors?
- Would the administrator be the HR person?
- Administrator and Spiritual leader could not vote on BOD
- No, pastors cannot vote in congregation, why should spiritual leader?
- Protect administrator and spiritual leader from claims of abuse of power. Still may persuade and influence by word, but ultimately BOD decides.
- What about vice-presidents, or assistants? What about succession if something happens in middle of 4 years. Same question for BOD members. How are vacancies filled?
- Should church choose successor from regional pastor chosen in convention.

- Should BOD/Admin/Spiritual leader have periodic evaluations? Should pastors/congregation have periodic evaluations? Some feel these are areas of weakness that should be addresses?
- Is spiritual leader also an HR person? Responsible for evaluating staff and recommending salary for individuals?

Toronto

- Maybe the President/Bishop should have a vote in order to break a tie that might occur in the Board of Directors.
- A concern was expressed that there did not seem to be any way to “impeach” a bad Bishop/President. There needs to be a way that a rogue spiritual leader could be taken to task. A Council of Regional Pastors; the Commission on Adjudication; the Board of Directors or a combination of any of these was suggested.

Recommendations for Change #7 – Titles: Synodical Bishop, Synodical Administrator, Regional Pastor, Circuit Counselor

Recommendation

The CCMS plans to recommend to the Convention the following titles for leadership positions in the new LCC structure:

- **Synodical Bishop for the position of national spiritual leader**
- **Synodical Administrator for the position of national administrator**
- **Regional Pastor for the positions of regional spiritual leaders (somewhat similar to District President). These Regional Pastors will be a part of a senior ministry team accountable to the Synodical Bishop.**
- **Circuit Counsellor for the positions of current circuit counsellors**

Response to this Recommendation

The CCMS would like to hear from the lay members of congregations, pastors and deacons how this recommendation can best be developed for the most effective and efficient mission and ministry.

Are you comfortable with the compromise language of ‘Synodical Bishop’, ‘Regional Pastor’ and ‘Circuit Counsellor’, especially in light of the joint article written by the two seminaries explaining and clarifying the Biblical and historical use of the term?

ABC District

Calgary

- Suggestion for “Synodical Pastor”; “Regional Pastor”; “Circuit Visitor” (as in LCMS).
- “Bishop” sounds bad, might be faith issue for many people, this is a smack in the face to those who are afraid.
- New Testament terminology is irrelevant in 2016. Laity think according to modern terms and sensibilities.

- Laity feel they are being told they are wrong to not like term “bishop”. It is bad leadership to tell them they are wrong.
- This is creating unnecessary tension, stick to terms we already know and use e.g. “president” or “pastor”.
- Don't sidetrack whole restructuring issue over titles. Fear that CCMS is trying to change/nuance function of spiritual leader.
- Pastor who agrees with “bishop” doesn't think a title necessarily affects function, but doesn't like how this issue is alienating people.
- One layperson insists “bishop” is inherently un-Lutheran.
- Titles define identity, therefore use “pastor” at all levels.
- It's too early to use this term, since people think of Roman Catholic church and how bishops rule there.

Kootenay

- Alternates for Bishop: Pastor, President, Ecclesiastical Supervisor, Synodical Pastor, Synodical Bishop
- 5 comfortable with Bishop, 6 uncomfortable, 2 need more time
- If not Bishop, then: 2 shepherd, 0 synodical pastor, 2 president, 4 need more time
- Superintendent suggested.
- Given the notion that “bishop” has been utilized in a top-down model elsewhere and this structure is focused on being bottom – upwards
 - The survey largely spoke against the use of the term bishop
 - Term bishop has significant theological implications
 - How did this recommendation come to pass in light of the survey which spoke against it so strongly
- Idea of synodical pastor, regional pastor, circuit pastor and congregational pastor
 - What about the idea of synodical shepherd
- Bishop relates well to other church bodies
- Who will preside over the convention if not the “president”
 - Who will lead over it
 - Is it wise to have the spiritual leader in charge when he could be informing the convention
 - Speaking against the term synodical president
- What should we call the spiritual leader if not bishop
 - Then synodical...
 - Pastor
 - Shepherd
 - CEO
 - Overseer
- Straw poll:
 - Comfortable with term “synodical bishop”: 6
 - Uncomfortable with term “synodical bishop”: 28
 - Need more time: 0

- Straw poll:
 - Shepherd: 4
 - Overseer: 0
 - Pastor: 25
 - President: 1
 - Need more time: 3

- Straw poll:
 - Synodical: 21
 - National: 5
 - Need more time: 1
- Should we be calling him “national” instead of “synodical” so that we speak to whole nation instead of just the synod
- How do we apply ourselves to missions outside of Canada

- Do we need a layer of regional pastors
 - Is it too much administration
 - Is it affordable
 - How many should there be

- Circuit counselors
- Straw poll:
 - Circuit counselor as is: 10
 - Circuit counselor renamed as circuit pastor: 14
 - Need more time: 3

Peace River

- not comfortable with using the title Bishop – 12
- if don’t change, the word president seems to fit more properly because of what he is supposed to do ecclesiastically = 8 favour it
- how many favor the word pastor -= 4
- how many favor the word Shepherd = 4

Stony Plain

- Concern that “Bishop” contradicts Reformation.
- A Pastor affirmed that “bishop” is a spiritual term (in response to above comment)
- Note: When the group “officially” got to this discussion point the facilitator gave a mini lesson on the NT use of the term bishop and attempted to demonstrate the term itself does not have to carry all the baggage that has become historically associated with it. We also briefly discussed that many Lutheran bodies have used and continue to use the term. Finally we briefly noted why the LCMS moved away from that term in the nineteenth century, but that this did NOT reflect world Lutheranism at the time.
- “bishop” has too many negative connotations, “pastor” sound friendlier
- “overseer” has less baggage, even if means the same

- easier to relate to other church bodies if we have a bishop. Everyone knows he is the leader.
- National spiritual leader is our “public face,” much better to use well-understood word like “bishop”
- Should consider terminology of our partner churches (The facilitator noted that CCMS had looked into this briefly.)
- “Pastor” as title for regional leader is inconsistent and confusing
 - Be consistent! Calling national leader “bishop” and regional leader “pastor” doesn't make sense if BOTH are overseers. Don't introduce confusion by compromising.
 - Must make clear use of “bishop” does NOT mean Roman Catholic top-down power position.
- Job description (what he effectively does for us) is more important than terminology. It doesn't matter what we call them as much as what they actually do.
- “President” also carries negative baggage.
- We should not get caught up in media frenzy that bishop=bad
- Could retired pastor be regional pastor? (The facilitator noted that since this is likely a full-time position that we'd effectively have to call him out of retirement.)

Vancouver/Fraser Valley

- Comment: There is enough change, so in order to avoid contention and confusion let's use Synodical Pastor.
- Answer: We used Bishop in the presentation to gauge the response of people.
- Comment: Let's not use Bishop. Several people agreed with this comment.
- Comment: The word Bishop has a connotation of authority and hierarchy and this is not good.
- Comment: Bishop is the New Testament term and many conservative Lutheran Church bodies use Bishop. President is not used in the Bible and has political connotations.
- Answer: We are trying to find a term for the Synodical spiritual leader.
- Comment: Someone made a suggestion to use the word overseer.
- Answer: The Greek word *episkopos* is translated as overseer. In the Bible the bishop looks out over the church, sees the needs, and then sends people to meet the needs.
- Comment: If a person is a pastor then don't take that title away just because they're elected as a leader.
- Question: Where is the term Bishop used in the Bible?
- Answer: In Ephesians and Colossians (and Timothy and Titus).
- Comment: The term Bishop wouldn't bother me, but to non-Christians it would sound archaic.
- Comment: Suggestion would be to use pastoral director.
- Comment: I don't mind Bishop. It's a religious position. If we use the terms Synodical Pastor you might want to change the term Regional Pastor.
- Comment: Some congregations use the term lead pastor. We might consider that for our National Bishop.
- Comment: The term Synodical Administrator sounds vague.

- Comment: Bishop sounds strange, it sounds like a Lutheran Pope.
- Comment: The CTCR made a comment on the term Bishop but not on the term president. President is the presiding one. The pastor is the highest office not the episcopos.
- Answer: We didn't ask for a seminary opinion on the term president because we've used it for so long.
- Comment: We could use the term Church Administrator for spiritual things and State Administrator for temporal or financial things.

Vancouver Island

- Synodical Luther suggested
- Bishop = someone under someone else who is control
- President encompasses both roles
- Bishop is better if he is responsible for purely ecclesiastical things
- President not good because it is a secular term
- Do not take the time to redefine
- Suggestion: Synodical Pastor.....
- Comfortable with Bishop: 10
- Uncomfortable with Bishop: 18
- Need more time: 2
- Better name? Synodical Pastor/Synodical President
- Would not know what Synodical Pastor would mean. If not Bishop, leave it as Synodical President
- Synodical Bishop and Administrator Synodical CFO or Synodical Administrator
- President 14 Pastor 0 Overseer 0 Shepherd 7
- Synodical: 19 National: 0

Wetaskiwin

- Preferred terminology by some of the group: Synodical Pastor/Regional Pastor/Circuit Pastor
- Most were okay with nomenclature as presented
- Would need some education for the congregations on the meaning of terms (using scripture)
- Like the idea of different levels of pastors

Central District

Ontario

- Perhaps go to circuit visitor for title
- Prefer circuit counsellor
- Are names a big deal? More important that roles defined.
- Like term synodical bishop (a number like that title).
- Perhaps may like because Finnish background.
- Many lay didn't like Bishop
- "Reginal Pastor" compromise
- Pastors comfortable with title because they see the presidents in the function of Bishop.

- Know “Bishop” refers to church.
- Another option may be synodical shepherd. – presbyter – national pastor – national Bishop
- Synodical Bishop
- In favour – 14
- Regional Pastor (maybe “Regional counsellor”)
- In favour – 12
- Circuit Counsellor
- In favour – 11, Opposed – 1. More time – 1

Portage

- President Bugbee explained the “anatomy” of how we got to where we are with the terms bishop and regional pastor. Show of hands for whether we wished to have “bishop” as name of current president. A slim majority in favour of “synodical bishop.”

Qu’Appelle

- Four laypersons and one pastor objected to the use of “bishop” as six were okay with the term, including four of the pastors. Three were silent. One woman said afterwards, “I would probably be okay with it once I got used to it.” The objection was that it was too Catholic. The advisory pastor who objected said he like the servant leadership model and that the term was too authoritarian to fit the model.
- One pastor suggested “Synodical Shepherd” as an alternative.

Red River

- Some have expressed preference for “bishop” as the proper title for synod and district “ecclesiastical supervisors.” The history of bishops exercising coercive power over pastors and congregations was brought up. Other suggested titles: “superintendent,” “dean.”

Saskatoon

- Concern that the term Bishop will make people confuse us with the ELCIC, or that there would be a perception that we would be having woman bishops because they do. Also concern that people would think that we are now in fellowship with other groups that have bishops.
- It was agreed that widespread education on the historic and appropriate uses of the term was needed if we chose to use it. Seminary reports should be made available (I noted they are online already) and maybe a Bible Study (much enthusiasm for this) We briefly noted that Lutherans as whole are not opposed to the term, it just seems to be OUR history that is. I noted the reasons why we moved away, but this might be an important piece to include in the future education pieces: LCC/LCMS have not used the term for a hundred years or more...many other Lutheran groups never stopped using it!
- A feeling that Bishop is more biblical than president. Some feel that president is not “spiritual enough.” (I’m fairly confident that this comment came from a layman.)
- When our “Bishop” meets with other groups (like government etc) there was a feeling that the term “bishop” would give him more clout than the current “president.”

- Bishop is more spiritual. President is too close to “CEO.”
- We should not cave to knee-jerk reactions against the term Bishop.
- Some concern that the terminology should be consistent throughout the “list” of leaders: Synodical pastor, Regional Pastor, Circuit Pastor etc. Some support for this to all be “Bishop” language. This person was not sensitive to the strong reaction to the term by most lay people.
- A comment was made that the term “regional pastor” does not give him the explicit role of “overseer” (bishop) which is what we seem to want him to be.
- Could we use the term “ecclesiastical supervisor” like they did in ABC? (I noted that we discussed similar terms and decided against it because it didn’t encompass the whole job easily. It’s more than just “supervision.”)

Wascana

- The term ‘Bishop’ or ‘Overseer’ is part of the beating heart of the scriptures. The pastors are by and large feel as though the word ‘president’ comes from corporate structure, but the laity seems to have an allergy to the term based on their interaction with other churches. Trying to avoid a stuffed shirt bishop.

East District

Hamilton

- Bishop carries too much RC baggage; it does focus on what the duties/expectations as “overseer” would entail; would the world be able to differentiate between LCC Synodical Bishop and ELCIC Bishop, RC Bishop, Anglican Bishop?
- The facilitator asked the group: “Would the CCMS be “justified” with continuing to present the term Bishop (because it is biblical) as long as there would be a bible study and a lot of explanation in the future, or should we take it “off-the-table” because it would continue to upset most of the people who disliked that term and said the CCMS was not listening to them? – there wasn’t a consensus as to how to answer that question
- Keep the nomenclature the same at all levels - Synodical Pastor, Regional Pastor, Circuit Pastor

Hanover

- shouldn’t be bishop; 1. "took offense at seminary reports" because it says laypeople shouldn’t have a vote, 2. majority have spoken against it
- how will people distinguish us from other denominations?
- “get over it” – we are better than this to let a title bother us so much; we are not Roman Catholic and neither are our leaders
- nomenclature will not save one soul – doesn’t matter what title we use as long as the “job” is being done
- Suggestion: Synodical Pastor; Regional Pastor; Circuit Pastor
- the Reformers wanted to get rid of what was bad/untrue but keep what was biblical/true - our Lutheran history reflects the use of the term “bishop” so we shouldn’t feel it’s Roman Catholic (“If it was good enough for the Reformers, it should be good enough for us.”)

Kitchener

- C: The term “bishop” is very Biblical—our people don’t even understand the true meaning of the term “pastor”.

London

- I’m cool with bishop
- 2/3 of laypeople are against the term “bishop” so are you really listening to us or only to the minority (pastors and sem faculties)
- Now that you have explained that “bishop” means “overseer” in the Bible and since that is a major part of the function of our Synodical President – to oversee the Regional Pastors and so on – I’m okay with using that term because it is not hierarchical like the Catholics

Ottawa

- Concern was expressed about the roots up chart.
- It is not Lutheran to give more power to the clergy. That is RC theology. Fewer people will have more authority.
- What comforts me now as a layperson is that we have a lot to draw from. Every time you get a new title you open the door to interpretations. Bishop is such a word.
- President is the title. It should not be a spiritual title.
- The tree chart has to be clearer in showing that the flow of authority is from the roots up.
- Reasons against using “Bishop” as title:
- Bishop is too Catholic.
- It’s one more confusing thing to explain.
- We would get it, but the neighbour won’t.
- Bishop means high ranking member of the clergy.
- Discomfort in the congregation.
- It sounds foreign in my context.
- I would feel like I’m a member of the ELCIC
- I had a bishop when I was a vicar.
- I think it’s cool and special.
- I am totally comfortable with bishop. (2)
- I really don’t care.
- Bishop means a hierarchical clergy.
- Our people are just not ready! This restructuring time doesn’t give enough time to adjust.
- We need a term that means something to people in the church and outside of the church. This is divisive.
- Bishop connotes an undemocratic style of leadership. We don’t want to alienate our lay people.
- There is a sense of fear. God does not want us to be fearful.
- There are too many broken relationships for people to handle this change.
- For-1, Against-27, Neutral-5, Abstain-1
- Options: Shepherd

Stratford

- Question: What is their roles? This was answered by the facilitator
- Suggestions: Synodical Supervisor, Synodical Pastor
- The CCMS should consider the large ground-swell opposing the use of “Bishop” and not use it.
- The ELCIC uses it and we do not want to be confused with them.
- For the same reasons that we have changed “Holy Catholic Church” to “Holy Christian Church” in the Apostles’ Creed we should also not use “Bishop”.
- Question: How does the world see or understand the designation “Bishop”? We should not confuse potential new Christians with this primarily Roman Catholic term.
- The title, “President” does not work either because it is a “business” term.

Toronto

- There was general agreement on the title of Circuit Counsellor remaining and on the title of Regional Pastors. A suggestion was made that we might want to have the following titles: Synodical Pastor; Regional Pastor; Circuit Pastor.
- One person suggested Synodical Shepherd for the spiritual leader but there was no support for that suggestion.
- Whatever title we would use for the synodical spiritual leader, it should be meaningful within the church and easily understood by others outside of the church.
- We should not use a term like Bishop because it would suggest to the world that we are in agreement with the Roman Catholic Church and the ELCIC.

Windsor

- Why use term “synodical bishop” rather than just “bishop”.
- To say that Bishop is over pastors is not correct. Rather, Bishop is first among equals. Suggested use term Senior or Presiding rather than Syn. Bishop.

C. Invitation for Input – For Recommendations Yet to be Made

Request for Input #1 – Role of the Regional Pastor

1. How should the Regional Pastors be chosen – by election at a Convention, by appointment of the Synodical Bishop, or some other way? Perhaps a combination of these?

ABC District

Edmonton

- Question: How is the authority of the Regional Pastor the same as current district president if he is not under the authority of the board of directors of the district?
- If the Regional Pastor’s have such a high level of authority, they must be elected.
- How can people elect Regional Pastors effectively if don’t know them well? This is a challenge.
- Elected by region? At Convention? By show of hands 20 in favour of election at Conventions.
- In favour of appointments. Zero.
- Favour a regional election over whole convention electing regional pastors for the whole country: everyone basically.

- What about vacancies? How would we fill them in between?
- Too much feeling of centralization if the voting is not done regionally.
- Online elections by region? Similar to LCMS presidential elections. Perhaps this is possible.
- Concern that in the future the Synodical president could have too much power and we must be careful about this. He should not have a role in approving the regional pastors in order to prevent him from wielding too much power in the future. This difference between the “Council of Presidents” and the “President’s Council.” Let’s not give him too much power.
- Concerned that there is too much power in a central authority. Too much risk with problems where things could come back to haunt the Synodical Bishop because he is “responsible” legally for things. We need to work hard to consider how we can have protection against this.
- How can this structure best facilitate the work of the congregational pastor? How does this help them do a better job of their work? Pastors may feel “on their own” with this central structure. How can we make the opposite happen?
- Currently many feel that there is a disconnect. We need to help ease that.
- There is not a positive feeling that the circuit counsellor could do more than they already do.

Kootenay

- One pastor thinks Regional Pastor should be an active pastor, with his own church/parish, ¼ time to “be in touch”, not isolated.
- One pastor said maybe superintendent is a better name here. Called for 3 or 4-year term. Elected, therefore a person has to be ready to served. Would be taken away from active ministry.
- Circuit Counsellor – similar job, but visitation, care, community building. New churches.
- How often should Circuit Counsellor and Regional Pastor meet? Congregations? Preach?
- 50 congregations, once every three years (Regional Pastor)
- Call team “Synodical Ministry Team

Okanagan

- The summary of the following comments suggested that the two levels of circuit counsellor and regional pastor should be merged into one layer. Whether the circuit is larger or the region is smaller, the result would be the same. The groups preferred more half-time regional pastors. Congregations can work together without being circuits.
- Question as to whether it should be full time
 - Does the lower administrative load allow more time and thus allow for a part time position
- Reminder that the districts were divided into various areas of ministry
 - Would we not want some of these services to carry on
 - How would we involve the lay people in carrying on these services and ministry
- Is this whole thing listening to the people as with regard to the insertion of the title of bishop
 - What will the regional pastor be doing
 - What services will this person be providing
 - What expertise will they bring
 - What will they be able to do/not be able to do
 - Is this about supervision or services
 - Congregations and workers should be mature enough to ask/seek what they need

- Don't need regional pastors
- Returning back to an older model of ministry and services
 - Congregations and workers are looking at and doing ministry in new ways here
 - Is the money not better utilized on social ministries, national missions and international missions
 - Rather than on another level of administration
 - Don't go ahead with regional pastors
- Concern whether they are elected or appointed
 - How would you get pastors who have the qualities needed for this position
- As far as regional pastors, why are we doing away with districts if we are going to build another level
 - Doesn't agree with it
 - Who would put together a list of qualifications for the pastors with regard to the position of regional pastor
 - Who would input the data/qualities of the pastors for vetting
 - Why are we talking about having regional pastors
 - We don't need this level
 - Most churches operate on a grass roots level
 - Don't need another level above circuit counselor
 - Can work with circuit and in congregation to establish/build mission and ministry
 - Our structure is broken and our church is dying
 - Can it be more effective
 - Will it do a better job
- It is impossible for one regional pastor to meet all of the needs of the workers and congregations
 - Scrap the idea of regional pastors
 - Establish a data base of lay people and workers who have expertise, talents, experience etc. to meet the needs of people, workers and congregations more immediately and effectively
- Re. uniformity of practice
 - Elements within the church have different views of practice
 - Differences in worship and songs
 - Differences in close/closed communion practices
 - Which view and practice will be chosen and imposed from above
 - How do we reach and touch people with the gospel message in the area we are in
 - We cannot achieve uniformity of practice by it coming from above to the congregations and workers
- How is it that uniformity of practice has injected itself into this role of regional pastors
 - In favour of regional pastors
 - Synodical pastor cannot manage it all
 - But it needs to be a part time position rather than a full time position
 - Regional pastor could be serving a parish and also serving part time as a regional pastor
- If we were to do away with regional pastors
 - Should rework circuits into bigger areas so that

- Or, perhaps we should have 12 regional pastors with no circuit pastors
 - It should be the primary place where we have mutual support, encouragement etc.
- At current practice, ecclesiastical supervision is not done by boards now but by the presidents
 - Workers can be suspended by the district and synodical presidents
 - What is uniformity
 - Everyone doing things exactly the same
 - That we agree on the basis of what is most important as the confessions state
- Is there a way to take away some of the separation of services as per the district office in the past and move it up to the synodical level
 - Thought is that we need some of those services/specialties
- We need the regional pastors
 - Hope is that they will provide the services better than the district
- Regional pastors will be an outgrowth of the congregations into national and international missions and ministry
- Not simply saying to take a layer out and leave it all the same
 - Adjustments need to be made with regard to circuit pastors
 - Perhaps around 12 regions with halftime regional pastors
 - No longer circuit counselors as they are today
 - Smaller regions and more regional pastors
 - Half time instead of full time
- Do what suits and enables the church to do its mission and ministry
 - Perhaps geographical regions
 - Perhaps regions of churches with similar needs, size, community type etc.
 - Regional pastors involved in ecclesiastical supervision
 - Congregations and workers are involved in local collaboration with regard to mission and ministry
- Size of region
 - Southern BC
 - Can we compare one area to another
 - Take into account the number of congregations
- Straw poll
 - Eliminate regional pastor layer: 13
 - Retain regional pastor layer: 11
 - No decision: 7

Stony Plain

The group did not deal with each question individually for the sake of time. The facilitator posed questions 1 and 2 specifically, not the others.

- Can whole country realistically elect every regional pastor?
- Most think should be elected by own region, could be done at conventions. Very strong support for this idea.
- How are Lutheran schools to be handled?

- Suggestion schools should be overseen by regions
- 1 person suggested that BOD should assign qualified regional leaders
- Only the region should elect their leader so he is accountable to and taken seriously by them.
 - Fear of top-down control if appointed
- Will there be term limits? People get sense of ownership if there too long. Two terms should be the max.
- In terms of nomination process one person suggested an “ecclesiastical ballot”: every pastor can be chosen on first ballot, keep dropping those who don't want or get few votes until have leader. He assumes we will know more about what this means.
 - can take long, but can also reduce politicization
- Availability of regional pastor to visit people would depend on location/geography.
 - Once every two years seems reasonable for visits
- Could he visit circuit meetings rather than just individuals? (I noted that this was possible)
- Laity might not care about visits, more important that he's available for pastors
- Before we can determine the visitation ability we need a careful study of demographics/geography/travel time.
 - 1-day drive good size for region
- Pastors also don't need “coffee visits” with regional leader, need to keep him available for where really needed
 - visitation schedule should not be based on arbitrary checklist
 - Some suggested they actually never wanted to see him unless there was a crisis. Otherwise he should stay out of things.
- Should be available for congregational anniversaries and special events

Vancouver/Fraser Valley

- The suggestion was made that the regional Pastor be elected rather than appointed so there is no concentration of power. That election should take place by region and should be nominated by congregations.
- The facilitator suggested that the Synodical Bishop would provide the names but the regions would elect the person.
- Question: What is the process now for vetting a pastor?
- Answer: The district president has to approve a list, then the congregation elects a pastor.
- Comment: The suggestion was made that each circuit nominate a person for the Regional Pastor position and then vote electronically by congregations.
- The facilitator mentioned that at the convention delegates would caucus and vote.
- Comment: At the National Convention, caucus delegates would elect the regional pastor.
- The facilitator we also need a suggestion for succession of the bishop. The suggestion has been made that the convention elect one vice president. The bishop could use him to represent himself at some meetings. He would appreciate an independent voice to advise the bishop. The vice president would be accountable to the convention. The Vice President should be a parish Pastor.

- Question: Do the positions have term lengths?
- Answer: Yes, they would be on a 4 year cycle.
- Comment: Compromise would be to entertain a motion to re-elect those positions by acclamation.
- Answer: Robert's Rules of Order say you must have a slate for election.
The facilitator mentioned that the Lutheran Church of Australia actually had a judge run the convention instead of the Synodical President.
- Comment: That is an excellent idea.
- Question: Do we use a parliamentarian?
- Answer: Yes, for the facilitator of order.
- Comment: I would support a four-year term with a two-term maximum for the bishop. If there is an unlimited term it's like the Roman Catholic Church.
- Also, how long is the term? If a regional pastor serves for 4 years at a time, they could be elected at a national convention.
- Could the Synodical administrator facilitate votes for a regional pastor? Perhaps congregations in a given region could conduct votes for a regional pastor (obtained at voters meetings) and submit via mail/online – they could then be tabulated by the administrator and results given to the Bishop to follow up.
- This method does not tie up valuable National Convention time. Perhaps this could be on a 3-year rotation so elections for RPs never coincide and conflict with National Conventions and other elections that take place at those.

Vancouver Island

- Could be chosen from retired Pastors
- By Regional Caucus in Convention: 14 favour;
- Appointment by Synodical Bishop: 3

Wetaskiwin

- How long would a term be? (Would depend on how they are chosen)
- Would have to be a nomination process ahead of time (would need a nominating procedure)
- One spoke in favour of appointing the regional pastor by the Synodical bishop so that the bishop could be assured that he could work with the regional pastors.
- General feeling that election by the people he represents is best.
- What happens if regional pastor does not fulfil term?
- Do the regional pastors have to come from the regions? Or can you elect a regional pastor who lives elsewhere and ask him to move to your region?

Central District

Northern

- By election at convention, by their own region.

Portage

- Suggest regional caucus (all delegates of a regional) to elect (at a national convention) regional pastor. One suggested bishop appoint as he would be most familiar with the pastors. Also a combination of these ideas suggested, to confirm the nominations of synod bishop. Another suggestion, bishop suggests slate of candidates, then BOD could educate themselves on candidates.

Qu'Appelle

- Thirteen preferred election with six adding that vacancies could be filled by appointment. Two favoured appointment. The general feeling was that the selection should be done by a group from vetted candidates, not by a single individual.

Red River

- Suggested term: “ecclesiastical council.” Strong emphasis on visitation. Emphasis on evangelism. Some question the need for the level of “middle management” between synod and congregations. Depending on the needs of the region, the Regional Pastor can be a full-time position or can be filled by a pastor serving a parish.

Saskatoon

- Regional caucus at a synodical convention. Voted on my delegates from that region.
- How will we handle the replacement of a Regional Pastor if he can't finish his term? Perhaps appointments should be allowed between conventions in order to fill vacant spots. Would we have “Vice-Regional-Pastors” who could “move up” to take over?
- Question: Does the Regional Pastor serve the pastors, the congregations, or both (explained that they were there to serve members...congregations, pastors and deacons.)

East District

Hamilton

- They should be elected by the Region from names supplied by the Synodical President
- Perhaps they could apply for the position and be vetted by the Synodical President
- All opposed the idea that the Regional Pastors be elected by the Synodical Convention but were open to the idea that they could be elected by the Delegates from their particular Region who would caucus for that purpose at the Synodical Convention
- Discussion was engaged regarding the ability of the Delegates at a Convention to know who to vote for since they felt that the biographies provided were sketchy at best. One person pointed out that it was up to the Delegates themselves to be well informed on all subjects before attending the Convention.
- There was a general consensus that the Synodical President should not be appointing Regional Pastors and thus IMPOSE a person on a particular region. In other words, any hint of a clergy hierarchy needs to be avoided.
- The point was made that the Synodical President, however, needs to be involved in the choosing of the Regional Pastors somehow since he will be their source of authority and because he would know the potential strengths and weaknesses of the candidates for that office.
- Some sort of Call Process needs to be put into place so that the person being considered for the position of Regional Pastor has the ability to make a decision on whether or not this is a Call from God. He may have family or health considerations that would prevent

him from being a good candidate. The people present agreed that a Call similar to that given to a parish Pastor should be given to the person being asked to serve and that he then have the right to accept or not accept that Call.

- A slate of potential Regional Pastors could be provided to the Region “calling” by the Synodical President.
- No additional responsibilities should be asked of the Circuit Counsellors
- A Regional Pastor needs to be full-time and not in parish so that he can devote his whole ministry to caring for the congregations, pastors and deacons in his Region.
- A reminder was received to not forget that the Regional Pastor could make use of the technical media in order to stay in closer contact with those under his ecclesiastical care. Then someone made the point that the media or the internet is no substitute for personal interaction, face to face.
- It was suggested that the primary responsibility for Circuit visitation should be carried out by the Regional Pastor, not the Circuit Counsellor since he his own church to take care of.
- It was pointed out that the Regional Pastor and the Circuit Counsellors will need to work together as a Team and not in isolation from each other.
- It was suggested that the Circuit Forum could be used as a means for the pastors, deacons and people to have the opportunity to meet with the Regional Pastor, not that he would always have to come to them in their church. A central meeting place could be established, perhaps at one of the churches, and appointments to speak and interact with the Regional Pastor could be set up.
- The discussion on this topic ended with people reiterating that it was still imperative that the Regional Pastor get out to visit with the people and church workers in his Region.

London

- Regional Pastors should be elected – we have to trust the Holy Spirit to put the right men in those positions
- A better vetting process would be helpful for those in Regions having to vote on this matter (just like a calling congregation gets a shortlist of possible pastors to call that have been “chosen” to fit their situation

Niagara

- Those present expressed a strong concern that the Regional Pastors be treated as “Pastors”, not administrators, and that they be fully recognized as those who provide local ecclesiastical support to the Pastors, congregations, and Deacons. Much discussion ensued on the question of the “Call” of a Regional Pastor and also of the Synodical Bishop. The opinions were divided on whether they should receive a time limited “Call” (e.g. every 4 years) or an unlimited Call that would be terminated for the same reasons that a Called pastor in a congregation could be terminated. (e.g. preaching and teaching false doctrine; living a godless lifestyle; unable to perform the duties of his office.)

Hanover

- Regional Pastor - is he going to be a fulltime regional pastor/caregiver or serve a congregation too (He would not serve a parish; although he would be connected with a parish. For eg. like President Bugbee at Beautiful Saviour.)
- eliminate circuit counsellors and have the regional pastor - since he's paid - do the work of the circuit counsellors
- do a job study on the present DPs and find out how much time is spent on admin and ecclesiastical supervision - the answer to part 2 would determine how many circuits he could handle

Windsor

- Straw poll: election was choice.
- No comments made on frequency of visits to circuit counsellor, pastors, or congregations.
- Split East District into 3 regions

2. How often would you think a Regional Pastor should meet with the Circuit Counsellors?

ABC District

Edmonton

- Suggested: Four times? Once a month? Every two or so months?
- A struggle to know what is realistic financially in this area. Hard to give realistic direction.
- This is somewhat dependant on the size of regions.
- The closer you are to the front lines, the more often you should be meeting for support and consultation. The more often that people can meet together the better.
- Form follows function. What are the Regional Pastors doing for us? We don't know and so it's hard to give good feedback here. If the Regional Pastor needs to make decision based on the individuals he is working with then we don't want to script things too closely.
- Combination of in-person visits or electronic means.

Vancouver/Fraser Valley

- Comment: The regional pastor could meet with the circuit counselors once a year as a group, and once a year individually.
- Comment: If a circuit counselor moves, an interim circuit counselor should be appointed. If pastors let their name stand - that is good. If a second circuit counselors group meeting is necessary that would be at the Regional Pastor's discretion. Idea: hold a national circuit counselors meeting between conventions.
- Comment: A suggestion was made that the Regional Pastor could use phone calls or Skype between the individual meetings.

Vancouver Island

- Monthly

Wetaskiwin

- Desire for a visit to each pastor/deacon/congregation once a year (and more as/if needed)
- Desire for the regional pastor to meet with congregations and pastors more often than what is done currently (perhaps we need to make the regions smaller to make this practical)
- Don't the circuit counsellors provide first three services? – functioning Winkels should provide for the needs of church workers, therefore regional pastors should not be as concerned with this
- Regional pastor's role should be to keep individual congregations in connection with the larger church
- More needs to happen locally/in circuits (but circuits should be smaller)
- May not need regions at all (says one person).
- In response, another says: Would be impossible for a circuit pastor to do all the work of the regional pastor
- The more regional pastors, the more opportunity for dissent (conflict)
- Need for communication and support for lay people, not just church workers

Central District

Northern

- At least contact 4 times per year. Face to face meeting at least once per year

Qu'Appelle

- The Circuit Counsellor said that the DP attended his installation but has not returned in six years since then. He felt there should be one visit per year at a minimum.

Saskatoon

- The Central district current practice is to meet twice a year. Once in person and once electronically. Seemed like this was good. At a minimum anyway.

East District

Niagara

- Agreement was unanimous that the Regional Pastors would need to be full time without a parish but that they might have a connection to a congregation via a part-time Call similar to that currently held by our Synod President and the President of the LCMS.

How often should the Regional Pastor visit the congregations in his region?

How often should he visit with pastors and deacons? Is there consensus in your group on these questions?

ABC District

Edmonton

- What are the criteria for these visits? This would help us know how often they should visit.
- Twice in a term (once every two years...if there is a four-year term) Who is comfortable with this? Not many. Some uncertainty if it should be more or less often than this.

- Is the question the problem? Is the bigger issue the accessibility of the Regional Pastor? How easy it is for congregations to get the support of the RP when they need him? This might be what counts the most.
- We want to be sure to avoid conflict between Regional Pastors and the congregation. We don't want to mandate visits that are going to cause problems.
- The level of work that a congregation needs is going to dictate the number of times that a Regional Pastor should visit them.
- Concern from the group is that there is more accessibility of the Regional Pastor rather than a simple number of visits that are checked off in a box.

Vancouver/Fraser Valley

- CC: once/year.
- Pastors and Deacons: Once/year
- Congregations: Once/2yrs

Central District

Northern

- At least once during a convention cycle. And as needed. Should visit a vacant congregation more often.

Portage

- Twice yearly meetings suggested and regional pastor visit each congregation in a convention cycle. Seemed to be consensus on this.

Qu'Appelle

- One pastor said this would depend on the role of the Circuit Counsellor, which ended the discussion on this item

Saskatoon

- Had a hard time answering this overall question in "theory" without knowing more details of how big the regions are etc.
- Felt that a closer relationship with the congregations (than currently) was desirable, especially in the absence of a "district." (Though I think this may have been more directed at the circuit counsellor than regional pastor).
- Regional pastor should get around to all these people at least once in a convention cycle. Suggestion that he could maybe do it once a year? It was noted that maybe this once a year could be in conjunction with the circuit counsellor; between them, everyone could be seen once a year. Others suggested that people/congregations only needed to be seen "as needed."
- The role of the circuit counsellor would have a big impact on the role of the Regional Pastor. The group also didn't want to over-burden the regional pastor with an impossible amount of travel.
- Suggestion that the Regional Pastor could attend the Winkels in his Region monthly...this would keep him in close contact with the circuit pastors and deacons.

- Concern that small congregations would have to pay every time the regional pastor came to see them and they might not call him in as often as they needed him for financial reasons.
- Feeling that it would be nice to see the Regional Pastor in a congregation “just because” rather than only when there is a problem
- We cannot dump too much on the Circuit Counsellors. The Regional pastors should do more, not less. Concern that we are already taking too much time from circuit counsellors’ congregations.
- At the same time we can’t expect too much travel from Regional Pastor as this might be too hard on his family. We need to strike a balance and plan regions and responsibilities accordingly.

East District

3. Are there any corporate duties that the Regional Pastor would need to take on e.g. transfers of pastors between regions; assisting pastors, especially new pastors, to get a Provincial license to marry people; others?

ABC District

Edmonton – No comments

Vancouver/Fraser Valley

- Yes – transfers
- AND THE ENTIRE CALL PROCESS. Currently pastors submit requests to DP about desires to call – congregations should contact RPs for this purpose.
- Provincial marrying licenses – yes

Central District

Northern

- Should assist pastors, especially new pastors. Not necessary to deal with licensing. If possible, serve as vacancy pastor on a monthly basis.

Portage

- Suggest that regional pastor would have to work on call lists. Purely admin stuff like assuring license to marry need not be done by regional pastor as that would take away from ecclesiastical supervision time.

Saskatoon

- None really came to light. They felt that as much of this as possible should be done nationally. Someone in Winnipeg should know how to manage issues for each province. The Regional Pastor should not have to deal with it.

Wascana

- The regional pastors should continue to be the supervisors of the clergy / deacons in their regions.

East District

Niagara

- The question of who would authorize ordinations and installations etc. It was the consensus of the group that the Regional Pastors could do it in the same way as the District Presidents do it today, but it would be better if all ordinations and installations be authorized by the Synodical Bishop and carried out in the Regions by the Regional Pastors.

4. What name should be given the group of Regional Pastors who serve as a “senior ministry team” accountable to the Synodical Bishop? “Senior Ministry Team”? Synodical Ministry Team”? “Regional Ministry Team”? Other?

ABC District

Calgary

- Agreement Regional Pastor should provide guidance to calling congregations.
- Will need to provide help dealing with provincial laws.
- Could office space be in a local church?
- Needed to catch local “flavour”.
- Needs to know/meet unique local needs that synod office might not know.
- Equipping of mission/ministry should not be taken away from regions (i.e. Regional Pastor should not just do first three tasks).
 - “Mission” not used in CCMS documents enough. Might be presumed, but word is missing too much.
 - Mission is greater than business side of church.
 - Regional Pastor must play large role in outreach.
- LCC has spent a lot of time moving from business to churchy terms. Regional Pastor should be seen as pastor to pastors.
 - Therefore should be full-time, called position.
 - CANNOT be appointed, MUST be elected by those they serve. (others agree)
- Should be elected by local region
 - Agreement that this gives accountability to those in the pews.
- If not elected, this would be a change in our theology.
 - Congregations are the church, somebody else appointing Regional Pastor changes that.
- “Church” equals entire group, too much centralization destroys that.
- Comment that CCMS structure chart is upside-down.

Edmonton

- The way to look at this is the “President’s council.” Not the “Council of Presidents.” “Because Regional Pastors receive authority from the Synodical Bishop once elected by the Convention.” (Point made by the facilitator.)
- NALC uses the term “dean” rather than Regional Pastor. Could be “Dean’s Council.”?

Vancouver/Fraser Valley

- “Regional Ministry Team” should not be used because Regional Pastor is already being used – Regional Ministry Team should be reserved for a team created by one regional pastor serving their specific region rather than a group of regions’ ministry – confusion of terms
- Synodical Ministry Team is my favourite – it points to the regions working together on one strategic plan for the Synod. I think it’s the clearest term that defines what it is.

Central District

Northern

- Regional Ministry Team

Ontario

- Would it be full time position?
- 6 regional pastors provide better care
- Don’t have answers yet – who will pay for it?
- Would need a place to meet with people – home office
- Wouldn’t see the admin – communication
- Regional pastor should be elected by his circuits preference for “Synodical Ministry Team”
- In favour – MB/NWO as region - 8 NWO as region – 3
- If there are more Regional Pastors, do we need the numbers of CC’s?

Portage

- *One suggestion - Regional Pastor’s Council*

Qu’Appelle

- Council of Regional Pastors. The name should not suggest a hierarchy.

Saskatoon

- Synodical council? Bishop’s Council? Regional Ministry Team (as in, “team of regional pastors who support the bishop”)?
- Concern that names be as familiar as possible so people don’t get confused.

Wascana

- More ecclesiastical language has been requested. Whatever the team is, their title should reflect who they are and what they do.

East District

Stratford

- They should be elected by the Region which they will serve.

- Question: How will missions be handled? Circuits who see a mission need will share their ideas with the Regional Pastor and his Council and then with the Regional Pastors and Synodical President and finally with the Board of Directors at the Planning Conference for funding.
- People need to have a larger view than “District”. It should be “national”.
- The Synod will not receive as much money from the congregations as the Districts do now because of a sense that they will be losing the money locally. Therefore LCC should ask for a certain percentage of the congregations income for mission purposes.
- The Synod would need to use technology a lot more...also Regions.
- Stay away from the term: Senior Ministry Team - too much like a business.

Request for Input #2 – Number and Boundaries of Regions

1. Speaking first about the region you and your congregation would be in, what would be the preferred boundaries of your own region?

ABC District

Edmonton

- Boundaries. Geography. From Edmonton North would be reasonable for this area. Everything with a four-hour drive. Getting on too many airplanes gets costly.
- Option 1: Current region of ABC - 0 votes
- Option 2: Alberta - 6 votes
- Option 3: N and S Alberta – 9 votes
- Some undecided

Kootenay

- 8 comfortable with BC alone, one comfortable with ABC, 1 needs more time.

Okanagan

- Perhaps 12 part-time
 - Lessor role
 - Ecclesiastical supervision

Stony Plain

Again, the group didn't go through question by question. Instead they talked generally.

Specifically they looked at the number and boundaries of the regions and not the other questions in this section.

- Choose regional boundaries by demographics and geography, not provincial boundaries
 - BOD should be able to adjust as needed [lots of support for this]
 - might see need to adjust especially since might be hard to get “right” the first time
- really hard to know where to start, what to say, without more details
- Do we have enough access to District Presidents now with 3?
 - most think are too busy, need more, smaller regions
 - need to balance with role of circuit counsellors
- One person concerned that CCMS is trying to keep status quo by pretending to abolish

“districts” but replacing them with “regions.” Concerned that we get away from the “old” way of doing things and step out of the box.

- should be flexible as needed
- also need to budget realistically
 - try starting with our current three, then divide as needed
- put pins in map and draw circles to identify regions based on density and size of congregations

Vancouver/Fraser Valley

- Comment: North BC roads are difficult in winter. Suggestion to have nine regions.
- Comment: If we have three regions there would be three Regional Pastors but I would suggest also three Regional Evangelists.
- Comment: BC also has an island.
- Comment: If we simply go to provincial boundaries it fits in other ways.
- Comment: If the Regional Pastor would travel to remote regions in the spring and the fall the road conditions would be better.
- Comment: Consider having a half-time Regional Pastor for remote areas.
- Comment: Creston and Cranbrook could be served better by an Alberta Regional Pastor.
- Comment: Eight or nine regions is too many; inclined to five or six. Make them different from the current districts in order to change the status quo.
- The facilitator mentioned that some have suggested three regions but then nothing changes and it becomes an impossible job. There are lots of schools in the ABC district and that makes it more difficult.
- This is not my primary concern as some places like Edmonton are DENSELY populated with parishes. It should be assumed that more congregations = more circuit counselors to assist RP – this should be the question. Can there be one circuit counselor for every (5?) congregations??
- This way, with #s of congregations increasing, the size of the RP’s team would correspondingly increase.

Vancouver Island

- The Rocky Mountains
- As small as we can afford
- The Province of British Columbia
- Non-geographical Regions - maybe mission regions
- 1 Northern Region across northern Canada
- ABC remains a Region: 2
- Divide Alberta from BC: 24
- Northern Alberta – Northern BC (and Southern) :
- Something else: 1

Central District

Northern

- Province of Saskatchewan

Portage

- Circuits should be reconfigured within the three current regions. Atwinkel we had considered six regions, BC, AB, SK, MB/NwOn, and East divided in two. If we have more regions, then we have more regional pastors being taken from their congregations (if they also hold a call to a congregation). Or Circuit counsellors could report direct to synod bishop and eliminate regional pastor role. Question brought up as to whether regional pastors would hold a call to a congregation. President Bugbee explained his reasons for not preferring this option and in response a congregation need to be as spiritually fed as the congregations that the regional pastor is visiting,

Qu'Appelle

- Thirteen favoured only Saskatchewan. One favoured Saskatchewan plus MB and maybe Northern ON.

Red River

- Each province being its own region has been discussed. Suggestion was to start with two regions (east and west) and grow from there as needed.

Wascana

- There are no strong feelings in this room to change the size and scope of the current scenario. The only concern at present is the issue of border regions.
- Preserving as much of the existing structure as possible is preferred, given that the savings would be better found working with the structure as it stands today. The structure should be open to change at future conventions.

East District

Hamilton

- The question was asked, "Is 40 congregations too large for a Region? Could a Regional Pastor adequately serve these congregations and their church workers in the way and to the extent that they are currently requesting that service?"
- Whatever number is chosen, it needs to be financially realistic.
- What will be the costs with salaries, mileage, clerical help, etc.?
- Can the Regions be set up, one person asked, so that the work load in each Region would be similar? In other words, not necessarily just geographically, but looking at the number and size of the congregations in that Region.

Niagara

- There was no disagreement voiced regarding the replacement of the three Districts with Regions. They suggested that at least to begin with there should be 6 Regions and therefore 6 Regional Pastors. They thought that the Regions could be: British Columbia; Alberta; Saskatchewan and the western edge of Manitoba; Manitoba and Northern Ontario; Ontario east and Ontario west (or some such division that worked according to population and geographical concerns).

Ottawa

- Depends on the role of the Regional Pastor. Danger: More regions = more costs
- Smaller regions – about 20 congregations with the Regional Pastor serving a Congregation so as to save costs....
- Part time Regional Pastors still serving a congregation would be optimal in order to make the Regions smaller
- Some regions might have to have full time Regional Pastors if they are larger
- Need more “preaching places (stations)” where there is not yet a congregation
- Ottawa should be a Region
- Geography needs to change - 19-20 places where once a month worship takes place in this particular area
- French area may need to be a separate region
- Maritimes needs to be a separate region
- But...the French and Maritimes need to be connected maybe via separate Circuits
- One region here with 3 Circuits....17 people
- How many uncomfortable? 0
- How many need more time? 13 people
- Where should the Regional Pastor reside? In his home if he remains in the congregation as Pastor.

Windsor

- Ottawa Circuit meets electronically once a week.
- Balance needed between electronic communications (cost savings) and person to person contact.

How many circuits and congregations would there be in that region?

ABC District

Vancouver/Fraser Valley

- This is my biggest concern. I think the regions should be 6 – split the 3 current districts into North/South to help accommodate travel so the RP can visit more often.

Central District

Qu’Appelle

- Six as at present. One also suggested that circuits were already combined (Qu’Appelle used to be two circuits.) This practice could continue.

Saskatoon

- A concern for the Saskatoon circuit that is also related to region boundaries: There are several outlying congregations which more naturally would fit in a circuit of congregations clustered near the AB/SK border. The district boundary along provincial lines has prevented this. We should not be a slave to the provincial boundaries and we should create regions that make the most sense with the congregations, especially those who are remote/rural.
- Note: Sometimes news and information is not effectively communicated across current districts.

East District

Ottawa

- Three

What name would you want to give to your region?

ABC District

Vancouver/Fraser Valley

- Limiting geographical size of the region would allow for easier connections to be made, and would reduce the idea of “fringes”
- I like “ABC South” – from say Kamloops south in BC and Calgary south in Alberta. I’m not sure how many circuits– congregations: 61 - ABC North would be 70 .

Central District

Northern

- Saskatchewan Region

Qu’Appelle

- Saskatchewan Region

Saskatoon

- No comments

2. What would be the most preferable community for your Regional Pastor to reside in?

Are there several options?

ABC District

Vancouver/Fraser Valley

- I think generally a central location in his region would be great, but more importantly somewhere with access to a good [read: large] airport would be wise – for travel reasons.

Central District

Northern

- Saskatoon

Qu’Appelle

- The community that is closest to the center of the need for travel.

Saskatoon

- Somewhere that he had access to an airport for travel. Otherwise, not a concern. He could live in any number of places.

Wascana

- Where should he live? The pastor should stay in the location where he has been called.

3. How should the pay scale of regional pastors be determined?

ABC District

Vancouver/Fraser Valley

- I would want to know how pay was determined for a DP and wonder if it needed to be overly different. BoD decision? Synod Admin decision? Unsure.
- Assets – it's hard not to default to what I know – central regional OFFICE (which requires rent, staff, etc). What if each region had two or three churches that had an office space to donate to the RP on a rotation? For one x-year term, RP would be at Spirit Lutheran Church. For the next x-year term, RP would be at First Lutheran Church. For the next x-year term, RP would be at Faith Lutheran. And... rotate! Then the office staff at that church would help him as needed?
- Any church that offered to donate space could receive an 'honorarium' or some small degree of compensation from the Synod for copy
- paper/incidentals ... maybe even some stipend to the office staff for any extra work created by having the RP there.

Central District

Northern

- Depends on duties, and according to years of service

Portage

- Pay scale should be in line with other pastors of same experience. If we expect same type of service as now would require should have admin assistant. There will be less admin, financial assistance etc. with regions rather than current districts. Pastor should have an office.

Saskatoon

- How are the district presidents' salaries determined now? National BOD should set salaries. Probably should be done according to local scale. Expenses should be covered over and above salary (like travel and office expenses).

What sorts of assets does your group believe that the Regional Pastor would require (e.g. office space, admin assistant, etc.)?"

Central District

Northland

- Use home office or utilize available space in a church

Qu'Appelle

- The secretary could be a volunteer from one of the congregations.

Saskatoon

- He would need an office and some sort of admin assistant, though perhaps not a full-time one. Probably a laptop computer so he can take it on the road with him.
- Strong support for the idea of "borrowing" or renting an empty room in a local church rather than renting commercial office space.

- Some wonder if he is travelling so much, does he really NEED an office? Others show strong support for some sort of “work” location, though they don’t want him to get stuck in the office and never get out to the people.
- Do we need a “regional admin” like we have a “synodical admin” to run the regional office?

Wascana

- Depends on the job description. A vehicle is required, for sure, and the geography will continue to be a challenge.
- The pay scale exists presently, and perhaps it should continue the way it is.

East District

Hanover

- office needs for each Regional Pastor may add cost

4. Looking at the whole church, how many regions in total should there be? Is there a consensus within your group? If not, is there a range of the number of regions your group would consider?

ABC District

Edmonton

- Western boundaries could follow provincial boundaries.
- Create the regions based on what level of work corresponding to size. If one guy can handle 50 congregations, then try to make them roughly that size.
- Can we look at the regions of other church bodies and see what they do? This might help us to know what might work for us.
- Lots of struggles in the district which required a lot of care from the district and Circuit counsellors.
- 10-12 regions overall might fit with the spirit of dividing Alberta in two.
- Are you comfortable with 10-12 (this would not be too many regions): 7 people favour this option
- Are you uncomfortable with 10-12 - 7 people favour this option
- Seven are undecided...
- Some say ignore the provincial boundaries, just go with congregational locations.
- Larger regions may have some advantages. The larger regions allow a Regional Pastor to know a large number of pastors and is better able to recommend people for calls.
- What about non-viable congregations? We need to consider these. There may be a severe shortages of congregations in a given area. If we make boundaries in certain areas, we might end up with an empty region if congregations close.
- But are we increasing our paid structural workers? Are we going to duplicate more of what we have now?

Vancouver/Fraser Valley

- More than three. This change should NOT be in name only – if we only have 3 regions, we'll be doing what we've done with different nomenclature.
- I like splitting the existing three (ABC North, ABC South, Central North, Central South, East North, East South) and maybe adding one for Maritimes? 7.
- I don't think we have enough pastors to do more than 10 regions without leaving excessive vacancies in our parishes.

Vancouver Island

- British Columbia should be one Region
- Alberta – one Region
- 6-7 all together

Central District

Northland

- 3 regions. Best way to handle this would be to establish 3 regions and then let the Board of Directors change as necessary.

Portage

- Three regions suggested also see #1, Shift circuit boundaries so that each circuit meets handbook requirements.

Qu'Appelle

- No discussion. People understood that each region would comment on their own boundaries.

Saskatoon

- We already are familiar with the current districts. Change might confuse people.
- We might need to leave them as-is for now and examine this issue further in a few years. Leave things open so that the BOD can change the number of regions as needed. A concern that we don't really know what our needs will be under the new system and so we can't make good decisions yet.
- Try to keep things as even as possible (work-load wide) between regions.
- We don't want to put too much work on our Regional Pastors. The current size of districts might prove to be too large for a region. We need to be mindful, however, that more regions means we have to pay more regional pastors and this could be prohibitive.

East District

Hanover

- ideally we should split the East District into 3-4 regions
- region should be comprised of 42 churches - still gives 10 Sundays for RP to spend with his family
- 2-3 circuits per region

5. What other questions and/or ideas were raised in your discussion and what others comments can you offer?

ABC District

- Be flexible according to needs. Should change to reflect growth/decline.
 - Try to find most efficient balance of size/duties in consideration with C1.
 - Base size on ability to give needed support to given population.
- Find “sweet spot” between size of region, and Regional Pastor's duties.
- Agreement to start with current districts, change as needed.
 - We don't need to go down too many rabbit holes at once.
- What is role of Regional Pastor in Synodical structure? Could they be VPs?
 - How deal with their accountability?
 - Regional synod VPs would help to have regional representation at national level.

Edmonton

- What Resources would the Regional Pastor have in terms of money and man-power and support? Resources would have to be negotiated and would have to be adequate.

Peace River

- We would favor Regional Pastor to visit a congregation a minimum of once a year.
- Distribute the congregations equally into regions, it would not be fair to have one pastor with more congregation than others.
- More one than one regional Pastor in bigger areas so that congregations have equal access of services.
- I see no value in the regional pastor, I haven't seen any value even in the district now, my congregation hasn't received much support as it is now, what makes me think it will different with a change?
- What criteria are they going to be using to choose the pastor, as is now we don't have a proper evaluation of pastors, at least not from the district office-that make they have made.
- As members of this convocation are leaving the meeting, one member said didn't have enough information or not prepared enough for this meeting.

Wetaskiwin

- Put pushpins on a map and see where the congregations are clustered, and take the structure from there
- Should we have a Northern Canada region? Or split it up? Consensus was that the smaller the area, the better (more regions as opposed to less)
- Northern Alberta and Southern Alberta should be two regions, as with hospital regions – there are natural regional concerns
- Don't cross provincial boundaries for legal reasons? Need flexibility, as some congregations are a more natural fit with other provinces (like Dawson Creek with Alberta)
- Have a common sense approach and flexibility
- One suggestion was to make circuits smaller – i.e. Wetaskiwin circuit divided in two

Central District

Ontario

- Circuits need to be more manageable in size.
- Manitoba/NWO, everything to, out of Synod Office
- Pay scale
- Average of congregations' pastors' salaries + 5% (in region)
- -in relation to amount worked (FT/PT, etc)
- In the range of the region.

Saskatoon

- None.

East District

Ottawa

- Roles and responsibilities of regions will dictate the number of regions
- One idea is to keep number of congregations down to 20, similar to
- There are 300 congregations so this would lead to 15 regions.
- Will it be a full time or part time position?
- Can regional pastor be similar to circuit counsellor role? Where regional pastor is also a pastor of a congregation
- Perhaps role can be defined differently.
- Circuit counsellors with 6-9 congregations are having challenges dealing with congregations now.
- In Ottawa we should consider preacher places where there is a regularly schedule service a couple of times a month. Ottawa circuit which is huge, may need to be a region. (19-20 in Ottawa, but many are very small or preaching stations.) Ottawa could easily be 3 different circuits.
- Location of regional pastor does not matter if pastor assigned from an existing congregation.
- 3 circuits in Ottawa: 17 in favor, around 14 need more time to consider.
- Are circuit counsellors needed? Or does it depend on size. The regional and circuit counselors must be a team. But the regional pastor accountable to board through synod president.

Stratford

- We will need more Regions, not less. Suggested 10 Regions for maximum impact.
- The District Presidents should be consulted regarding how much time they currently spend in conflict resolution and other duties.
- There should be 12 Regions for maximum impact...changed from 10 to 12.
- Some thought there should only be 6 Regions because approximately 50 Congregations per Regional Pastor would work all right.

Request for Input #3 – Role of the Circuit Counsellor

1. How should the Circuit Counsellors be chosen, following input by the Circuit, (1) by appointment of the Regional Pastor or (2) by appointment of the Synodical Bishop? Other?

ABC District

Kootenay

- One pastor not comfortable with retired pastors serving as Circuit Counsellor. Need pastors who are involved.
- Suggest Regional Pastors hold more responsibility. Be more involved.
- 8 prefer Circuit Counsellors appointment by Regional Pastors, 1 prefers Pastors in Circuit to choose.
- Charge mileage (to LCC), not the responsibility of Church or Pastor

Okanagan

- Perhaps roll the role of circuit counselor and regional pastor together

Stony Plain

The facilitator did not pose specific questions based on previous feedback. The group did not discuss selection of Circuit Counsellor, but rather how much work they do now and whether this should stay the same, increase or decrease.

- Stony Plain Circuit Counsellor only there 1.5 years; really quiet circuit.
 - Needs 1 day/month
 - could foresee 5-10 days/month if things got really busy
- CC time really depends on amount of need and conflict
- Perception: no pastor/congregation wants themselves/their pastor to be CC now
- A few days/month sounds reasonable for CC duties
- Crummy that CCs don't get any direct compensation. Extra stress and workload should mean more money for them. (Lay comment)
- Noted that CC isn't the only way congregations "share" pastor
 - being a VP is much worse!
- Pastor's call and first responsibility MUST be to congregation
 - Keep CC duties the same, but with more, smaller circuits
- Compensate travel/mileage (which may or may not already exists...disagreement among the pastors about it)
- Pastor's concern: Too much guilt from "district" or "Synod" if pastor doesn't want to be CC (or another elected position), too much guilt from congregation if he does
 - pastors are not "property" of congregation, they must learn to share
- can congregations in circuit simply alternate who is CC? Everyone takes their turn? Acknowledgment that there are problems with this idea.
- Congregations must be aware of their responsibility to support their circuit and the church at large
- Congregations should be better informed. Laity feel out of the loop about circuit issues, might be more willing to share pastor if they knew more about role of CC and what he was doing
 - Congregation of circuit counsellor is likely to be better informed

- Inter-congregational cooperation should not just be by pastors

Vancouver/Fraser Valley

- Circuit Counsellors should be chosen by appointment of the Regional Pastor. If there is going to be more responsibility placed on the Circuit Counsellors, and if they are compensated, it makes some sense to assign that role to a pastor of a smaller church – he may have more time available, and the congregation may appreciate the financial partnership in paying their pastor. However, that person may not be the best fit for the role. looks like a tough role to fill as a full-time parish pastor... perhaps ensuring it is a parish with two pastors or a deacon on staff as well would help congregation cope.
- Until this point, it was on a volunteer basis? Perhaps people could allow their name to stand on a “roster” of sorts, and the Synodical Bishop could pray with the RP and issue a semi-“call.”
- This role would certainly affect the parish work of a full-time pastor. Taking on that role should be considered as a call is considered, with the full awareness of the congregation. The “called” pastor could ask the congregation to pray for him as he considers and he could accept or decline the call.
- For a retired pastor, it could be the same. They could choose to opt in or out of allowing their name to stand on this semi-roster for a circuit counsellor

Vancouver Island

- Current process is dysfunctional
- Appointment by the Regional Pastor

Central District

Portage

- Do we need to change current system to elect CC?

Qu’Appelle

No preference, but there was some discussion about vetting and competencies.

Saskatoon

- Still a preference for election. Like the idea of a circuit caucus at convention.
- Concern that the Regional Pastor would choose his friends or that the delegates might not know the ones that were chosen.
- Maybe the circuit pastors should just elect him? (From a lay person) The lay people don’t know the pastors well enough to elect someone anyway. At least there would be some local say that way.
- Maybe we can still elect them at Circuit forums/convocations in between conventions if the term is shorter
- Still a feeling that you want to preserve the lay voice in such matters.

Wascana

- Currently elected by the circuits. They caucus by themselves to choose the circuit counsellor. The current situation seems to be preferable.

East District

Hamilton

- They should be chosen in the same way as they are now.

2. How much time is required for the Circuit Counsellor in your circuit to fulfill the responsibilities of the position as it is now designed?

Can you identify the number of days in a month?

ABC District

Vancouver/Fraser Valley

- Time required depends on the number of vacancies, the level of care required, and the distance between congregations in the circuit. I have found that the responsibilities may be as little as one day a month on average.
- 2-3 hours/month or 3 days/year

Central District

Northland

- Not known

Portage

- Former CC estimated that a day to one day and a half, but if problems or issues could be 4-5 days.

Qu'Appelle

- The current CC said it would take 25% of a 40 hour week, if he were to fulfill what he understood to be his present responsibilities. He visited each congregation on a Sunday morning on his holidays! Being a pastor of three congregations, he said no pastor of multiple congregations should be considered for the position of CC. Pastors also serving on District Boards may have some time freed up to serve as CCs.

Saskatoon

- For this circuit, the Circuit Counsellor says about 5 days a month average. They have had several vacancies over the last 6 years and he spends a lot of time going to call meetings and the like. He still feels he has not been able to do everything that he should.
- Some dismay from the lay-people about this number! A concern that they have no say in whether their pastor is the circuit counsellor or not and some feel that they might NOT want their pastor involved in this as it takes too much time away from them.
- It was reminded that hopefully pastors discuss this with their congregation and also that we NEED to allow our pastors to serve in extra-congregational roles like Circuit counsellors, BOD members, and committees etc. (this note came from the Circuit Counsellor)

Wascana

- Too vague to define.

3. What is the reaction of your group to the idea of LCC providing compensation to the congregation to cover the time spent on LCC mission and ministry?

ABC District

Vancouver/Fraser Valley

- Who would pay that compensation to Circuit Counsellors? If there is compensation paid to Circuit Counsellors, that adds to the overall administration costs of the church at large.
- Thoughtful. However, congregations should be told plainly that taking on this role will change the pastor's capacity to do all he did before. LCC should give suggestions on how to ease with this transition, e.b. hiring someone else with that compensation to pick up the slack.

Central District

- There should be compensation. At least mileage should be paid.

Portage

- How does extra money for a congregation help the situation of losing pastor's time to the circuit.?

Qu'Appelle

- Compensation to the congregation does not address the work load of the CC. He still has a full-time position as local pastor.

Saskatoon

- Luke-warm. Suggested that this is like robbing Peter to pay Paul. In order to do this, we'll have to give more mission money to synod! Why not be good stewards and "lend" our pastor's time for the good of the church?
- A feeling that there should be a reduction in the number of days a month the circuit counsellor has to work for the church and that we shouldn't really have to pay for it.
- At the very least they felt his expenses as Circuit Counsellor should be paid by Synod and not by congregation (seems like at least in central, they already are).
- A concern that Synod could not afford to pay for five days a month for every circuit counsellor!
- If the Circuit counsellor position is paid, then why not the BOD etc?
- Note: If the Synod pays the circuit counsellor's time (to the congregation) then maybe more circuit counsellors would feel a larger level of responsibility for their circuit counsellor duties. They would become a higher priority perhaps. (from the Circuit Counsellor)
- Perhaps this payment should only happen on a case by case basis.

Wascana

- The status quo has the congregations giving up their pastors for a time, which can be drawn on in the future. There's a kind of looking outside ourselves which helps at a time when you might need it. The current operation is sound.

East District

Windsor

- Current role is weighty.
- Agreed and read the description of duties from the Handbook.
- Fulfil the duties to the intent of the responsibilities rather than to the letter of them. Do not use the list as a “check list” only.

4. What is your group’s view of inviting retired pastors to serve as Circuit Counsellors on a part-time basis?

ABC District

Edmonton

- Great idea...but what do the retired pastors say?

Vancouver/Fraser Valley

- Retired pastors serving as Circuit Counsellors is OK, but is also dependant on whether there is a retired pastor in the circuit, what his health status is, and what distances might need to be travelled.
- I think this is a great idea as long as the retired pastor is allowed to say “I don’t want to be on the call list for this position” and that if that is stated, they won’t be bothered by the Synod Bishop.
- o Those lists should be revisited once every 5 years to keep them up to date – even re-asking those who took their names off the list – do you still want to be off the list? God changes people’s minds sometimes...

Central District

Northland

- We respectfully feel that this should not be allowed..

Portage

- It’s a good idea to have retired pastors keep giving, their experience is important.

Qu’Appelle

- Most thought this was a good idea, but most are already serving congregations and with retirement wishes would also be overworked. They may not be able to handle the load.

Red River

- No objection was raised to a retired pastor serving as Circuit Counselor. (Circuit 14—Mississippi Gulf Coast—of the LCMS Southern District currently has a retired pastor serving as Circuit Visitor.)

Saskatoon

- They are in favour of this in principle but are concerned about tax implications for him if he is paid for the work.

Wascana

- Given that the possibility exists, taking advantage of it might be a good idea.

East District

Hamilton

- Retired Pastors should be allowed to serve as a Circuit Counsellor if they would agree. It has worked well in the Ottawa Circuit in the past.
- A retired Pastor would have experience and more time available to serve as a Circuit Counsellor.

5. We invite your general comments to making the Circuit Counsellor role a more significant part of the delivery of LCC services to its members.

ABC District

Vancouver/Fraser Valley

- I believe that delivering LCC services to members should be the role of the Regional Pastor rather than the Circuit Counsellor.
- I am concerned about Ecclesiastical Supervision – to do this properly, I feel that a pastor would need to visit other parishes on their day of worship to observe. To do this even once for every parish in their circuit on, say, a 2-year term can be daunting, and would remove a great number of Sundays from that pastor's regular preaching duties.

Central District

Northland

- This is a good idea.

Qu'Appelle

- It makes sense for the CC to deliver the three services because of the local awareness of needs, but it's great only if the logistics allow.

Saskatoon

- Already not enough time to handle all the duties expected. Not sure we should ask more of them when they are already taking so much time away from their parishes.
- Without a "regional VP" role, wouldn't more work fall on the Circuit counsellors? It was noted that this probably won't happen because the VPs are supposed to be purely administrative (though they aren't always in practice) and if admin is centralized there shouldn't be a problem.
- We may need to consider smaller circuits to make the job more manageable. (Both geographically and number of congregations, depending on the particular situation.)

Wascana

- What does this mean? If the ministry was expanded, would they be further compensated?

6. What should be the length of the term of office of Circuit Counsellor?

Central District

Northland

- If they are appointed, at the discretion of the Regional Pastor

Should there be a connection between the length of this term and the recommended four-year Convention cycle, e.g. a two-year term renewable once, or a four-year term? Is there consensus in your group?

ABC District

Calgary

- Circuit Counsellor should be invited by congregations to visit.
 - Should be seen as resource for all congregations and pastors.
- Local Circuit Counsellor says is constantly juggling, hard to say how much time it takes, maybe 20-25%?
- Visiting is hard to accomplish, maybe expect once every 4-year cycle?
 - Distance is problem, circuit goes from Golden, BC to Oyen near Saskatchewan border.
 - 14 congregations over 6 hours apart.
- Circuits may be more important if Districts no longer exist.
 - Might be more work, but very important.
 - CC should still be parish pastor.
- Suggestion that Circuit Counsellor could be full-time position, could do more if not serving congregation.
- No more than 8 congregations if Circuit Counsellor position remains volunteer and has to deliver more services.
- Compensation should go to congregation of Circuit Counsellor, not pastor himself.
 - Even if congregations get compensated for Circuit Counsellor's time, that might not help if need to hire another pastor to make up for lost time.
- It would short-circuit work in the congregation if Circuit Counsellor is asked to do too much, this will hurt outreach.
- Analogy suggested that we should see Synod President as head pastor, Regional Pastor as assistant pastor, Circuit Counsellor as deacon.
- Aside comment: Communication needs to be improved.
 - ABC District no longer communicating effectively.
 - Should train people to set up internet forum/boards to improve communication.
 - Maybe have synod-wide system to allow easy contact of local Circuit Counsellors.
- Circuit Counsellor will need to be stronger voice to advocate for local concerns at national level so local voices don't get lost in single administrative structure.

Vancouver/Fraser Valley

- If there is significant training and compensation involved in the role of Circuit Counsellor, then I believe a longer term is better. Perhaps the man should even be appointed until he takes a call out of the circuit, or until he would appreciate a break from the extra responsibility, or until he retires.
- I like a two year term renewable once. However, I think the terms should be staggered so a term never ends the same year as a National Convention. Voting a Synod Bishop and a CC would be too much in one year. (i.e. 2017 = national Convention, 2018 = CC term begins – no overlap should occur).

Wetaskiwin

- Past circuit counselors – spent 2-3 days a month on circuit activities (more if there were vacancies/call meetings, in which case there would be another day or two a month), always the desire to do more, but they are still serving their own congregation. If there are more needs in your own congregation, there could be challenges. If the pastor has children at home still, even more challenges. One former circuit counselor stated that at times he spent more time on circuit business than his congregation.
- Do we reduce the amount of work for the circuit counselor? Or reduce the size of the circuit?
- Regional pastor and circuit counselor can't work in isolation. If regional pastor has no administrative duties, he could take care of more of the challenging congregational situations.
- Circuit/Regional/Synodical pastors all serve the congregations, not synodical pastor only serves regional pastors and regional only serves circuit counselors, etc.
- Need to strengthen relationships in our circuits (Walk Together), both church workers and lay people
- How should he be chosen? Some recommendations on qualifications were: Kids out of house; Lives in circuit; Pastoral heart
- Elected position, overseen by regional pastor (elected by circuit, not just pastors)
- Make it really, really clear what his responsibilities are
- Again, a general feeling that election of the circuit counsellor should be the way things work. One person is again in favour of appointing so that there is assurance that the team can work together. He asks... "What if the election produces a person that the Regional Pastor can't work with? Will they just have to learn to "play nice together"? The rest of the group answered with a resounding "yes!"

Central District

Northland

- No consensus

Portage

- Suggest that there be no more than two terms consecutively similar to the East District now.

Qu'Appelle

- Four-year terms, renewable but not for life "until he dies."

Red River

- It was recommended that, if conventions are every four years, the Circuit Counselor serve for two-year terms, with each pastor in the circuit taking his turn as CC.

Saskatoon

- Would a shorter term help alleviate stress on the Circuit Counsellor? Maybe. But the local Circuit counsellor notes that it may take more than two years to get your feet under you in such a job. There is benefit to a steady, long-term (4-year) person.
- If the term is only two years, then you can't elect them at conventions.

Wascana

- Keeping a four-year term continues uniformity, and permits the people to elect in an orderly fashion. A two-year term has less possibility to have upset, given that pastors might not be able to fill out their entire terms.

East District

Stratford

- Currently the Pastors do not have a role in the choice of the Circuit Counsellor. This needs to change. Pastor should have some say in the matter along with the lay people.
- Nominations by Circuit could take place as follows: the Laypeople would have 1 vote; the Pastors would have 1 Vote; the Regional Pastor would have 1 vote; the Synodical President would have 1 vote.
- Make the Regions smaller and do away with the Circuit Counsellors. The Regional Pastors could do it all.
- Straw Vote on whether to have Circuit Counsellors: 1 in favour; 24 opposed
- Question: If there are no Circuit Counsellors, then who supports the Regional Pastor? The other Regional Pastors and the Synodical President.
- Suggestion: Have one of the Parish Pastors in the Region appointed as a Volunteer Assistant Regional Pastor. This would also allow for succession until a permanent Regional Pastor could be elected if a Regional Pastor left his position for any reason.
- On the Synod level there should be an Assistant to the President (full-time). This could be a full-time Vice-President. This would also allow for succession.

GENERAL COMMENTS ON Section C, Request #3 – Role of the Circuit Counsellors

ABC District

Edmonton

- Let it be known that there has already been a note that the circuit counsellor has too much to do (at a current level of circuit size)
- If you have more regional pastors, then maybe the circuit counsellors don't need to have the same level of responsibilities.
- Do we have enough bodies to do all this? We may not have enough people to fill all these positions. Where are we going to find the people to do all of this realistically? This is an important consideration.
- Do we really need stronger circuit counsellors AND stronger Regional Pastor? Perhaps we don't need to strengthen both. Fear that this can stifle congregations from resolving their own issues.

Central District

Ontario

- With no need to represent at District Conventions, circuit size is fluid; depends on need, # of regional pastors.
- Should be voted by the circuit delegates @ convention
- Not in favour of CC's being paid.

East District

Niagara

- There was some concern expressed regarding the role of the Circuit Counsellor as possibly being too difficult for a pastor with a parish to fulfill, depending on the time requirements away from his parish.

Ottawa

- Circuits are formed on the basis of both population and geography.
- Circuits should have more than one circuit counsellor.

Request for Input #4 – Number and Boundaries of Circuits

1. What changes, if any, would you like to make to the size and boundaries of your circuit?

ABC District

Kootenay

- Smaller! Kootenay Circuit already huge, but difficult to divide.

Okanagan

- Reduce or remove this layer
- Amalgamate it with regions

Stony Plain

- The group did not address above questions directly. Asked specifically if there was anything we needed to know about their circuit. They were generally open to changing the boundaries if needed. Noted that even if there are challenges, Some geographic issues maybe just can't be "fixed." Need to do what makes the most sense when we look over the whole of the country.

Vancouver/Fraser Valley

- The Fraser Valley and Vancouver Circuit pastors have been meeting together for a couple of years now. It makes sense to officially amalgamate the two circuits
- I like how the Fraser Valley and Vancouver circuits have teamed up. That's neat.
- I would like to see circuit counselors make an effort to make circuits inclusive events that are useful and encouraging to deacons as well.

Vancouver Island

- Leave as is

Central District

Northland

- Everything is okay as is.

Portage

- Manitoba should be one circuit. Twelve to 15 circuits total would be good for the three regionals total. Suggest geographically if keeping two MB circuits to have Winkler/Morden in Red River and the far west MB circuits (now in Assiniboine) be in Portage. But if we had only one circuit for the province people would not get to know each other unless people made effort to attend meetings such as this. Note that Portage Circuit has 7 congregations with only 679 Communicants served by 3 pastors with 2 emeritus residing in the circuit.

Qu'Appelle

- One suggested a willingness to trade Moosomin for Yorkton with the Assiniboine Circuit because of the relative travel distance between the two.

Saskatoon

- Allow the urban congregations to be one circuit and allow the farther-flung rural parishes to have their own (or combine with other rural ones close to the AB/Sk border). A feeling that rural and urban divide is needed. (Could just be the make-up of this circuit and not necessarily that rural and urban don't mix).

2. Does your group have an opinion of the effectiveness and efficiency of the circuits in your present District?

Would you suggest any changes in the number and boundaries of them?

ABC District

Edmonton

- From the circuit counsellor: If the circuit counsellor was a full time job, he could handle more than the 10 congregations that he has now. But as is there is too much.
- Note that we are the most tumultuous we have perhaps ever been. Going forward or historically. At this point, the circuit counsellors are maxed out.
- Maybe the work is too much for one guy. Maybe he could delegate some of the responsibilities. If the circuit Counsellor needs help, he should be able to ask for it. How can we best love each other? How can we best work together?

Central District

Wascana

- The geography issue tells us that if you're in the middle of nowhere, you're in the middle of nowhere.

3. What are the comments your group would offer to the concept of making the circuit a more fundamental unit of delivery for Providing Ecclesiastical Supervision, Building Community, and Caring for Members?

ABC District

Calgary

- This circuit values its diversity and didn't note any particular challenges that might need to be addressed if the boundaries of the circuit were changed.
- Is it wise to separate urban and rural congregations into different circuits?
 - Cross-pollination of ideas from having diverse congregations in same circuit might be good.
- Agreement that larger city congregations can help support smaller rural ones in their circuit.
- Possibility of large circuits having 2 Circuit Counsellors?
- Travel eats up too much time, maybe have more online meetings?
- Concern about not meeting in person, it is important for pastors to get together in person.
 - Sitting at a screen is not as effective as in-person mutual care.
 - Agreement that far-flung congregations have to accept that their pastor needs more time to travel to circuit meetings, just as their members might for shopping/etc.
- Maybe no longer have number of communicant members a factor in determining circuits.
 - If no longer needed to elect circuit delegates for conventions, small isolated areas (e.g. Atlantic provinces currently in Ottawa Circuit) could have their own circuit.

Edmonton

- Let's not give the Circuit Counsellor so much work that our Regional Pastors are out of a job. Make sure that we divide the labour evenly.
- May need to connect the circuit congregations more closely, too. They could make more decisions together, using circuit forums and convocations. This might enable them to work more closely together on local missions etc. Strengthen the bond.

Vancouver/Fraser Valley

- The Regional Pastor should be responsible for Providing Ecclesiastical Supervision and Caring for Members, while the Circuit Counsellor should be responsible for Building Community.

Wetaskiwin

- Current size of this circuit: Rocky Mountain House to Camrose, Leduc to Craig
- Suggestion to cut the circuit in half, just to keep in close touch with each other
- No real rural/urban or geographical barriers or boundaries
- Some conflict between congregations. There are "have" congregations and "have not" congregations.
- Only boundary is apathy, and people are stuck in their own worlds
- Half suggestions of a "sub-circuit" where there is Wetaskiwin circuit "west" and "east" meet more often, then together once in awhile. When asked if this was simply a recommendation that neighbouring circuits get together as well, it was stated that "no" this idea was that one circuit would meet in sub-groups sometimes and in the large group other times.

Central District

Ontario

- Pragmatically, Ontario Circuit should be split – west half felt alienated.
- May be a different opinion on other side.
- Distance is a major factor.

Northland

- Annual pulpit exchange in Circuit. Circuit would attend to making pastors available for serving vacancies.

Portage

- If increasing the circuit size, then amount of work for CC would inevitably increase. One asked what additional duties would CC take on.

Qu'Appelle

- Sounds like a good idea, but not if a pastor is already serving multiple congregations.
- CCs can now install pastors, but pastors prefer DPs.

Red River

- It was noted that Morden-Winkler and Kenora wish to be included in the Red River Circuit.

Saskatoon

- In principle they think this is essential especially without the “districts.” They would want to maintain the circuit forums and convocations to facilitate this.

Wascana

- The current model isn't working terribly well, and the desire of the circuit counsellors hampers their ability to do their jobs overly well. Visitation has gone far down.

Request for Input #5 – Revised Handbook Contents

1. The format of the Handbook will not become a recommendation, because the format must be decided long before the Convention itself. For this reason, the CCMS seeks your input in response to this information for possible changes to the format of the Handbook.

2. What questions or concerns arise in your minds because of these plans for the format of the revised Handbook and its annex?

3. Are you comfortable with including only the official documents in the Handbook and making the annex documents, which may change between conventions, available in electronic form?

ABC District

Vancouver/Fraser Valley

- Yes

Central District

Northland

- Yes

Portage

- Question whether there would be greater freedom for changes to be made between conventions. And would there be any danger in this freedom as to something happening like the Edmonton university, President Bugbee said no it would not

Saskatoon

- Yes. Seems like a good idea. The things that change regularly need not be in the handbook as long as people have access to them online or by request.

4. We invite any comments on matters related to the Handbook structure and contents that have not been expressed here.

ABC District

Calgary

- Why print anything? Just have list of documents online (lots of agreement on this). Give members password to access as needed.
- Seniors/non internet people would still appreciate having a printed book. Could be cheaper to do a large print run centrally than to have everyone print their own.
- By having printed copies it is easier to see how things have changed over time.
- Amendments to handbook should be made and made available as needed.

Edmonton – This sectioned was skipped due to time constraints.

Stony Plain

- Generally okay with not having all the gory details in the handbook, but to have the constitution and bylaws with other things in separate but accessibly documents.
- Need communication plan. Refer to other documents as needed, have EASY online links so everything doesn't always need to be printed
- Important for laity to see references to doctrinal documents and rationale (Walther, etc.)
- One thought: If everything is always in one book, it's easier to find what's needed. Maybe keeping it all together is better?

Wetaskiwin

- Have two versions available – a Coles notes version to those who those who just need the basics, and a larger version online and in each congregation
- Send out updates, not just new books, as needed
- Short and sweet is better

Central District

Ontario

- More information into governance manual, etc. – memorandum of understanding.

Qu'Appelle

- No concerns were expressed about the Handbook, but there was surprise that the seminaries have a voluntary ecclesiastical bond with LCC, but that the Synod didn't own them.

Red River

- The question was raised: what checks and balances will be put in place to keep another situation like that of ABC from happening.

Saskatoon

- Do not want the BOD to have too much power to change stuff "secretly." A desire that the "big" things still have to go to convention to be changed. (The facilitator noted that Constitutional changes – which is what this man was concerned about – would likely still need to go to convention. It was the less over-arching things - like MOUs - which might change between times. This was the kind of assurance he was looking for...that the BOD couldn't go rouge and change all kinds of stuff!)

East District

Niagara

- Finally, it was the strong opinion of all present that some form of the Constitution needed to remain in place, containing primarily doctrinal statements and that this is what new congregations, pastors, and deacons would sign when joining Lutheran Church-Canada. They did not favour the total elimination of the Constitution or amalgamating parts of it into the Statutory Bylaws.

Ottawa

- Statutory bylaws will grow, describe relationship, job descriptions, and clarity. Source of authority, who reports to whom, who and how accountable
- Board has latitude to do more.
- We belong to two different organizations LCC and East District,

Stratford

- It should be smaller.
- Put the "regulations" in a different place but the ability to change many of them should be able to be done only by the Convention....this would not include things that a Board of Directors should be able to change without a Synodical Convention being involved. People would need to see the proposed new Handbook before deciding what items should be decided only by a Convention.

Windsor

- Handbook divisions will be determined for you. Core section will be articles that you must have CRA permission to change. Secondary will be articles that need convention approval to change and tertiary section will be articles that you will allow the BoD to change at their discretion.
- What is "Plan B?"

Request for Input #6 – Ministry and Administration Costs

1. Do you agree with what the CCMS would include in the cost of Mission and Ministry and what the CCMS would include in administration? What additions and changes to these lists would your group suggest? Is there a consensus within your group in this matter?

ABC District

Kootenay

- At synodical level, get a VERY good database person!

Stony Plain

- Spoke specifically about administration costs.
- Concerned that we couldn't pin-point the current costs.
- Really hard to say a specific number to cap administration at.
- Suggestion: Compare to other non-profits
 - try to keep as lean as possible

Vancouver/Fraser Valley

- Yes, I agree with what the CCMS includes in Mission and Ministry, and in Administration.

Vancouver Island

- Less than it is now

Central District

Northland

- None of this information was available. Need numbers before we can comment.

Saskatoon

- Why "almost" all the Synodical admin costs under "admin"? They are looking for more clarity.
- Reference to the "President" in the admin section seems to be a typo...
- Missing church worker conference?
- People would like to know what % of the Synodical Bishop's salary is not included in the 8 services.

Wascana

- This is why we have a board, and the people here believe that the boards should continue to operate as they have been.

2. What percentage of the total LCC budget, including what is now in the three District budgets, would be the outside limit for the cost of administration? Is there a consensus in your group? If not, is there a range of percentages in your group?

ABC District

Vancouver/Fraser Valley

- I am not sure what the current cost of administration for LC-C is. I was thinking that 15% might be an outside limit.

- I always appreciate charitable organizations that aim to keep admin costs as low as possible – but I’m not sure what a reasonable number would be percentage-wise. 20%?

Central District

Northland

- 23% or less

Saskatoon

- Charities seem to be 10%-15% admin...do we need to spend more than that?

3. What suggestions can the individuals in your group offer to reduce the cost of administration and/or to make the Mission and Ministry of LCC more efficient?

ABC District

Calgary

- Are we looking at this the wrong way? Congregations are “customers” and they want a good “product.” There are so many accounting “games” that can be played with what is or is not actually “administration.” Give us a good product.
- Begin by setting the mission and ministry needs and then build in the needed admin support stuff.
- A concern that all the Synodical Bishop costs should be mission and Ministry. Why are some listed as “Administration” in the suggested breakdown?

Edmonton

- The least amount possible! But it is recognized that this is a somewhat unhelpful “number.”
- Note that Admin isn’t a bad thing. It serves the purpose of furthering ministry.
- Be good stewards of what we are given. Nearly unanimous favour this concept. A few “undecideds,” none opposed.

Vancouver/Fraser Valley

- As was mentioned in our Circuit Feedback session on November 5, I think using various technologies to have meetings will greatly reduce the cost of administration.
- Perhaps encouraging billeting at any and all need for accommodation. Upping the mileage numbers to encourage carpooling?

Wetaskiwin

- Impractical question given that they do not have enough information (how much is currently being spent?)
- Isn’t it all “administration”?
- “We would be very grateful to see the bulk of the 9.2 million to go towards Mission and Ministry.”
- CCMS is doing this work after a major trauma in our church body; our church typically does not spend money foolishly, we are generally frugal and cost-effective and have a good system of checks and balances

- Need to make it clear to congregational members exactly where their “Missions” dollars are going. Not to “overseas” missions (as so many think), but to the running of the church.

Central District

Ontario

- Percent budget to district – to synod.
- Is it based on communicant members?
- Is there a range recommended for admin? Depends on what you include.
- Question of subsidizing congregations.
- May be regional advisory committees.

Portage

- Admin costs should be saved with one structure rather than four.

Qu’Appelle

- There was no concern about cost, but all thought that it was important to know what the comparative costs are when making the decision at the Convention in 2017.

Red River

- The question boiled down to: “What is essential, and what is ‘whipped cream’?”

Saskatoon

- Hard to give specifics on any of these admin-related questions without specific numbers to see what we do now. The general consensus is that we be as lean as we can and reduce our current expenses wherever possible.

Wascana

- Use technology.
- Assess everyone for the administration, and then the good people can choose to give to missions what they want to give to missions. Charge everyone for administration, and let people give to missions.
- Who is responsible to whom? The room feels as though the presidents are responsible to the board of directors, given that they will continue to be spending time with them and interacting with them on a really regular basis. The board of directors doesn’t appoint the bishop, but they are trying to find the most competent person.

East District

Niagara

- Having a clear and accurate picture of and comparison of the costs of operating with 3 Districts verses with a number of Regions, was imperative in their view in order for the Synod delegates in Convention to be able to make an informed decision on the changes in structure that will be presented.

Ottawa

- Circuits are formed on the basis of both population and geography.

- Circuits should have more than one circuit counsellor.
- Has there been a look a \$ and cents. If we restructure what is the cost? Will costs go up or down? The CCMS goal as the following goals:
- Bring in a structure that saves in administration costs
- Ensure the ministry of the church is not hindered.
- The cost comparison was supposed to be ready, but unfortunately is not available. Should be available in a few weeks
- Cost saving over 12 years if number of conventions reduced to one every 4 years: \$60,000. Even if more people attend conventions.
- Will amalgamation actually save us money? The amalgamation in Ottawa did not appear to save money.
- Difference between government and church spending. Governments can tax more, churches have fixed income
- Currently we do not know % of administrative cost for different circuits.
- What is main reason for restructuring? Cost of administration? Efficiency? Some feel you cannot separate the cost of administration and work president and other do.
- Should we be rewriting job descriptions of different roles to define and prioritize work being done.
- It is felt that the major reason people agreed to change is to save money. If this is not the case people should know this.
- Should the two seminaries be collapsed into one? It would save money? The CCMS intentionally left this off the table. Editor Note: Closing 2 or 3 churches in Ottawa would save >\$140,000 a year in salary, and allow 2 churches to be sold for a total >1 million dollars. Although the savings are obvious, no one is suggesting this.

Stratford

- Make Circuit Convocations able to make minor decisions in administrative things.
- Congregations could vote on-line rather than have to come together to vote.
- The idea of “assessment” came up again but the group was unsure as to how the Synod could implement it.

General Comments on Section C – Requests for Input

ABC District

Calgary

- Concern that congregations as a whole aren't having opportunities to see CCMS staff to discuss restructuring.
- It would be good if every congregation could be represented at the convention to vote on the constitution. The opinion did not change when I noted that every congregation would have to ratify the changes after convention if it passed.

Central District

Qu'Appelle

- There was virtually no tension or discord. All were grateful for being involved and the CCMS was commended for this grass roots approach to restructuring.

Saskatoon

- Would the loss of the districts mean that there would be no more district youth gatherings? (The facilitator noted that this did not have to be the case as regions could certainly choose to have something).
- What about the two seminaries question? What about sabbatical for pastors? (The facilitator noted the seminaries were outside our mandate and the MOUs we make with them would govern our relationship with them. Also noted that pastoral sabbaticals were not part of our mandate, but could be discussed as a mission and ministry item in the future, under our new structure).
- Perhaps our BOD elections should be more skill-based. How can we make sure the people on the board have the skills to be there?
- We should consider staggering the term for BOD so that not everyone is new at the same time...though some concern was raised that 8 years was too long a term for people to commit to.
- A desire to see maps of the regions and the locations of congregations within those regions once decisions have been made.

Wascana

- Thanks to Robert Bugbee for coming out, and we appreciate his efforts in this capacity.
- Should we keep up with leadership training? Especially lay leadership training. Though it isn't in the constitution, it has merit according to people in the room.
- This whole plan needs to address the need people have to see local mission done.
- The restructuring plan should address the growth of our church, and the potential to plant more congregations.

East District

Kitchener

- **C:** CLWR is active and helpful with refuge sponsorship, etc BUT is influenced by the ELCIC as they put in more money. Perhaps LCC could team up with LC-MS. CWLR seems to favour ELCIC pastors.
- **R:** The people of LCC contribute about \$ 1 million per year to CLWR—which is not really part of Synod.
- **C:** The process is too fast—it must slow down—cannot be done well at this rate.
- **R:** The mandate from the last convention was that this comes to the 2017 Convention for a vote—we have to honour that mandate and are on time as per the schedule.
- **C:** Presently, people in authority (PD's, pastors, etc) do not have the authority to get through challenging situations—all that can be done is to “advise”—no teeth, which are needed.
- **Q:** Would/could the congregations and pastors of a region elect the R/P and would all the RP's elect the Pres?
- **Q:** What could put in “more teeth”? a ‘contract’ with each entity?

- **R:** We can look to our seminaries and University of Edmonton—each are individual corporations with which the District/Synod has no authority. This was done to avoid any litigation. But look at what happened with the university—we lost everything!
- Proposal is to have a “Memorandum of Understanding” in place to protect Synod from litigation but also give some authority. We cannot have another ABC crisis but work to a structure to avoid such matters.
- **C:** Most important: The Lord is the Lord of the Church. A structure cannot save a soul, but a better structure could better serve the Church to do the work of Christ.
- **Q:** Could we have a transition—present structure, etc from 2017 to 2021, and new structure/positions/ people take place and office in 2021, giving time to work out more details? There are still too many questions but this must go to Convention in 2017.
- **C: and R:** Convention 2017 can make proposals for such matters, if structure approved. Convention does have that authority.

Toronto

- We ran out of time as the time was limited and requested that anyone present who has any thoughts or ideas on the size or number of Circuits and Regions and Regional Pastors and boundaries etc., should email the Chairman with their thoughts.
- Overall, the meeting was very positive and continued to raise legitimate questions regarding the details.
- The facilitator shared with some after the formal meeting ended that the financial and other corporate details (e.g. job descriptions) would be made available in the new year (2017) after we had worked on the new Handbook of Synod.