

CCMS – 37 DECISIONS

November 28-30, 2016 and January 10-12, 2016

Decision 1 – One Administrative Unit

The CCMS will recommend to the 2017 Convention that the eight (8) Services, as described in the ten (10) Objectives of the Synod in Article III, “Objectives”, of the Synodical Constitution (2014 Handbook, page 8), be delivered directly to the congregations by Lutheran Church – Canada (also referred to as the Synod or LCC) through its new proposed structure, utilizing Regions, the number of which is yet to be determined.

Rationale:

In studying the results of the National Survey and after meeting with 676 people across the country in 26 of the 31 Circuits of Lutheran Church-Canada, it was noted that the majority of participants in the Survey and at the Circuit Convocations favoured having the Synod itself provide the 8 Services rather than receiving such services from one of the three Districts. The people of our church, laypeople, pastors and deacons, want a Synodical Structure by which they carry out our work as part of the Holy Christian Church, and particularly as Lutheran Church-Canada, in such a way that personal pastoral services on all levels may not only be provided but also greatly enhanced. Many expressed a major frustration with the inability of the Districts to be able to provide such close and personal pastoral services to them in both positive and negative ministry experiences in the life of the congregations and church workers. No personal allegations of dereliction of duty or refusal to serve were made by anyone. Most of those who shared at the Convocations recognized that the current Presidents and administrators of the Districts were doing the best possible work they could do, given the current structure under which they must serve without any corporate connection with the Synod. They all recognized that it was not a personnel problem but a problem with the current structure that has created much frustration in many places across the country. Without corporate connections, the Synod has no means to control any aspect of the type of work carried on by a District and so they have often ended up operating in a vacuum without any Synodical input into their operations and planning.

The size and corporate complexity of the Districts, along with a disconnect with the Synod, was cited most often as the reason for the lack of pastoral care from the District level to the congregations, pastors and deacons. There was no blaming of individuals in any of our meetings, but rather people seemed to understand that the current structure, with all of its corporate requirements by District Presidents and others, was actually negatively impacting the ability of our leaders on the District level to provide the services that the congregations, pastors

and deacons are seeking in order to be able to carry on their ministry in a given location with strong pastoral support from their elected servants on the District level.

The input from the church at large in almost every Circuit indicated strong support for terminating an arrangement under which the Districts provide services to the congregations, pastors and deacons in their current catchment area, and for having the Synod itself provide the pastoral services on the local and regional levels that the church is not just requesting but demanding, in order to be able to effectively carry on its ministry in the local and regional areas of the country.

The CCMS also had to consider some of the disagreements expressed with this potential new approach, many of which were very legitimate concerns that the CCMS shared with those expressing those views. For instance, some people were quite concerned that if we instituted “Regions”, that the Synod would then be powerless to meet the needs of its Circuits and Congregations. In other words, they were concerned about the possibility that freedom of action and choice would be lost with what they have perceived as centralization. This was also a major concern of the CCMS as we moved forward with our recommendations for change.

Therefore, the members of the CCMS committed themselves to making sure that “centralization” of power and control WOULD NOT HAPPEN. In fact, the CCMS, in its recommendations for restructuring to the Convention will present a restructuring Plan that will shift the power and control from the Districts, not to the Synod in Winnipeg, but rather back to the Congregations and Circuits. For that to happen, the District structure needs to be dismantled and a new structure capable of following the directions of the congregations and in which the congregations are the primary decision-makers and directors of the Synod’s work put into place. As the other 36 Decisions are outlined in the following pages, the CCMS will show how this is to be accomplished through a new structure that will establish Regions in which Regional Pastors will serve the personal pastoral needs of the parish pastors, advisory pastors, deacons and congregations serving in their Region.

Decision 2 – Convention Schedule

The CCMS will recommend to the Convention a change in Convention cycle from 3 years to 4 years.

Rationale:

After much discussion and debate and taking into account the considerable input from the church at large through the National Survey, Circuit Convocations, and individual input from pastors, congregations, deacons, church worker conferences, District Boards of Directors, Circuit Counselors, Synodical partners and the Board of Directors of Synod, the CCMS decided to recommend a 4- year Convention cycle. Provision will also be made for the possibility of calling a special convention between Conventions in the case of an emergency situation arising.

The current 3-year cycle of both the Synod and the three Districts is quite costly and most people across the country felt that the cost savings of having one Synodical Convention every 4 years rather than a Synodical Convention and 3 District Conventions every 3 years would, over a period of time, greatly reduce (by hundreds of thousands of dollars) the ultimate cost to the congregations for such Conventions. Some people were concerned that increasing the time between Conventions might have the negative effect of making the laypeople feel left out and more powerless in deciding matters that affect them. However, the CCMS, in recognizing this, will be suggesting elements in the Regional structures that will increase, rather than decrease, the sense and actuality of the laypeople having more input, not less, in matters that directly affect them and their congregations and Circuit. The concern that the sense of working together and of community might be decreased if the Synod met every 4 years, rather than every 3 years in Convention, was counteracted by the reality that only 96 delegates currently meet every three years in a Synodical Convention and that the delegates (considerably more) who meet in District Conventions only get to experience “community” with those who live in their District. The recommendation which we will describe later in this document that every congregation/parish in Synod would have delegate representation at every Synodical Convention will show that the level of “community” experience, that is, rubbing shoulders with and sharing with people across the entire country, will actually be enhanced.

Other methods of developing a sense of community among our members were suggested, such as having, rather than Conventions, Regional, Circuit and possibly Synodical gatherings for biblical education, social interaction, mission and evangelistic growth and spiritual growth. People clearly expressed that this would be much preferable for creating a sense of community and common ministry than meeting for days in a Convention to deal with Resolutions and do the business of the Synod. Since our country generally only has elections every 4 – 5 years, it was felt that the election of Synodical officers and Boards would not in any way suffer in a 4-year Convention cycle.

Some who had held offices on the national level said that newly elected members of a board or commission spend the first couple of years getting used to the position and responsibilities, and then only have a little bit of time to actually do the job competently before their term is up. Four years gives them more time to get acclimatized and give better informed input.

Decision 3 – Delegates for Every Congregation/Parish

The CCMS will recommend to the Convention that in the new structure delegates to the Synodical Convention will be provided from every congregation or parish of the Synod.

Rationale:

The CCMS felt it very important if the congregations are to continue to be highest decision-making authority in Lutheran Church-Canada, that every congregation or parish be represented at Synodical Conventions where decisions that will affect every aspect of our work together as a Synod will be taken. There was very little disagreement with this recommendation anywhere.

The first major decision following this decision was whether to have every legally constituted “congregation” or every “parish” represented at Conventions. There were many different opinions expressed regarding this decision but one opinion was most preferred by the majority of those who shared their opinions. That opinion was that every “congregation” or “parish” should be represented at the Convention. The CCMS took into consideration very seriously the idea that every congregation, regardless of whether it was in a parish situation or not, should be represented. Several pastors of such parishes, however, indicated that they felt that it would be fair and right and proper for their “parish”, not individual congregations that together comprise their parish, be represented. The CCMS agreed and felt that each congregation connected with a parish would still be well-represented by its pastor and lay delegate. At the present time, the CCMS has not recommended a “representation by population” as is now the case for representation at Synodical Conventions by Circuits. In other words, the current practice of having one pastor and one lay person serve as Circuit delegates for Circuits numbering up to 1,499 communicants to the Synodical Convention, and an additional pastor and lay person if the Circuit numbers 1,500 or more (up to 2,999 communicants), is not currently being considered. Thus, every congregation or parish (two or more congregations sharing one Pastor) will be entitled to have their rostered Pastor and a lay person represent them at the Synodical Conventions.

The CCMS believes that it is important to maintain the balance between pastoral and lay voting delegates to Convention, a practise which the Synod has maintained since it began actual operations as a separate entity in 1989 and which the Missouri Synod, our sister Synod in the

United States, adopted at its inception in 1846, a practice that has served us well and needs to remain in place. The CCMS has decided to maintain the status quo when it comes to diaconal voting at this time because, due to the overwhelming task of producing a restructuring plan for Lutheran Church-Canada, the CCMS has not been able to devote the time and energy necessary to do the in-depth study asked of the CCMS at the last convention. The CCMS will endeavour to take up the question of Diaconal voting after the 2017 Convention and prepare a report with recommendations for the next Convention.

Decision 4 – Pastoral Voting Delegates to Convention

The CCMS will recommend to the Convention that a congregation or parish that is vacant may be represented by its vacancy pastor, if that pastor is not serving his own congregation, as the pastoral representative from their congregation or parish at a Synodical Convention.

Rationale:

Once again, the CCMS did not want to upset the balance at Conventions between the clergy and the laypeople, if at all possible. If a congregation is vacant and is being served by a vacancy pastor who is not serving a congregation of his own, they will then have equal representation at Convention with other congregations and parishes if their vacancy pastor is allowed to cast the pastoral vote from their congregation or parish. Thus, it is the CCMS's recommendation that Pastors not serving congregations (e.g. retired, professors, etc.) will be permitted to cast the pastoral vote for a vacant congregation or parish they are serving as a vacancy pastor.

Those who participated in giving feedback to the CCMS, in the majority, supported this decision but cautioned that no pastor should be allowed to cast more than one vote at a Convention and that is why the CCMS is recommending that pastors currently serving a congregation/parish as their called Pastor, but who are also serving another congregation as their vacancy pastor, not be able to cast the pastoral vote for the vacant congregation/parish.

Decision 5 – Handbook Design and Approval Process

The 2017 Handbook will contain the following documents:

- a. The Act of the Parliament of Canada, 1959, establishing Lutheran Church-Canada
- b. The Bylaws of the Lutheran Church-Canada

Rationale:

The new Handbook of the Lutheran Church-Canada will contain significantly less material than the 2014 Handbook because many of the rules and regulations contained currently in the

Synodical Bylaws, Constitution, and Statutory Bylaws will be moved to Bylaws simply entitled “The Bylaws of Lutheran Church-Canada”, to various Memorandum of Understanding with other organizations and agencies who, while not part of Lutheran Church-Canada carry on various mission activity and ministry supported by some of the members of Lutheran Church - Canada, or to a Board of Directors’ Governance Manual. Material being transferred to the Board of Directors Governance Manual will only include rules and regulations that do not need to be dealt with by a Convention but can be dealt with by the Board of Directors between Conventions without Convention approval. They are mostly procedural matters that would not require any kind of Convention action. However, some of these items will likely change in the years between Conventions as the Board of Directors deems necessary for the smooth operation of the Synod.

The Confessional and Doctrinal Statements of Synod as currently contained in the LCC Constitution, Article II – Confession, page 8 of the 2014 Handbook and also 1.03 of the Synodical Bylaws, Objectives of the Synod, page 14 of the Handbook will be placed in Article One of the new Bylaws.

Changing or modifying the Bylaws of Synod will still require a majority vote of the Convention and changing Article I as referred to above, would require a 2/3 majority vote of the Convention.

Most of the decision-making in this particular area was done in direct consultation with the Synod’s legal counsel with significant input from the elected lawyer on the CCMS, Mr. Gary Gilmour. Legal Counsel has indicated that there is no need to have separate Statutory Bylaws and Synodical Bylaws nor a Constitution as a separate document since the 2002 Statutory Bylaws linked the Act of Parliament (1950) already to the activation of LCC on January 1, 1989, with the documentation of 1986.

The relevant portions of the Synodical Bylaws, the Statutory Bylaws and the Constitution will all come together in the new Bylaws of Lutheran Church-Canada. Some of the current Bylaws will simply be removed altogether, for instance, Bylaws referring to the Districts, and some will be incorporated into Memoranda of Understanding with other members of our Synodical family.

Decision 6 – Handbook Name

The Commission will be recommending the name of the new Handbook for Lutheran Church-Canada be: ***Lutheran Church-Canada – Act and Bylaws***

Rationale:

Reference to the “Constitution” will no longer be relevant. Reference to the Synodical Bylaws will no longer be relevant since the current contents will appear in other documents. The new name clearly reflects its contents.

Decision 7 – Determining Initial Number and Boundaries of Regions and Circuits

The Commission, at this point, has not made a final recommendation as to the number of Regions and their boundaries nor the number of Circuits.

Rationale

Because the Treasurer of Synod is currently undertaking the enormous task of determining both the current total costs of operating Lutheran Church – Canada and its three Districts and also a reasoned and accurate prediction of the costs of operating Lutheran Church-Canada with Regions, the CCMS, with the advice of the Synodical Board of Directors, is waiting until all the financial figures are available before making any recommendation in this area. The CCMS is committed to holding costs for the operation of the new structure in check without any dramatic increases in overall operating expenses.

Some people in our meetings suggested that we should have as many as 11 Regions and some as few as 3 Regions. Our current thinking is that, depending on costs, we will likely need a number somewhere in the middle. The CCMS will not recommend more Regional Pastors than we can afford. It has become obvious throughout our discussion with the members of LCC that it is virtually impossible for three District Presidents to provide the kind of in-depth pastoral, on-the-scene ministry that members of Lutheran Church-Canada are asking for and so more than three Regions and three Regional Pastors would be our goal. However, that will hinge on the funding that the congregations will be providing to support the mission and ministry of the Regions and Regional Pastors.

It should be noted here that the CCMS believes it is important that the number and geographical borders of the Regions be determined prior to the Convention but that the number of Regional Pastors may not be exactly the same as the number of Regions. This decision means that there could be more Regions put into place than Regional Pastors as we begin operations in 2018 under the new structure. That will mean that a Regional Pastor, at least in the beginning, may have to oversee two Regions. He will be assisted in this task not only by the Circuit Counsellors but especially by two (not just one) Regional Mission and Ministry Councils. This may have to be done if the financial figures show that in 2018 the Synod can only afford to have a certain number of Regional Pastors and no more.

Then, as finances for additional Regional Pastors become available in succeeding years, old Regions do not have to be split up and new Regions created.

The number and alignment of Circuits will depend upon the number and geographical presence of Regions. Currently a Committee of the CCMS is studying the question of Regional boundaries and will make recommendations to the CCMS in the near future when their work is completed.

Decision 8 – Changing the Boundaries of Regions and Circuits

The CCMS will recommend to the 2017 Convention that the Board of Directors of the Synod be authorized to approve changes that are proposed by a majority of the congregations in the Regions and Circuits affected by any change in boundaries.

Rationale:

The CCMS believes that it is important that any changes to the boundaries of the Regions or Circuits should be initiated by the congregations in those particular Regions or Circuits. However, we do not believe that such changes need to come before the whole church in Convention but that the Board of Directors should be empowered to authorize such changes. If there is a conflict that arises as a result of the suggested changes in boundaries, then the Board of Directors would have the option of not authorizing the change for a time until the conflict is resolved. Additionally, the Board of Directors or the President, Vice-President, Administrator, or the Council of Regional Pastors may be aware of facts or legalities not known by the members in the Regions or Circuits, and therefore need to be consulted.

Once again, the CCMS felt that this recommendation will give the congregations additional empowerment for decision-making in their Region or Circuit. Requiring the Convention's approval on changes in boundaries of either the Regions or the Circuits would be very cumbersome, particularly since the Conventions will only meet every 4 years.

Decision 9 – Determining Cost of Services and Administration

The CCMS will recommend to the Convention that the Board of Directors be required to decide this issue as a Governance Policy rather than list it as an expectation of members in the Bylaws. The CCMS would also draw the Board of Directors' attention to Page 28 of the Discussion Guide produced by the CCMS for guidance and direction.

Decision 10 – Names of Regions

When the initial number of Regions is established, each will be assigned a name by the CCMS (with consultation in the proposed regions in May and June of 2017) as part of the recommendation. After that any changes to names of Regions will be the responsibility of the Board of Directors of Lutheran Church – Canada upon recommendation of the Regional Mission and Ministry Councils.

Rationale:

An initial naming of Regions needs to be made as soon as the number of Regions to be recommended is established and so the CCMS decided that it will do the initial naming in consultation with the Board of Directors of LCC and taking into consideration names that were received from the Circuits as recorded in the CCMS report of the Circuit Convocations and regional discussions.

Decision 11 – Regional and Circuit Convocations

The CCMS will recommend to the Convention that the purpose and scope of Regional and Circuit Convocations will be defined in the Bylaws but that each Region and Circuit will decide whether and how often they wish to hold them. It would be expected that each Region and Circuit would hold a Convocation at least once per Convention cycle. The CCMS suggests that topics such as doctrinal essays, stewardship education; mission outreach; evangelism training; Sunday school teacher training and support; ministry support; etc. could be some of the topics around which a Regional or Circuit Convocation could revolve.

Rationale:

Convocations in the past have been very helpful in involving the congregations in taking ownership of the restructuring process and could provide for the means for the church to involve its members in on-going biblical/confessional studies as well as personal upbuilding and training in biblical principles and means of outreach, mission work, stewardship, evangelism, etc. Such Convocations could also be a means of having members in a Region or Circuit discuss and come up with local strategies for meeting the needs both spiritual and physical of their neighbours.

Decision 12 – Size of Board of Directors

The CCMS will recommend to the Convention in 2017 that we retain a balance of membership with equal clergy and laity members, so that each Region would be represented by one pastor and one layperson elected by each Region through regional caucuses at each LCC Convention.

Rationale:

With equal representation from each Region, no Region would be able to have precedence or be perceived to be favoured over any other Region. A larger Board may be necessary to make up the increased responsibility incurred due to the assumption of the additional 8 services.

Decision 13 – Responsibilities and Expectations of the Board of Directors

The CCMS will recommend to the 2017 Convention that the Board of Directors of Lutheran Church-Canada will be a governing Board and that the Board of Directors will delegate a significant portion of its responsibilities to the President and the Administrator and then limit itself to monitoring the activities of the President and the Administrator in performing those functions and focus its activities on governance matters.

Rationale:

Central to the new structure being proposed is that the Board of Directors of LCC govern, not manage, the affairs of the church body. This means that they will not involve themselves directly in the day to day operations of the Synod but rather delegate to the President and to the Administrator the management function with some exceptions or limitations. One example of a limitation would be a decision to move the headquarters from Winnipeg. This the President or Administrator could not do.

Thus, the Board of Directors will define the governance structures and processes in the Board of Directors' Governance Manual. The Board will also lead strategic planning for LCC and co-ordinate the strategic planning for the Synodical Family. Once again, it will delegate management to the President and the Administrator who will provide the 8 Services to the members of Synod utilizing Regional Pastors and Regional Mission and Ministry Councils across the country.

A complete description of the expectations, responsibilities, limitations and over-all work of the Board of Directors will be made available later in 2017 when the new proposed Bylaws of the Synod have been written and vetted by the CCMS and the Board of Directors.

Decision 14 – Strategic Planning Conferences

The CCMS will recommend that the Board of Directors facilitate a Planning Conference to gather representatives of the Regions, and other members of the Synodical Family together once every four years before the Convention. In the years between the four-year Conferences, the Board will conduct an annual Strategic Planning Retreat for representatives of the Regions and the Board of Directors in order to make adjustments to the priorities in the allocation of resources and services to each Region and other beneficiaries. In order to save money, provision will be sought for the ability to hold some electronic meetings as well as meetings where the participants would be physically present.

Decision 15 – Dividing the President’s Responsibility - President and Administrator

The CCMS will recommend to the Convention that the current responsibilities of the President be divided in order to create two positions: a President and an Administrator. The President will have full responsibility for the delivery of the seven ecclesiastical services (e.g. providing ecclesiastical supervision of doctrine and practice; building community; caring for members; training church workers; engaging in Canadian missions; engaging in world missions; providing for social ministry). The Administrator will have responsibility for providing the corporate services (e.g. financial services; LCC infrastructure, providing for the physical welfare of pastors and deacons in the event of illness; disability; retirement; special needs or death).

The President will be elected by the Convention but will be accountable between Conventions to the Board of Directors of the Synod. The Administrator will be hired by the Board of Directors and will be accountable to that Board.

Rationale:

The CCMS determined after much input from all sectors of LCC, that the President needed to be accountable to the Board of Directors of the Synod between Conventions but that there would be clearly stated “limitations” regarding the power of the Board of Directors over the President. If the President were to remain accountable to the Convention alone, then he could only be held accountable every 4 years unless a special Convention were convened. While none of the members of the CCMS had any concerns with the current and past Presidents of LCC being in an accountability relationship with the Convention alone, it was felt that the CCMS had an obligation to put into place a structure that would be immediately responsive to any “seriously erring president” that could possibly arise in the future.

Although there was some support for making the Administrator accountable to the President, after much debate and discussion and input from the church, the CCMS was persuaded that the Administrator should be hired by and accountable to the Board of Directors alone.

If the Administrator were to be accountable to the President, the Board could hold only the President accountable for financial and administrative risks, not the Administrator directly.

Former Presidents indicated that oftentimes decisions that must be made are of such a nature that there is quite often a mixing of the ecclesiastical and the financial areas. Since this is the case, if a disagreement should arise between the President and the Administrator that cannot be resolved by the two individuals involved, then the unresolved conflict would automatically default to the Board and the two leaders would lose control. This would be a strong motivation for the President and the Administrator to work out between themselves any conflict or differences of opinion that may arise.

The two positions of leadership are mutually exclusive in that both will be responsible individually to the Board of Directors of the Synod and will have their separate spheres of activity in which they will work. However, having said that, it will be very important for the President and the Administrator to be in constant communication and involved in working together for the welfare of the whole church body since the decisions made by one will often affect the ministry and responsibilities of the other.

Decision 16 – Responsibilities of the President

The CCMS will recommend the following broad responsibilities and specific expectations be delegated to the President:

1. Remain faithful to the Holy Scriptures and the Lutheran Confessions as contained in the Book of Concord of 1580.
2. Guide all members of LCC to remain faithful to the Holy Scriptures and the Lutheran Confessions.
3. Worship regularly and be an active participant in a congregation of LCC.
4. Exhibit personal behavior consistent with the high calling of the Office of the President
5. Exhibit theological integrity in all writing, preaching, and teaching within LCC.
6. Treat all members of the Board of Directors, the Administrator, the Regional Mission and Ministry Councils, volunteers and staff with Christ-like love and respect, collaboration, and servant leadership.
7. Manage the delivery of the first seven of the eight services described in the 10 Objectives of the Synod in the Synodical Handbook and delegated to the President by the Board of Directors.
8. Provide pastoral leadership, oversight and support to the Regional Pastors.
9. Provide leadership in the strategic planning process of LCC and the Synodical Family.
10. Represent Lutheran Church-Canada at appropriate national and international meetings and gatherings of Lutherans and other multi-denominational gatherings.

11. Represent Lutheran Church-Canada at meetings and gatherings of any entities which are a part of LCC.
12. Monitor compliance with the Memorandums of Understanding signed with the seminaries, auxiliaries, listed service organizations and Canadian Lutheran World Relief.
13. Be able and willing to travel nationally and internationally.
14. Attend all meetings of the Board of Directors of LCC.
15. Comply with annual work plans and budgets.
16. Be in regular communication with the Regional Pastors.

Decision 17 – Accountability of the President

The CCMS will recommend to the Convention that the President be elected by the Convention but be accountable to the Board of Directors between Conventions. The President would have voice in the Board of Directors' meetings but no vote. The Board of Directors may remove from the President any responsibility of the Board of Directors which has been delegated to the President if it is of the opinion that such removal of delegated authority is in the best interests of LCC.

Rationale:

While many different views on this point were received by the CCMS, after much discussion and input from legal sources, it was determined that it would be best to have the President accountable to the Board of Directors between Conventions. (Please see Decision 15 above for additional rationale for this position that the CCMS has taken.) Much discussion and concern was raised about not having an adequate means to call an erring President to account currently since in order to do that, a special Convention of the Synod would have to be called. This would be both costly and cumbersome and not time-sensitive. There will be limitations on the authority of the Board of Directors, for instance, to be able to remove a President from office, but they will have the authority to call him to account if he begins to err in doctrine or practice or deviate from the clearly stated doctrine and practice of LCC. If the doctrinal errors were serious and the Board felt it could not gain the change required of the President, then they would have the ultimate option of calling a special Convention in order to deal with the infractions or have the President deposed, but they would not be able to take that action on their own. On the other hand, if the President felt he was not being dealt with fairly or honestly in such a situation, he would have the ability to call a special Convention with the agreement of the President's Ministry Council.

Decision 18 – Termination of the President’s Authority and Responsibility

The CCMS will recommend to the Convention that the Convention alone may terminate the President’s term of office at a regular Convention or a special Convention called for that purpose.

Rationale:

If the President is accountable only to the Convention, then there is no process for dealing with a “seriously erring” President during the four years of his tenure in office. Any consideration of the termination of the President’s authority and responsibility, however, must also take into consideration that he holds a Divine Call to this position, issued to him by the Synod (representing all the congregations of LCC), and therefore the decision to terminate his Call must be undertaken only on the basis of the infractions and errors required to terminate the Call of a parish pastor (e.g. living an openly sinful and unrepentant life; unfaithfulness to his spouse; serious doctrinal error; inability to perform the requirements of the office; etc.).

Decision 19 – Titles

The CCMS will recommend to the Convention that the following titles will be used in the new structure of Lutheran Church-Canada:

1. Ecclesiastical/Spiritual Leader of LCC – **President**
2. Administrator of LCC – **Administrator**
3. Spiritual Leader of a Region – **Regional Pastor**
4. Spiritual Leader of a Circuit – **Circuit Counsellor**

Rationale:

A large majority of laypeople and a number (not a majority) of the pastors of LCC expressed clear displeasure with the idea of re-naming the spiritual leader of our Synod by the term “Bishop”. In response to the strong opposition to this term, the CCMS is recommending the Synod remain with the term “President”.

The title of Regional Pastor was chosen as a direct result of the strong, almost universal desire expressed in Circuit Convocations for congregations, pastors and deacons to have a much closer working and pastoral relationship with their spiritual leaders in the Regions. The term “pastor” best expressed what the members of Synod in each Region were desiring and which the current structure with Districts have made impossible to provide.

The title, Circuit Counsellor, was deemed acceptable by a large majority of the those who provided input to the CCMS. Thus, the CCMS decided not to suggest any change to the current title of Circuit Counsellor.

Decision 20 –Administrator – Structure and Processes

The CCMS will recommend the following broad responsibilities for the Administrator:

1. Regular worship and active participation in a congregation of LCC or a Christian congregation if a competent person who belongs to a congregation of LCC is not able to be identified or available.
2. Manage and provide for the Financial Services portfolio.
3. Manage the financial accounting requirements of LCC.
4. Lead the planning, organization and logistics of regular and special Conventions.
5. Monitor the compliance of the Memorandums of Understanding of other financial organizations.
6. Create and maintain a database of potential volunteers and their competencies.
7. Attend every meeting of the Board of Directors of LCC.
8. Maintain professional standards and licenses.
9. Willingness to travel nationally and internationally.
10. Treat Board Members, the President, the Vice-President, the Council of Regional Pastors, staff and volunteers with Christ-like love and respect, collaboration, and servant leadership.
11. Comply with annual work plans and programs.
12. Exhibit personal behavior consistent with the position of Administrator.

Decision 21 – Competencies and Qualifications of the Administrator

The CCMS will recommend to the Convention that the following competencies and qualifications for the Administrator be required:

1. Professional qualifications for financial management and accounting.
2. Experience commensurate with the position of Synodical Administrator.
3. Collaborative leadership and management values.
4. Active membership in a congregation of LCC or a Christian congregation
5. Full acceptance of the theology and practice of Lutheran Church-Canada

Decision 22 – Vetting and Selecting Regional Pastors

The CCMS will recommend to the Convention that initially the CCMS will solicit names from the members of Synod in each Region. The President will then vet those names and present a slate of a minimum of two names back to each respective Region. Each Region will elect their Regional Pastor from their respective slate via an electronic vote after the ratification of the new structure by the congregations. To replace a Regional Pastor mid-term, the same process will be followed with the provision that the newly elected Regional pastor will fulfill the shortened term plus one more term.

After the first election, the President will consult with the Regional Pastors when vetting potential new Regional Pastors.

Rationale:

The CCMS believes that it is important for the President to vet nominees for the position of Regional Pastor since it is necessary that the individual put forth for election is truly qualified for the position of Regional Pastor. Therefore, the competencies for the position of Regional Pastor will be provided to the Regions prior to any nomination process. Because the Regional Pastors will be directly accountable to the President it will be important for him to have input into the Regional Pastor's selection, but it will be of primary importance that the final decision as to who will be chosen as a Regional Pastor lay in the Region in which he will eventually minister. Since it will be important for a Regional Pastor to meet the criteria for being a Regional Pastor, the members of Synod in his Region will have the freedom to nominate any eligible pastor from any Region, not just their own. But only members in the particular Region that is choosing a Regional Pastor will have a vote as to who that person will be.

Decision 23 – Vetting and Selecting Circuit Counsellors

The CCMS will recommend to the Convention that the vetting of potential candidates for Circuit Counsellor will include the approval of the other pastors in the Circuit and the Regional Pastor. Election will take place by congregations, deacons and pastors at a Circuit Convocation or via post or electronic means. Each member of Synod within that Circuit shall have one vote.

Rationale:

Because candidates for Circuit Counsellor are best known by members in the same Circuit, vetting and nomination will take place in the Circuit. Vetting will also include the approval of the respective Regional Pastor and the President since they must form a very close working relationship. The competencies for the position of Circuit Counsellor will be documented for the nominating and vetting process to be consistent.

Since great concern was expressed in many Circuits across Canada in Stage 4, regarding the work-load of the Circuit Counselor, the CCMS will recommend that the Circuit Counsellor will not be required to make yearly visits to every congregation, pastor and deacon in his Circuit since that responsibility will now fall upon the Regional Pastor. However, he will be available at the request of the Regional Pastor to visit members in his Circuit.

Decision 24 – Responsibilities and Expectations of Regional Pastors

The CCMS will recommend to the Convention that the following responsibilities for Regional Pastors be adopted:

1. Deliver the services of Providing Ecclesiastical Supervision, Building Community, and Caring for Members to the members of Synod in the Region that he serves.
2. Identify needs and opportunities in the Region he serves for Fostering Canadian Missions and Providing Social Ministry.
3. Serve as the leader of the Regional Mission and Ministry Council.
4. Communicate news and information regularly to the members of the Region.
5. Support the work of the Circuit Counsellors.

The CCMS will recommend to the Convention the following Expectations of Responsibilities for the Regional Pastors:

1. Visit each Member of Synod in his Region at least once a year in addition to specific invitations by Members of Synod in that Region that he may receive.
2. Convene Regional Convocations when necessary.
3. Support each Circuit Counsellor in his efforts to convene a Circuit Convocation when necessary.
4. Attend all meetings of the Regional Mission and Ministry Council.
5. Attend all meetings of the President's Ministry Council.
6. Work collaboratively with the President, the Regional Mission and Ministry Council, Circuit Counsellors and the members of Synod in that Region.

Rationale:

The purpose of the above stated responsibilities and expectations of Regional Pastors is so that the primary expressed concern of the members of LCC across Canada that their spiritual leaders be enabled to have a closer ecclesiastical/pastoral relationship with them, might be met. Since the CCMS is also trying to put into place a grass-roots or roots-up (not top-down) structure where the congregations and other members of Synod have primary input for the mission work and ministry accomplished by LCC in Canada and beyond, it will be important that Regional

Pastors, while being servants of the church, to also be leaders in the church but never take the primary responsibility and power of decision-making and direction away from the members of Synod in his Region.

Decision 25 – Responsibilities and Expectations of Circuit Counsellors

The CCMS will recommend to the Convention that the following Responsibilities be assigned to Circuit Counsellors:

1. Identify and advise Regional Pastors of specific needs in his Circuit.
2. Serve as a member of the Regional Mission and Ministry Council.
3. Communicate news and information regularly to the members of his Circuit.
4. Call on members of his Circuit as requested by the Regional Pastor or whenever it seems expedient for him to do so.

The CCMS will recommend to the Convention that the following Expectations of Responsibilities be assigned to the Circuit Counsellors:

1. Convene Circuit Convocations when necessary or at the request of the Regional Pastor.
2. Work collaboratively with the Regional Mission and Ministry Council, the Regional Pastor, and the members of his Circuit.

Decision 26 – Compensation for Regional Pastors

The CCMS will recommend to the Convention that the Board of Directors of LCC be authorized to determine the compensation for Regional Pastors since it will be an item in the annual Synodical budget for which the Board of Directors is responsible.

Rationale:

Since the Regional Pastors' salaries will be paid by the Synod and they are accountable to the President, and since all mission and ministry funds from the congregations will be directed to Lutheran Church-Canada, it simply makes sense that they will be paid from the national church budget as determined from year to year by the Board of Directors of LCC.

Decision 27 – Compensation for Circuit Counsellors

No decision was made at the present time regarding any compensation for the Circuit Counsellors. This will be an item of discussion at the next CCMS meeting in April 2017. However, any expenses incurred by the Circuit Counsellors in the execution of their duties will be covered from the Synodical budget.

Decision 28 – Approving and Naming the Regional Mission and Ministry Council

The CCMS will recommend to the Convention that the “Regional Advisory Council” previously suggested, will be named: **THE REGIONAL MISSION AND MINISTRY COUNCIL**. Membership will include: one lay person and one rostered church worker from each Circuit plus the Circuit Counsellors.

Rationale:

The CCMS believes that it is important that the Regional Mission and Ministry Council be more than simply an “Advisory Council”. At present there is a mistaken perception out in the larger church that the structure being proposed by the CCMS will result in centralized control from Winnipeg. The fact is that everything proposed by the CCMS for the new structure stresses and enables decentralization. Most of the direction for mission and ministry in Canada will be directed and decided upon, not in Winnipeg, but by the Regional Mission and Ministry Councils. These decisions and directions will be made by local laypersons, pastors and deacons, working together in service to Christ and His people so that the faithful are strengthened in their faith and so that a strong witness may be given to those who do not know Christ, to the end that Lutheran Church-Canada may be about our Father’s business in ways that people locally can identify with and support.

Decision 29 – Regional Mission and Ministry Council Responsibilities and Expectations

The CCMS will recommend to the Convention that the following responsibilities be assigned to the Regional Mission and Ministry Councils:

1. Advise the Regional Pastor on matters of need for providing ecclesiastical supervision, building community, and caring for members in the strategic planning process to determine the allocation of resources within the Region.
2. Under the guidance of the Regional Pastor, provide a Convocation for members in each Region and/or Circuit to share concerns about needs that are not being met and other issues of concern and to provide opportunities for Biblical education, spiritual growth, and parish services seminars.

3. Provide an important conduit for sharing information from LCC and other Regions with the congregations, pastors and deacons within the Region.
4. Determine the allocation of financial resources allocated to each respective region.

The CCMS will recommend to the Convention that the following Expectations for Responsibilities be assigned to the Regional Mission and Ministry Councils:

1. Meet at least annually and at the request of the Regional Pastor.
2. Be intentional about two-way sharing between the congregations and the Regional Pastor.
3. Make Council decisions by CONSENSUS, not by voting.
4. Council members will attend respective Circuit Convocations to enhance communications within the Region.
5. Comply with the Strategic Plan of the Synod in the priorities of the services in the Region.

Decision 30 – Vetting and Selecting the Regional Mission and Ministry Councils

The CCMS will recommend to the Convention that the Regional Pastor be authorized to invite nominations from the congregations and have the Regional Mission and Ministry Council elected at a Regional Convocation or via post or electronic means by the members of Synod in their specific Region.

Rationale:

It is important that the members of the Region have the right to nominate and elect members of the Regional Mission and Ministry Council and that process be initiated and led by the Regional Pastor. Each individual nominated will also be vetted by his or her pastor to ensure that the person is active in his or her congregation of membership. The CCMS believes that it is important that anyone elected to the Regional Mission and Ministry Council must also own or have access to a computer. This will enable some meetings, particularly any special meetings, to be held at little or no cost.

Decision 31 – Name of the Gathering of Regional Pastors and President

The CCMS will recommend to the Convention that the name of the gathering of Regional Pastors and the President be: **The President's Ministry Council.**

Rationale:

This group would be very close to the “Council of Presidents” that is currently in place. The CCMS believes that the gathering of the Regional Pastors and the President and the Vice-President should be named **The President’s Ministry Council** since the Regional Pastors and the President and Vice-President will be advising one another and counselling with one another on ministry/ecclesiastical matters primarily. Although the President is the source of authority for the Regional Pastors and they are accountable to him for their performance, he will need to seek their advice and the advice of his Vice-President on matters pertaining to the church as the church is affected in its Regions and nationwide as a Synod.

Decision 32 – The President’s Ministry Council Responsibilities and Expectations

The CCMS recommends the following responsibilities and expectations:

1. Advise the President in matters that affect their Region and matters that affect more than one Region.
2. Make decisions that affect more than one Region within the limitations of the authority delegated by the President.
3. Coordinate the work of the Regional Mission and Ministry Councils and receive their input for decision-making.

Decision 33 – Commission on Theology and Church Relations’ Structure and Process

The CCMS will not recommend any changes to the current name, structure or processes of the Commission on Theology and Church Relations.

Decision 34 – Commission on Adjudication

The CCMS will recommend to the Convention that no changes be made to the Commission on Adjudication and that Chapter 8 of the current 2014 Handbook of Synod remain intact and without change as part of the new Bylaws of Synod.

Decision 35 – Commission on Constitutional Matters and Structure, Name, Structure and Processes

The CCMS will recommend to the Convention that its name be changed to: **The Commission on Structure and Governance**, and that the CCMS continue to be accountable to the Convention as is currently the case.

Rationale:

Like the CTCR, the CCMS needs to be free from outside interference in the conduct of its business and must be able to make decisions on the structure and governance of LCC with direct reference to the Act of Parliament of 1959, the Bylaws of LCC, and the Governance Manual of the Board of Directors. Since a part of its job will be to make sure the Board of Directors continues to comply with its own Governance Manual, the Bylaws of the Synod and the Act of Parliament of 1959, it cannot be accountable to that Board, but rather needs to be accountable directly to the Convention and thus elected by the Convention, not, as it is now, appointed by the Board of Directors.

Decision 36 – Determining the Future of Other Committees and Work Groups

The CCMS will recommend to the Convention that the following committees and work groups continue:

Commission on Convention Nominations and Elections

(Note: While retaining the Commission on Convention Nominations, the CCMS is recommending that the work of the Commission on Elections be absorbed by the Commission on Convention Nominations with the result that the name has the words “and Elections” added to it.)

Pastoral Colloquy Committee

Diaconal Colloquy Committee

Electors

PAT (Pastors with Alternate Training) Committee

Decision 37 – Succession of the President

The CCMS will recommend to the Convention that one Vice-President be elected by the members of Synod at a Convention. In the case of a Vice-President being unable to fulfill his responsibilities, the Board of Directors of LCC will be empowered to appoint a successor to complete his term. This Lutheran Church-Canada pastor would be elected as Vice-President by the church in Convention from nominations of parish pastors currently in good standing on the clergy roster of LCC.

Rationale:

The CCMS rejected the suggestion that the Vice-President simply be chosen by having the Convention elect one of the Regional Pastors to that position. There were a number of reasons why this action did not seem wise. For instance, if the Vice-President had to take over, it could be very difficult for a Region to operate for some time without its Regional Pastor while a successor could be found, vetted and then voted into Office by the Region. Also, it is not a given that a Regional Pastor would want to serve as President or would have the credentials or ability to do so.

It was also felt that having someone outside of the Regional Pastors on the President's Ministry Council with whom the President could seek advice and who would be available to fill in for the President at home or abroad when necessary, would be better than removing a Regional Pastor from his Region in order to do these things on behalf of the President.

Additional Information:

The CCMS still needs to set the number and boundaries of the Regions for the 2017 Synod Convention but is not prepared to do so at this point in time.

The CCMS will try to configure the Regions based on: geography, ministry needs, numbers, and/or on Circuits. Input will also be solicited from laypeople, pastors and deacons in the next round of discussions (May-June 2017) before finalizing the number and boundaries of the Regions.

The CCMS is asking the Synodical Treasurer to provide additional information on projected costs of running the Synod and its Regions before making any recommendations as to the number of Regional Pastors that will serve when the new structure goes into effect, very likely on November 1, 2018.

There are still many other details that the CCMS and our Consultant still need to put into place in order to put additional "flesh on the skeleton". During the period of January through March of 2017, these details will be nailed down and decided upon and then in early April will be recorded in a new "Handbook" entitled: *"Lutheran Church-Canada – Act and Bylaws"*.

This booklet, *Lutheran Church-Canada – Act and Bylaws*, will then be shared in meetings with the whole church in May and June of 2017 for final input and will be presented in its final form at the Synodical Convention in October of 2017 for ratification.

Rev. William Ney, Chairman - Commission on Constitutional Matters and Structure