



2004 Lutheran Church–Canada, East District Mission and Ministry

PARTNERS IN CHRIST'S MISSION

Board of Directors and District Office

The congregations and pastors of the district assembled in convention establish the general policy of Lutheran Church–Canada in our district.

In order to implement these policies the convention elects a President to oversee our spiritual lives, and a volunteer Board of Directors to oversee the temporal affairs of the East District, and to implement the policies adopted by the convention. The Board in turn hires staff to implement and support district



2003 Board of Directors

initiatives. The Board of Directors, comprised of four pastors (Revs. Allen Maleske, David Bode, Tim Teuscher, Jim Schnarr) and five laymen (Ken Currie, Reg Tiegs, Maurice Wathke, Kim Kuhl, Earl Keller), meets three times a year in regular session, and numerous additional times by teleconference (six times so far this year) to deal with matters that cannot wait for the regular meetings.

Given that the Board is specifically mandated to maintain a balanced budget, and that revenues of the district have been declining for the past decade, the Board has had to make some difficult choices.

In order to achieve a balanced budget in 2003, the Board could not significantly increase our support of synod, which had decreased sharply in 2002 and had to cut the budget of the Department for Outreach, and drastically cut the budget of the Department for Parish Services, leading to some discouragement especially in the latter department.

'The purpose of the district is to assist congregations, pastors and deacons to be in ministry'
(Handbook Section 1:00)

The 2004 Mission and Ministry program asks that congregations forward sufficient funds to restore funding for these bodies to previous levels.

The financial squeeze has also produced pressures on staff which cannot be sustained over the long term. During the past year, three of the four office staff resigned, citing work-related stress and burnout. The Business Managers for some years have been reporting a 70-hour work week. A significant part of this excessive workload results from accounting for the Church Extension Fund, which presently has more than \$7,000,000 under management, a figure which has grown substantially the past year due to relatively favorable interest rates for investors. The accounting system has not been computerized, requiring extensive manual data entry and checking. As an interim measure, the board has set minimum values for some deposits in order to reduce book-keeping. The board has also directed that the system be computerized as a matter of urgency, a step which our present Business Manager, Mrs Anna Fierling, estimates would decrease her workload by 20 hours a week. However this conversion will probably require a year to complete, as well as significant costs and probably some temporary help for data entry.

What's Inside?

Board of Directors and District Office	1
Department for Outreach	3
Evangelism Committee	3
Mission Committee	3
Social Ministry Committee	3
Department Administration	3
Department for Parish Services	6
Recruitment & Student Loan Committee	6
The Worship Committee	6
Specialized Ministries	7
Children's Ministry	7
Family Life Education	7
Older Adults' Ministry	7
Youth Ministry Committee	7
EDYLA	8
Lutheran Schools Committee	8
Stewardship Committee	8
Department for Finance	9
2004 Mission & Ministry Budget	11



Anna Fierling, Business Manager and Carolyn Mohr, Accounts Clerk

In addition to work with the Church Extension Fund, Mrs Fierling also acts for the district in real estate and other business matters, deals with accounting and tax concerns of congregations, and is the office manager. Conversion of the accounting system will also reduce the work load for our Accounts Clerk/Receptionist, Miss. Carolyn Mohr, permitting her to give more time to her alternate task as receptionist, a function now

mainly filled by volunteers. The district is deeply indebted to these volunteers. Without them you would not be answered by the cheerful voices which greet telephone calls to the district office.

Another new face, Mrs. Ilene Fortin fills the role of Administrative Secretary, who is responsible for all the correspondence and filing in the office, as well as printed materials such as the district newsletter '*With Great Boldness*'. Because she has handled these tasks with great efficiency, the Board of Directors has recently appointed her to the separate position of interim editor of the '*East District News*' section of the *Canadian Lutheran*.



Ilene Fortin, Administrative Secretary

Rev. Konstantin Hahn has been a fixture at the district office. In his official capacity as Administrative Assistant-Outreach, he implements the work of the Department for Outreach, visiting all our subsidized congregations and missions several times a year, and is always available to advise and assist with planning new initiatives. Less officially, but equally important, he is the memory of the district, having



Rev. Konny Hahn, AA-O

served in the office much longer than anyone else, and the office photographer (in succession to former President Winger). When he retires next January, an era will pass with him, and the board has appointed a committee to ensure that the event is appropriately celebrated. The district convention resolved that the Board of Directors reconsider the job description before a successor is hired to see whether more support can be given to the Department for Parish Services. The board has appointed an ad hoc committee to draw up a job description, chaired by Vice President Rev. David Bode and including representatives of the departments for Outreach and Parish Services.

Even the long service of Rev. Hahn shrinks in comparison to the *125 years of blessings* which the district celebrates in 2004.

The convention resolved that this event should be celebrated with a special offering and other events. To plan these celebrations, the Board of Directors has appointed a special steering committee including Vice President Rev. Tim Teuscher and ex-presidents Rev. Roger Winger and Rev. Albin Stanfel.

Overall, in 2003 the district office will cost \$249,811 to operate, or 17.92% of the budget. The church extension fund makes a payment of \$65,000 for administrative services. The portion paid for by congregations is therefore \$184,811, or 14.9% of budgeted congregational receipts. The board is proud of this record. In some other district budgets, personnel costs are hidden by assigning them to departments as 'Resources and Implementation' costs. **Your district board believes that the stringent economy achieved in our office should be highlighted.** This economy, however, comes at a price. As noted above, three persons have resigned in the past year, all citing over-work and stress. The Personnel Committee have told the board in strong terms that at least one and possibly two additional persons should be hired. At present, financial conditions do not permit this, and the gap has to be made up as well as may be by volunteers.

Another perennial worry for the board is the lack of feedback from the circuits. According to the *Handbook*, **each circuit should respond formally to the Mission and Ministry presentation, giving guidance to the board.** In fact, this seldom happens, although particular issues have elicited comment. In fact, even the nomination of candidates for departments has proved to be difficult for the circuits. This spring, only one of nine circuits nominated the stipulated two candidates within the approved time frame, and four nominated no candidates before the deadline. The convention directed the board to consider appropriate amendments to the *Handbook* to address these and other concerns.

Despite financial and other constraints, **the board looks forward to the future with confidence in God's goodness.** In its initial meeting of this triennium, the board resolved to endeavor in all it's work to encourage and to be involved in, as God enables us, the work that Christ has given



East District Office

us to do in the Great Commission. *With Great Boldness* we challenge our congregations to engage with us in this task, confident that in the Lord our labor is not in vain (I Cor. 15:58)

Department for Outreach

“The Department for Outreach will assist District congregations and ministries in their work of gathering more people into a faith relationship with their Savior.”



To assist congregations in their outreach efforts in 2004, the Department for Outreach has established the following priorities for itself and its three standing committees: Evangelism, Missions and Social Ministry.

Evangelism Committee Planned Expenditure \$9,400 (2003 - \$9,400; 2002 - \$9,400)

- **To Continue with the Forward In Faith Outreach Initiative.**

The initial phase of this initiative was directed at helping members to see that they already are equipped to share their faith. Over the past two years nine Circuit Outreach Teams, consisting of two lay persons and one pastor, received training and resources which they shared with the congregations in each of their circuits. Reports from teams indicate that this effort was deemed beneficial to the congregations and rewarding to the visitation teams.



Forward in Faith Task Force

The second phase is envisioned to focus on providing resources to congregations that will assist them in starting some specific outreach ministry, for example, planting a daughter congregation. To this end, the Evangelism Committee has sponsored the Rev. Dr. Glenn Schaeffer to receive training in planting daughter churches. He is in the unique position to be able to put this training to immediate use in the establishment of a daughter congregation

currently being undertaken by his congregation, Lutheran Church of the Good Shepherd, in Barrie, by means of a child care centre. He will serve as a resource to our district congregations.

A number of congregations have expressed an interest in and have requested information on planting a daughter congregation.

- **To offer resources that will assist pastors in the twofold task of making disciples.**

Namely: make more devoted disciples of those who already are disciples (in-reach), and to make more new disciples out of those who as yet are not disciples (out-reach). In both instances the means to accomplish this objective have been established and provided by the Lord of the Church Himself: by “baptizing them in the Name of the Father, and of the Son and of the Holy Spirit” (sacraments) and “teaching them to observe everything I have commanded you” (His Word). Mindful of this, the Evangelism Committee is carefully reviewing resources to insure that they are consistent with the Holy Scriptures and our Lutheran Confessions.

- **As well, once again the Committee is hoping to be able to cover the cost of two group registrations for the 2004 Ventures in Outreach: one for financially assisted ministries and the other for seminarians and their spouses. Be sure to include a group registration in your congregation’s 2004 budget or to cover the registration cost of individuals who would benefit from this training event.**

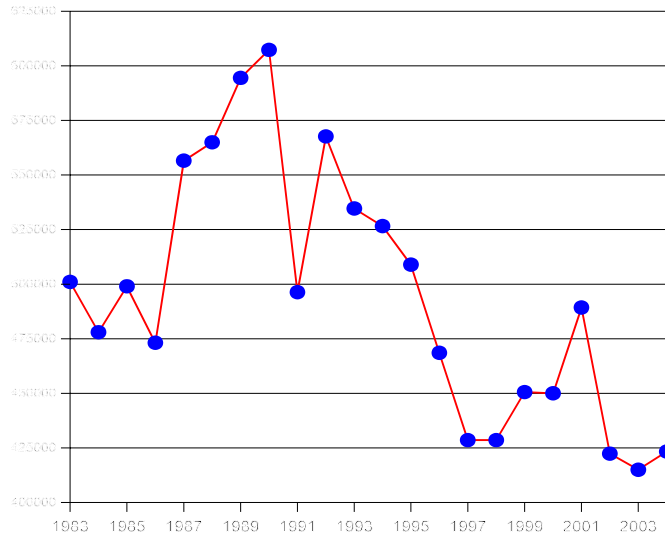
Mission Committee Planned Expenditure \$447,666 (2003 - \$444,730; 2002 - \$481,784)

- **Provide needed financial assistance to currently supported congregations and missions.**

At this time the Department assists 13 congregations/ministries. This task is becoming increasingly more challenging as allocations from congregational mission offering receipts have continued to be reduced. The following chart illustrates this point. Whereas in 1983 the Department had been allocated \$501,000 from congregational receipts, in 2003 it was granted \$415,044. When adjusted for inflation, this means in that 2003 the Department receives \$.46 for every \$1.00 we it was granted in 1983.

To deal with this reality the Department has been working with policies to encourage congregations to reduce their subsidy requests. Over the previous three years five congregations that had been placed on a subsidy reduction schedule have become self-supporting. **A number of congregations have been encouraged to consider forming dual parishes.** To date one congregation has done so and another is currently negotiating to do so.

Department For Outreach Funding Trend



Two more congregations, because of announced drastic cuts in subsidy starting in 2004 are in the process of forming a new congregation. This has the unfortunate effect of jeopardizing the calls of the called pastors. **In at least one other instance the continued reduction of financial assistance necessitated a congregation to terminate its lay assistant.** At least one vacant congregation has not been able to have its pastoral vacancy filled due to the lack of funds.

The Department tries very hard to balance the need to challenge congregations to fund their own ministries with the realities faced by struggling congregations with small memberships, social, economic conditions as well as the need to grow in the grace of Christian Stewardship and first fruit giving. Sometimes, in spite of the best efforts, subsidy cannot be reduced as projected but must actually be increased simply to allow the congregation to continue to operate. The Department, through its Subsidy Review Committee, continues to work with congregations on an individual basis to make the needed adjustments.

The funding situation would be considerably more desperate had it not been for significant sums from a generous gift and a large grant. These two “restricted funds” have been used to finance special short term urban ministry projects over the past decade. Regrettably, the funds from the gift will be depleted by the end of this year and the grant will at best only last two more years.

- **To communicate to members of the East District the importance of their ongoing financial support.**

Through the monthly “With Great Boldness” District Newsletter sent to each congregation, articles written by members of the Department in the Canadian Lutheran and through this Mission and Ministry presentation we hope to keep our members informed of the ministries being carried out on their behalf through their generous financial support and undergirded by their prayers. As well, we will try to keep our members informed of the

many outreach opportunities the Lord has provided us but which for lack of financial resources we are unable to undertake at this time. For example:

If we had the funding what might we be able to consider undertaking?

- ✓ Restart ministry at Sauveur Vivant, Gatineau \$65,000
- ✓ Christ, St. Catharines grant request to continue with ministry among developmentally challenged \$10,000
- ✓ Request from LC-MS to partner in African Immigrant ministry in urban centres \$25,000 plus
- ✓ Begin outreach among Chinese in Toronto or Montreal \$65,000
- ✓ Request to work among Tamil community \$65,000
- ✓ Expansion of French Ministry in Montreal/Sherbrooke \$25,000 plus
- ✓ Blind French outreach and resource centre - expansion and ongoing annual cost for space rental, telephone and internet service costs, postage and office supplies. Equipment one time cost \$2,550; annual costs for rent, phone, internet, transportation \$4,400
- ✓ Follow up on French Outreach work begun in Drummondville (for colloquy candidate to return from St. Catharines over next 10 months once a month \$ 2,000)

As you can see, there is no shortage of needs and opportunities for expanding our mission work. And that is without mentioning the need to think of utilizing a team ministry approach in starting new missions or enhancing current missions such as Moncton, N.B. and Dartmouth, N.S. or any other new mission start.

Can we do it ...?

With God’s help we can!

If every member of our East District increased their support for District Missions by a mere \$.07 per week (one penny a day!) it would provide an additional \$70,000 to the Department’s budget and permit the start up of a new mission.

Obviously the solution is not to start a “penny a day” campaign or to suggest that the Lord’s work is to be supported by a “fair share” assessment to our members. The point of the “penny a day” reference is simply to illustrate that the financial needs for carrying out the mission and ministry we do together as District and Synod is well within our ability. The Lord doesn’t need our pennies to build His church. He’s already paid the price for that building project - not gold and silver, but the blood of his own dear Son. What he really wants from us is our heart’s confidence in him as the provider of everything we need for body and soul. Such confident trust can’t help but bring forth a response of gratitude in concrete terms such as worship and praise along with our first fruit love offerings.

- ❑ **To assist our congregations once again to see that the starting of new congregations is most naturally carried out by local congregations starting daughter congregations.**

Certainly the District or Synod have an important role to play. For example, they can assist by way of counsel and perhaps with some start up funds, or to be instrumental in planting new missions in new territories where no confessional Lutheran congregations exist. However, by far the most logical and natural strategy would be to have local congregations plant new congregations. As previously mentioned, this priority is being addressed through the training that Pastor Glenn Schaeffer has received and is willing to share it with our congregations. Why not give him a call and have him meet with your congregation and explore this exiting possibility. Dr. Glenn Schaeffer 705/728-3387 or gschaeff@drlogick.com

Social Ministry Committee

Planned Expenditure \$9,755

(2003 - \$7,177; 2002 - \$9,255)

- ❑ **Sponsor Church Workers' Wives Retreat.** This has been an annual event that has been organized by the wives of our pastors and provides the opportunity to develop supporting relationships among the wives and other rostered church workers. Each year, the Department receives letters, expressing appreciation from participants for providing this opportunity.
- ❑ Encourage all congregations to **start a Lutherans for Life chapter.**
- ❑ **Provide resources to assist congregations** in addressing the issue of same-sex marriage.
- ❑ **Promote Stephen Ministries** and provide up to two \$1,000 grants to congregations that initiate the program.
- ❑ **Initiate a prayer chain** to offer intercessory prayers for the challenges, difficulties and tragedies faced by our members, our communities and our world.
- ❑ **To promote a closer working with Canadian Lutheran World Relief Refugee Office** to facilitate the sponsoring of refugees and other relief efforts.

Department Administration

Planned Expenditure \$16,350

(2003 - \$15,693; 2002 - \$16,350)

The projected expenditures are based on the Department's past experience and the bulk of the expenditures are in three areas.

- ✓ **Four (two day) meetings. Cost \$7,500.**

Meetings include a representative from each of the nine circuits plus the Board of Directors liaison, the District President and the Administrative Assistant - Outreach. This covers the travel expenses, meals and one night's accommodation for most members. At the time of this writing, circuit representatives come from Windsor, Petawawa, Tiverton, Port Rowan, Exeter, Port Colborne, Grimsby, Clifford, Barrie and Elmira.

The Department has given careful consideration to

objections raised at last year's Fall Circuit Forums about the need for long meetings requiring meals and accommodations. While the Department is committed to cut costs wherever it can, the nature and volume of the work with which it must deal have not been able to be handled with any significant costs savings. We have implemented management strategies to help us focus on the essentials. We have from time to time provided billeting arrangements. We have used e-mail and telephone conferences to handle items of business that must be dealt with between regularly scheduled meetings. We have secured the services of volunteers to serve at least two of the noon lunches at each meeting. The Department would be most happy to consider any workable suggestions for further reductions in its operating costs.

- ✓ **Travel for the Administrative Assistant-Missions. Cost \$6500.**

This covers the expenses to visit not only the (currently 13) financially assisted congregations but any official travel including to self-supporting congregations. While last year's costs were lower than those projected in the past and for 2004, the \$6,500 is seen as quite realistic, especially in view of the upcoming transition in staffing.

- ✓ **Conferences/Workshops. Cost \$1,675.**

This covers the cost of attending training conferences for equipping the AA-O to be able better to serve the congregations of our District. Typically these conferences are sponsored by the association of Mission Executives from LC-MS and LC-C and are held in various locations throughout the United States or Canada. The amount budgeted, while it is the same as it has been for the past two years may be too low. In past years the amount was \$2,500 and in view of a new AA-O coming on staff there may be more than one such conference that he will need to attend to become oriented to his task.

Why not invite the Administrative Assistant-Outreach, members of the Departments from your circuit or a member of the Board of Directors to address your congregation.

After a worship service or at a voters' assembly, find out about the work that you, together with the 91 sister congregations and missions, carry out as a member of Lutheran Church-Canada, East District.

Above all...

Join the members of the Department for Outreach in approaching God's mercy seat and WITH GREAT BOLDNESS calling on His name to supply all our needs and empower us all to speak his word with great boldness.

DEPARTMENT FOR PARISH SERVICES

The Department for Parish Services (DPS), together with all of the District's Departments, is there to provide resources, of all kinds, to Congregations to aid them in achieving their goals

DPS works through outreach, in-reach, education, and family & life maintenance – assisting Congregations in the development and provision of resources to foster distinctively Lutheran practices, and by working with them to establish goals, seeking their support in the development of new programs.

Committees of the DPS assist the Department in implementing its plans to carry out its mandate. They include 6 committees and 4 sub-committees:

- ★ Recruitment & Student Loan Committee
- ★ Worship Committee
- ★ Specialized Ministries Committee (& sub-committees):
 - ★ Children's Ministry Committee
 - ★ Family Life Education Committee
 - ★ Older Adults' Ministry Committee
- ★ Lutheran Schools Committee
- ★ Youth Ministry Committee (& sub-committee):
 - ★ East District Lutheran Young Adults (EDLYA)
- ★ Stewardship Committee

The budgets for 2002 (requested: \$117,500, incl. funding for full-time Administrative Assistant–Parish Services) and 2003 (requested: 123,550 incl. funding for full-time Administrative Assistant–Parish Services) were approved at \$25,000 and \$30,000 respectively, including \$8,800/year restricted to supporting Lutheran Schools, and \$5,800/year restricted to supporting Student Aid. With no Lutheran Schools applying for start-up grants during fiscal 2003, the \$8,800 set aside for that purpose was lost, leaving \$21,200 as the DPS' operating budget. **The DPS re-allocated funds so as to accomplish the most with the least, establishing Christian education, recruitment, and youth ministry as its priorities.**

In 2004, with a budget of \$63,100 (not including the hiring of an Administrative Assistant–Parish Services) the DPS plans to extend the work initiated by the Recruitment & Student Loan and Youth Ministry Committees, and to expand the work of its other Committees as proposed before the cutbacks. A DPS request for an Administrative Assistant–Parish Services (AA–PS) to coordinate the Committees and activities of the Department was prepared for the District Convention (June, 2003). A resolution drawn up by a Resolutions Committee, independent of the DPS, was brought to the District Convention asking for authorization to hire a full-time Administrative Assistant whose responsibilities would include Parish Services and Outreach. A substitute motion was adopted, asking the Board of Directors (BoD) to clarify the job description.

A person employed by the District to coordinate Parish Services would serve as the focal point for the collection, correlation and dissemination of information regarding all of the Parish Services. An AA–PS would provide for more consistent communication between the DPS, its Committees, the BoD, and

the Congregations of the District, increase awareness of the Department's goals, programs, contacts and procedures, and ensure those goals and programs are the ones best serving the needs of the Congregations.

We do well to remember that the Church of Christ does not stand still. To do so is to go backward in relation to the world around us. Our mandate from Jesus Himself is to be faithful witnesses through the extension of Word and Sacrament in real ministry.

2004 Top Priorities:

I. The Recruitment & Student Loan Committee

Planned Expenditure \$20,000

(2003 - \$10,850; 2002 - \$10,250)

The Recruitment & Student Loan Committee develops programs for the recruitment of dedicated and talented youth and adults from the Congregations of the District for full-time service to our Saviour and His church. The Committee assists Pastors in making Congregations aware of their responsibility to encourage and train Church Workers, and works with all levels of Church, Seminaries and Schools to coordinate their recruitment efforts. The Committee approves grants for those seeking financial assistance to attend one of LC–C's accredited schools, and has recently revised and updated the application forms for student aid.

IN 2004...

the Recruitment & Student Loan Committee plans to coordinate with the Youth Ministry Committee to establish 'Job Fairs' and 'School booths' at youth retreats. Representatives from the Committee and/or representatives from our Seminaries and schools will be available to go on retreats, to youth events, and to individual Congregations to distribute information regarding 'Church Worker' programs and the availability of financial assistance, and to focus on getting 'applications' to the Seminaries and to the Congregations of the District.

II. The Worship Committee

Planned Expenditure \$2,750

(2003 - \$1,000; 2002 - \$1,500)

The Worship Committee assists Congregations in the development and use of worship services. The Committee plans worship services, and prepares and assigns devotions for Church Workers' Conferences, and District and Synodical Conventions. It identifies doctrinally reviewed and approved hymnals and liturgies in languages other than English and provides Pastors with a list of resources. The Worship Committee set-up a training program and established bursaries to assist in training young organists. It published 'Distinctives of Lutheran Worship' as a response to concerns raised about polarities in worship practices among our congregations.

The Worship Committee has considered a 2-day summer workshop for church musicians and a Liturgy/Hymnology course for organists. Two (2) *Sacred Music Festivals* are being held in Fisherville and Windsor in 2003.

IN 2004...

the Worship Committee plans to continue its *Sacred Music Festivals*, provide Bursaries and on-going Training Programs to assist young organists, and develop resources for Pastors for services using languages other than English.

III. The Specialized Ministries Committee and its sub-committees

The rationale in consolidating the '*Children's Ministry*', the '*Family Life Education*', and the '*Older Adults' Ministry*' Committees under '*Specialized Ministries*' was the consideration of overlap in ministering to children, families, and seniors. The idea is to provide resources for age specific groups, while gleaning the benefits of interaction between children, families and seniors in the learning process. Society has thrown out the concept of mentoring and apprenticeship, and an increasing number of our children are being raised without the benefit of our elders. '*Specialized Ministries*' aims to expand the mandates of the sub-committees toward a more comprehensive approach to Christian training and education.

There are also obvious links between the Specialized Ministries and Youth Ministry Committees and EDLYA in terms of maintaining the continuity of Christian relationships nurtured from childhood through to adulthood. Links also exist between the Specialized Ministries (Children's Ministry) and Lutheran Schools Committees, and the Youth Ministry and Recruitment & Student Loan Committees in terms of addressing the effectiveness of Christian education in equipping children and youth for Christian service.

The Children's Ministry Committee Planned Expenditure \$1,500 (2003 - \$0; 2002 - \$500)

The Children's Ministry Committee assists Congregations in their ministry to children through resources and workshops. The Committee annually hosts the very successful Sunday School Teachers' Workshop, and has developed a newsletter.

October 2003 marks the '50th Anniversary Celebration' of the Workshop!

The Committee coordinates the summer 'Confirmation Camp' (for Confirmed youth) at Camp Pioneer in Angola NY where Canadian funds are accepted at par.

IN 2004...

the Children's Ministry Committee will continue to seek the support of the District's Sunday School Teachers, encouraging them to continue their education, and making them aware of District resources available to Congregations.

The Family Life Education Committee Planned Expenditure \$1,000 (2003 - \$0; 2002 - \$100)

The Family Life Education Committee assists Congregations to support family living and encourages families to recognize their unit as a blessing from God. This Committee seeks the assistance of our Congregations in defining its mandate.

The Older Adults' Ministry Committee Planned Expenditure \$1,000 (2003 - \$0; 2002 - \$500)

The Older Adults' Ministry Committee assists Congregations in recognizing ministries by and for seniors that they may feel a useful part of the body of Christ. The Committee has initiated the publication of the quarterly 'Seasoned Adults' newsletter. It hosts workshops like the 'Engaging the Aging in the 21st Century' Workshop held in Stratford in June, 2003.

IN 2004...

the Older Adults' Ministry Committee will host a Walther League Reunion, continue to communicate with Congregations through their newsletter, and seek the assistance of the East District's Congregations to define its mandate.

IV. The Youth Ministry Committee (& sub-committee)

The Youth Ministry Committee Planned Expenditure \$12,000 (2003 - \$6,000; 2002 - \$5,000)

The Youth Ministry Committee assists Congregations to develop and maintain a ministry among the youth. The Committee coordinates youth retreats and training conferences, and develops other forms of ministry for youth in the District. The Committee is developing progressive plans for the District's Youth Ministry. The Committee coordinates the Spring Youth Retreat (May), the Fall Youth Counsellor Training Workshop (September), and assists in the planning of the annual Confirmants' Retreat (January).

There is an on-going need to train our youth, for greater involvement of children and youth in the daily workings of our churches, and an outlet for our young people to air their ideas, questions, and concerns.

Pastors should encourage their young people to get involved in the workings of the District. We need young people serving on the Youth Ministry Committee. We also need volunteer Congregations to host Youth Retreats and Pastor-led 'Servant events' where youth assist in local church activities that may range from VBS, distributing flyers, singing for seniors, or helping out in a local 'soup kitchen', to planting flower beds, cleaning windows, or general yard work. We need assistance with supervision, and the provision of equipment, etc.

IN 2004...

the Youth Ministry Committee is planning for another Youth Retreat, a Youth Counsellors' Training Workshop, a Youth Worker 'Get-Together', and Servant Events. The Committee is planning a 'Job Fair/Career Days' in collaboration with the Recruitment & Student Loan Committee and EDLYA, and circuit-wide 'Info Days' to promote Church Worker 'jobs' and the Church's auxiliaries to highlight Christians in everyday jobs and to make connections to the local church community. Watch for details on the new, and ever-evolving, Youth web site!

East District Lutheran Young Adults (EDLYA)**Planned Expenditure \$1,800**

(2003 - \$0; 2002 - \$100)

The DPS assists Congregations to provide ministry to singles. The Department is responsible for the East District Lutheran Young Adults (EDLYA), providing appropriate guidance and supervision for the organization, and supporting their endeavours. "EDLYA is committed to encouraging each young adult in our church in a growing relationship with God, each other, and all people".

IN 2004...

EDLYA plans to continue their quarterly retreats (Spring, Summer, Fall, and Winter). The Youth Ministry Committee is planning to collaborate with EDLYA in a 'Campus Ministry' to help ease the transition for our young people through the post-secondary years as they move to a new location, by putting them in touch with a local Congregation and making introductions to others in their church community, keeping young people connected and involved in the work of the larger Church.

V. The Lutheran Schools Committee**Planned Expenditure \$12,800**

(2003 - \$9,200; 2002 - \$3,800)

The Lutheran Schools Committee assists Congregations in arranging and carrying out a comprehensive and effective program of Christian education, especially counselling them that the most effective education agencies available to the church for equipping children and youth for Christian service are full-time Lutheran elementary and secondary schools.

The Committee established one-time start-up grants available for new Lutheran schools which will be administered by the DPS, with a cap of \$8,500. It established 'Faith In Action' awards of \$100 annually for two (2) students, one (1) male and one (1) female, from each of the District's Lutheran Schools who exhibit exceptional "*Christian Citizenship*" during the school year. The Committee also sponsors attendance at Conferences like the *Classical Lutheran Education* Conference held in Mequon WI in July of 2002.

IN 2004...

the Lutheran Schools Committee is planning for a Lutheran School start-up at Christ Our King Lutheran Church in Mississauga ON.

VI. The Stewardship Committee**Planned Expenditure \$750**

(2003 - \$750; 2002 - \$50)

The Stewardship Committee assists Congregations in helping their members grow in discipleship so that, under the Gospel of Jesus Christ, people are empowered to manage time, talent and treasures for the fulfillment of God's purpose in their lives. The Committee provides resources for education and training, above and beyond that for which each Pastor, as shepherd of his people, is responsible.

The Committee produces 'bulletin inserts' focusing on stewardship messages, develops stewardship sermons for Pastors to use, or from which to glean ideas, and considers stewardship models for application and distribution in District Congregations.

IN 2004...

the Stewardship Committee will be joining forces with the District's BoD, Pastors and Congregations to establish a District-wide program to empower District members to manage their time, talent and treasures to the glory of our heavenly Father and the fulfillment of His purpose in their lives and the life of our church.

The bottom line is...

Each one of us has a role to play in a Church community moving forward in faith. Just as the Pentecost people enjoyed each other's presence (Acts 2:41-47), we too (as many East District members have stated in survey after survey), enjoy the fellowship of being together. But the one thing that usually goes unstated is that someone has to provide the meeting place, someone has to open the doors and invite the people in, someone has to prepare the food that is shared, and someone has to choose the songs that are sung together. Every good get-together needs a host. Church folks too, need volunteers to coordinate retreats, set-up workshops, open doors to welcome visitors, and offer to feed the masses. We want to share with each other, to love one another, to strengthen that foundation which is Christ's Church. That's in-reach.

Outreach is when that love for our Lord spills over into everything else that we do, when we, as a Church body, proclaim Christ's love to those who have not yet come to know Jesus as their Saviour. Outreach involves declaring "the praises of Him Who called [us] out of darkness into His wonderful light" (1 Peter 2:9). We do this as local Congregations, and, although not prescriptive, our District's forefathers saw the benefit in doing it together, as a united body of Churches, geographically organized, to draw on each other's strengths and expand our outreach endeavours.

**There is strength in numbers,
and we are stronger together
than we are divided!**

God's got it figured. He has provided us with everything we need to bring the Gospel of Jesus' saving grace to all humankind -- all the resources -- the money, the skills, the bodies, the love, to bring souls to Christ. We need only to ask, to take God up on His promises to provide for all of our wants. We are Christ's Church whom He loves and whom He promises to bless. These are no idle promises, this is His Word. Everything we need to accomplish His mission here on earth, He has provided for us. Take God up on His promises. 'With Great Boldness', 'Call On His Name' -- and then watch the waters part!

Department for Finance Report for Mission and Ministry

Mandate of the Department for Finance

The Department for Finance is responsible for supervising the District finances, assisting the Board of Directors in preparing the Mission and Ministry program and proposed annual budgets, proposing annual goals to the congregations for its financial commitment to the Mission and Ministry, developing the annual salary guidelines for professional church workers, and supervising and promoting the Church Extension Fund.

The Department for Finance has three committees:

- Church Extension Fund (CEF) Committee
- District Salary Guidelines Committee
- Audit Committee

I. The CEF Committee:

Reviews all requests for loans from the fund, as well as making recommendations to the Department on various other policy matters relating to the CEF, such as the interest rates on loans and investments.

II. The Salary Guidelines Committee:

Meets each year to develop salary and other remuneration guidelines for the information of local congregations. In making their recommendations, the Cost of Living Index for September of any given year is used as a reference.

III. The Audit Committee:

Meets annually with the auditors to review the audited financial statements before they are presented to the Board of Directors for approval. As well, the audit committee has been reviewing the investment practices of the District and has retained the services of TD Waterhouse, Private Client Group, to handle the investment of funds for the District.

Some Comments on District Finances

Due to insufficient commitments from congregations, the department was once again in 2003 faced with the task of recommending significant cuts to all areas of the Mission and Ministry program, in order to present a balanced budget. This was the second year in a row that significant cuts to the Mission and Ministry program had to be made because the projected revenue was too low.

Therefore we once again urge all congregations to seriously

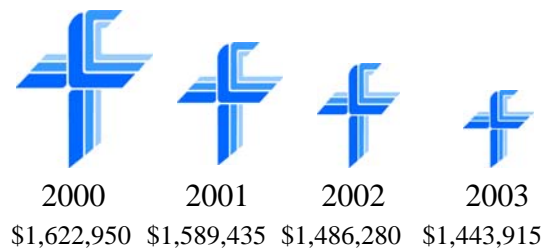


Department For Finance

review their level of commitment to District and therefore to the Synodical programs.

Approximately, one third of the District budget is remitted to LCC for their programs and so a lack of congregational commitments also affects the mission work that LCC can do. For example, due to a lack of funds, our commitment to LCC in 2001 was dropped from \$500,000 to \$465,000. It was slightly increased to \$470,000 in 2003 and we are hoping to increase it to \$475,000 for 2004.

From the figures below, you will see that the District budget has been steadily decreasing over the past few years.

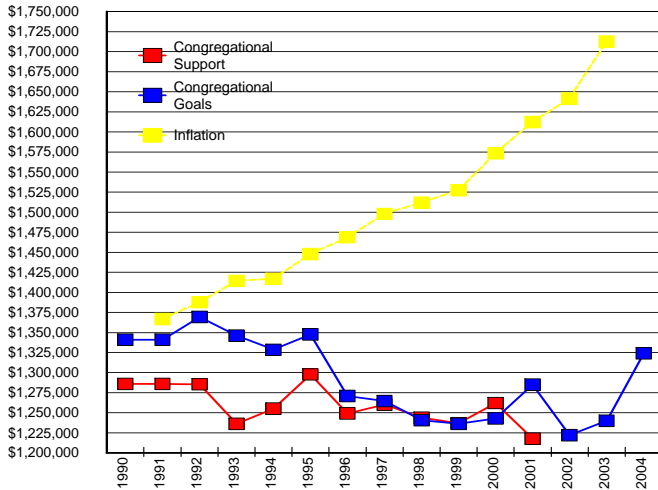


This is not because there is less need for the work of the District. If anything, the need is greater. However, a lack of revenue has forced this decrease. This is mainly a result of decreased giving at the congregational level. A second factor is that some of the special funds that help supplement the money coming from the congregations, are being depleted.

Regarding the level of congregational support, it is instructive to note that for 2003, the estimated total congregational commitment is \$1,240,000 whereas in 1993 this figure was \$1,346,000. **So we are \$100,000 below the figure of 10 years ago. If the rate of inflation over these 10 years is factored in, we are actually close to \$400,000 below 10 years ago!**

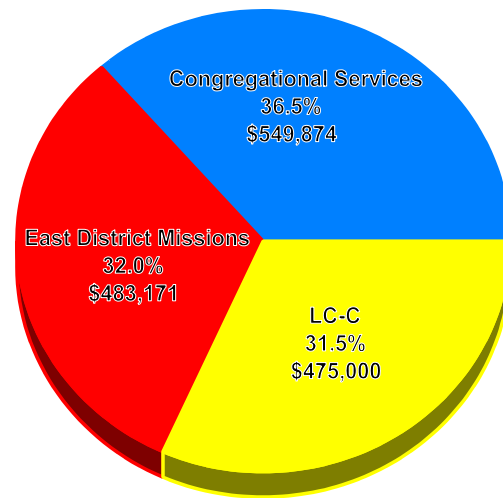
**While we should be moving forward,
we are not.**

Congregational Support



Total Spending Plan

\$1,508,591



It is recognized that many congregations are experiencing their own fiscal problems. As well, some congregations are cutting back so they can fund their own initiatives.

While congregations are to be lauded for taking on new projects such as schools, missions, etc., it should not be done at the expense of supporting the ministries to which we have committed ourselves as a District.

2004 Mission and Ministry Program

The 2004 program, as outlined in detail in this Mission & Ministry Plan, represents the requests and needs from the various Departments and administrative functions. Included is also an estimate of known revenues from sources other than congregational giving. Elsewhere in this document there are explanations of the components of the program.

As you can see . . .

The amount required from congregations is \$1,508,591
 This is an increase of 7% over 2003

The main reasons for the increase are:

- \$5,000 increase in our giving to synod
- \$33,000 increase in Parish Services to allow them to carry out their mandate
- \$6,000 increase in Outreach work
- \$17,000 increase in the District Office Building, mainly to fund a new roof

Conclusion

In keeping with the 2003 Convention Theme - “**With great boldness, call on His name**”- the Department for Finance asks that your congregation give prayerful consideration to the work of the Lord that needs to be done, as reflected in the proposed 2004 Mission and Ministry Program.

Be bold in making your 2004 commitment to the Lord’s work!

Lois Griffin, Chair,
 Department for Finance



2004 MISSION AND MINISTRY PROGRAM		2003 APPROVED BUDGET	
LUTHERAN CHURCH CANADA	475,000		470,000
DEPT. for OUTREACH			
Mission Committee	447,666	444,730	
Evangelism committee	9,400	9,400	
Social ministry committee	9,755	7,177	
Department administration	16,350	15,693	
	483,171		477,000
DEPT. for PARISH SERVICES			
Specialized ministries(admin)	800	0	
Audio/visual Librarian	3,500	0	
Children's Ministry	1,500	0	
EDLYA	1,800	0	
Family Life Education	1,000	0	
Older Adults' Ministry	1,000	0	
Lutheran Schools	12,800	9,200	
Recruitment/Student Aid	20,000	10,850	
Stewardship	750	750	
Worship	2,750	1,000	
Youth Ministry	12,000	6,000	
Continuing Education	3,000	0	
Department Administration	2,200	2,200	
	63,100		30,000
DEPT. for FINANCE	2,000		1,800
COMMUNICATIONS	15,000		12,000
ADMINISTRATION			
Archivist and Historian	6,500	5,500	
President's Office	97,430	94,141	
AA - Outreach/Parish services	68,340	71,013	
Board of Directors	12,000	9,000	
Other Committees	2,650	3,650	
District Office	243,400	249,811	
Office Building	40,000	20,000	
	470,320		453,115
TOTAL PROGRAM	1,508,591		1,443,915
ESTIMATED RECEIPTS			
Legacies and bequests	0	1,000	
Interest Income - Endowment	8,000	8,000	
Individuals/agencies	14,000	30,359	
District Missionary Hsg, Grant	25,200	25,200	
Special Ministries	0	2,809	
Toronto Urban Ministry	34,626	33,947	
CEF Administration Services	65,000	65,000	
Parish Services -Restricted Funds	14,600	14,600	
Non-cash depreciation	23,000	23,000	
Congregational receipts needed to fund program	1,324,165	(7% OVER 2003)	1,240,000
	1,508,591		1,443,915

Please use this page for notes and to indicate your suggestions for our Board of Directors. Share your ideas with other congregations at the fall forum in your circuit. Dates, times and places will be announced soon.



Lutheran Church–Canada, East District - Circuit Counsellors

London:	Rev. Ron Mohr	Stratford:	Rev. John Trembulak	Hanover:	Rev. David Saar
Kitchener:	Rev. Kevin Walrath	Ottawa:	Rev. Deane Detlefsen	Toronto:	Rev. Larry Flohr
Niagara:	Rev. Darryl Stefanik	Hamilton:	Rev. Mark Danielson	Windsor:	Rev. Mattias Krey