

# Canadian Association of Lutheran Congregations (CALC)

## 10-Year Strategic Plan

### Identity – Mission – Vision



### Proclamation – Propagation – Growth

*.....you are God's field, God's building.*

*I planted the seed, Apollos watered it, but God has been making it grow. So neither the one who plants nor the one who waters is anything, but only God, who makes things grow.*

1 Corinthians 3:9, 6-7

Prepared By:  
Reverend Edward P. Skutshek, President  
For Presentation at CALC's 2015 Annual General Convention  
October 16-18, 2015  
Emmaus Lutheran Church, Edmonton, AB

## Table of Contents

Introduction.....	3
Executive Summary of CALC’s Ten-Year Plan – Parts 1 & 2 .....	4
Executive Summary of CALC’s Ten-Year Plan – Part 3 .....	5
Priorities under CALC’s Ten-Year Plan .....	6
 Part 1	
CALC’s Identity, Confession of Faith, Organization, Membership and Governance .....	7
A. Identity .....	7
B. Confession of Faith.....	7
C. Mission.....	8
D. Organizational Structure .....	8
E. Membership .....	8
F. Governance.....	9
G. CALC’s Identity, Structure, Governance and Growth Going Forward .....	11
 Part 2	
Congregational Mission and Vision .....	13
A. Congregations in Mission for Christ .....	13
B. The Early Church.....	13
C. Luther’s Seven Marks of a Church in Mission for Christ.....	13
D. Other Marks of a Church in Mission for Christ.....	15
E. 10-Year Plan – Congregational Vision .....	15
 Part 3	
CALC’s 10-Year Strategic Plan .....	16
A. Gathering .....	16
1. The Annual General Convention.....	16
2. Cluster Gatherings .....	17
B. Pastoral Ministry.....	18
1. Discernment of Call & Training .....	18
2. Call of Pastors.....	20
3. Rostering of Pastors & Pastors between Calls and During Disability .....	21
4. Discipline of Pastors.....	22
5. Mentorship of Pastors.....	23
6. Credentialing of Pastors .....	24
7. Pension and Other Employee Benefits.....	25
8. Roster of Deacons.....	25
C. Coordinating Partnerships for Mission/Communication .....	26
1. The Study of Problems of Contemporary Life and Society .....	26
2. Establishing Church Plants and Mission Congregations .....	26
3. Coordinating Congregational Efforts Re: Mission .....	27
4. Coordinating Relationships with Other Church Bodies .....	28
5. Program Support.....	28
6. Networking and Coordination: Information Sharing.....	29
Schedule 1 – The CALC Act.....	30
Schedule 2 – Constitution and Bylaws .....	35

# Introduction

This strategic plan has been developed by the Canadian Association of Lutheran Congregations (CALC) in order to provide a disciplined approach for our Association and its member congregations as we partner together in the fulfillment of Christ's *Great Commission* over the next ten years.

Like all other strategic plans, this 10-Year Plan is meant to assist our Association and our member congregations by clearly stating our mission, vision, and goals, establishing priorities and implementing programming aimed at better serving the needs of and mission of our congregations. To this end, our plan establishes policies to be followed by our Association in the implementation of our mission, vision and goals. These policies must therefore be flexible and practical and yet serve as a guide to implementing programs, evaluating how these programs are doing, and making adjustments when necessary.

A resolution passed at our 2013 Annual General Convention (AGC) called for the establishment of a strategic 10-year plan, with our National Council responsible for the formulation of the steps leading up to its establishment. Our National Council unveiled a document entitled *Working Toward a Ten-year Strategic Plan – IMPV: Identity, Mission, Progress, Vision* at our 2014 AGC. As the title implied, this working document stated: CALC's identity as an association; our mission and our progress in the fulfillment of our mission; our vision and goals for the future together, with suggestions for programming in the fulfillment of our vision and goals. Our working document provided for intentional cluster meetings of our geographically linked congregations. An executive summary of the elements of our strategic plan, an addendum thereto and a survey were sent to congregational representatives in advance of the meeting. The strategic plan which follows was shaped by our working document, the feedback received in cluster meetings and the surveys filled out and returned by the participants at cluster meetings.

Our strategic plan is stated in three parts:

- The first part describes CALC's identity, that is, structure, statement of faith and statement of mission and purpose, or God's call to CALC together goals to be achieved in the coming years.
- The second part describes the mission of and vision for each of our member congregations, or God's call to our congregations.
- The third part describes specific goals and actions to be taken by CALC in support of our member congregations and their pastors as they pursue their mission and vision.

An Executive Summary of the three parts of our plan follow immediately after this introduction. The Executive Summary is followed by a statement of priorities with respect the various parts of our overall Strategic Plan.

*"In their hearts humans plan their course, but the Lord establishes their steps." (Proverbs 16:9)*

# Executive Summary of CALC's Ten-Year Plan – Parts 1 & 2

## Part 1 - Governance

CALC was formed to unite independent congregations and individuals who share a common belief that:

- The Holy Bible is the inspired and inerrant Word of God.
- Our faith and life are rooted in and shaped by the Holy Bible and our Lutheran Confessions.
- Our mission is found in Christ's Great Commission.
- Christ's Great Commission is lived out in the local congregation, and local congregations naturally seek union with other congregations in order to more effectively fulfill their mission.

CALC is governed by:

- A general convention that meets annually.
- A National Council consisting of:
  - a **Board of Elders** (BOE) that is responsible for the administration of CALC's faith and life;
  - a **Board of Trustees** (BOT) that is responsible for the management of CALC's temporal affairs;
  - a **President** who functions as spiritual leader and oversees CALC's administration and chairs the BOE;
  - a **Vice President** who chairs the BOT and assists the President;
  - a **Secretary** who keeps CALC's corporate records;
  - a **Treasurer** who keeps CALC's accounting records;

### Going Forward.

- CALC was formed as a safe haven for those who were opposed to the teachings of the ELCIC. As a consequence, our growth for the first 21 years was shaped primarily by what our congregations stood against. In the next ten years our identity must be rooted in what we stand for: our unique Confession of Faith; the primacy of discipleship; our continued sanctification by the power of the Holy Spirit; our identity as independent congregations who call our pastors, own and maintain our property and develop our own programming; and CALC's purpose is to aid and assist our congregations in the fulfillment Christ's Great Commission.
- With the help of the Holy Spirit we are called to discern the size and composition of our National Council and discern the skills and spiritual gifts the ideal candidate for each office should possess. We must look at the wisdom of making the National Council a legislative body and delegating administration to a service coordinator, an employee of CALC.
- In the next 10 years God is calling our congregations to: grow in grace, faith, service, outreach and number; and to partner together to plant new congregations.

## Part 2 - Congregational Vision

The Mission of each of our congregations is found in Christ's Great Commission to baptize, to become and make disciples and obey what Christ taught his disciples. Christ taught us, among other things, to:

- Love one another as he loved us.
- Bear fruit, including the Fruit of the Spirit described by Paul (Gal. 5:12-13), and by acts of kindness and charity (Matt. 25:24-58).
- Use our God-given Spiritual Gifts in ministry.
- Seek forgiveness from God and forgive one another from the heart.
- Love our enemies.

**The 7 Marks of the Church:** Luther declared that a congregation who was in mission for Christ has seven marks that distinguish it.

1. The **Word of God** is central to congregational life.
2. **Baptism** is rightly administered.
3. **Holy Communion** is rightly administered.
4. **Confession and Absolution** are an integral part of congregational life.
5. **Worship** is regular and a congregational priority.
6. The **calling** and consecrating **of Pastors**.
7. The **Cross is present** as people suffer for their faith and their faith enables them to cope with and bear the burdens of life.

**Other Marks of the Church:** Luther declared that we are called to grow in sanctification and ever to become more and more "a new creature" in Christ. This transformation is evident in relationships between congregants and in their lives in the secular world.

**Vision:** Scripture and our Confessional writings call CALC's congregations continue to grow into communities of faith where:

1. The real presence of Christ is celebrated in vibrant worship and the Sacraments are rightly administered.
2. The discipleship of every member is a top priority, as is the discernment of each disciple's Spiritual gifts and their use in congregational life.
3. Mission and outreach/evangelism are an important congregational priority and enthusiastically pursued.
4. God's call to pastoral ministry is heard by candidates, is discerned and then affirmed. Candidates are mentored and supported as they receive training.
5. Pastors are called by congregations and they enthusiastically tend their flocks.
6. Pastors are supported by their congregations.
7. Gathering together with other CALC congregations for mutual support and education is a priority.

# Executive Summary of CALC's Ten-Year Plan - Part 3

## Gathering Together

### Annual General Convention (AGC)

Our AGC is the only gathering of our membership which is required by our Constitution. We will strive to make the AGC an event that has three components:

1. **Shepherd's Pathway:** two days could be dedicated to the continuing education and enrichment of our Pastors.
2. **Leadership/Outreach:** one day should be dedicated to equipping and training leaders in our congregations in, among other things: outreach, evangelism and the discernment and enrichment of our God given Spiritual Gifts.
3. **Association Business:** One day should be committed to our business meeting and to sessions designed to enrich congregational life.

### Clusters:

CALC is blessed with clusters of congregations that are within driving distance of one another. In the next ten years CALC wants to encourage clusters of congregations to meet for worship, education, encouragement and prayer.

- **Grassroots:** Cluster events can be organized as a grassroots initiative. Leaders from one or more of the churches in a cluster could discern a theme for a cluster meeting and then plan, organize and fund the event.
- **Intentional Partnerships:** Leaders from one or more churches in a cluster could intentionally partner with National Council and other organizations, including the Institute of Lutheran Theology Canada Society (ILTCS) in planning and sponsoring conferences or seminars on topics of common interest.
- **Electronic Clusters:** An event held by one of our congregations could be live streamed over the internet and viewed by others.

## Pastoral Leadership

In order to enrich our Shepherd's Pathway for training our pastors, better equip and support pastors serving CALC congregations, and to expand the opportunities for ministry in CALC churches, National Council intends to:

### Shepherd's Pathway to Ministry

- Standardize the 40 Day Discernment program.
- Standardize the Christ Centered Pastoral Formation Program (CCPF).
- Support the Institute of Lutheran Theology (ILT) as our seminary.
- Encourage the support of our seminary students through prayer, mentorship and financial contributions.
- Raise awareness of the potential role of Institute of Lutheran Theology Canada Society (ILTCS) in the support of ILT and our seminary students.
- Create voluntary standards, policies and procedures for internships for seminary students and embedded ministries for students in the Pastoral Ministry Certificate program.

### Call, Roster, Mentorship & Discipline

- Provide leadership, mentorship and concrete resources in connection with the:
  - Call of Pastors to parish ministry
  - Call of Pastors to Extended Ministry
  - Discipline of Pastors
  - Termination of a call
  - Period of a Pastor's leave from call
  - Period between calls for pastors and congregations
  - Provision of pensions/benefits
  - Credentialing Pastors under marriage acts

### Continuing Education/Mentoring

- Plan and lead an annual pastors' study retreat, normally held in conjunction with our annual general convention.
- Encourage pastors to intentionally meet in clusters and provide for their mentorship at the Association level.

### Roster of Deacons

- Provide for the roster of Diaconal Ministers currently serving CALC congregations.
- Amend our constitution to include the office of Diaconal Minister.
- Develop policies, procedures and standards for the office of Diaconal Minister.

## Coordination/Enrichment

**Contemporary Issues:** CALC's mandate includes the study of the challenges posed by contemporary life and society. We will continue to study and address these societal challenges over the next ten years.

**Planting Congregations:** In the coming years CALC must develop policies, procedures and strategies to be utilized in coordinating and assisting our existing congregations in the establishment of mission congregations in their communities and nearby communities.

**External Relations:** National Council has established relationships with LCMC, NALC the Augustana District and the CMA for the purpose of the mutual support and edification and with the goal of entering into joint projects and supporting endeavors of mutual interest and benefit. In the coming years we will strengthen these relationships and potentially add new ones.

**Missions:** Our member congregations may seek CALC's assistance in the coordinating their joint ministries relating to the distribution of Scripture, Bible Schools, Bible Camps, Children's Homes and foreign missions. We will continue to use our AGC and other means of communications to help congregations in this regard.

**Program Support:** We will continue to use our AGC to introduce materials and programs on discernment of Spiritual Gifts, evangelism, discipleship, missions, governance, prayer and Christian Education for use by our congregations.

**Communication:** We will continue to improve our current means of communication: our website and our Lutheran Connector. We also will seek to recruit and empower a CALC representative in each of our congregations whose mandate will be to pass on information from CALC and advocate for CALC in his/her congregation.

# Priorities under CALC's Ten-Year Plan

Our Ten-Year plan necessarily requires that we establish priorities in the implementation of its various parts and elements. It must be flexible and account for changes in the circumstances and needs of our congregations and our Association. The priorities for the implementation of the plan suggested below must therefore be seen as flexible and practical and serve as a guide to implementing our visions, goals and programs and we must be free to make adjustments when necessary.

1. **Mandated Priority our AGC:** Our constitution mandates that we hold an Annual General Convention (AGC). Thus we have an annual continuing mandate to make our AGC the best gathering it can be every year, and for the foreseeable future will include the annual pastors' study retreat.
2. **Top Priorities:** These elements of our Ten-Year plan are considered top priorities which must be addressed in the next two years, with the specific order to be determined by the National Council:
  - a. **Training and Discipline an Ordained Ministry for the Administration of the Means of Grace.**
    - 1) Oversee the creation and implementation of standardized curricula and means of delivery for the 40 Day Discernment program and the CCPF.
    - 2) Support ILT as our seminary, support our Seminary students through prayer, mentorship and financial contributions, and explore the use of ILT Canada Society to further seminary education in Canada and support our students.
    - 3) Provide leadership, mentorship and concrete resources in connection with internships for M-Div students and embedded ministries for students in the Pastoral Ministry Certificate program.
    - 4) Provide leadership, mentorship and concrete resources in connection with the:
      - (a) Call of Pastors to parish ministry
      - (b) Call of Pastors to Extended Ministry
      - (c) Discipline of Pastors
      - (d) Termination of a call
      - (e) Period of a Pastor's leave from call
      - (f) Period between calls for pastors and Congregations
      - (g) Providing information on Employee Benefits
    - 5) Provide for the constitutional definition of the office of Diaconal Ministry. Provide leadership, mentorship and concrete resources in connection with the call, mentorship and discipline of Diaconal Ministers
  - b. **Governance:** We must look the size of and qualifications of those serving on National Council. We must also look at the wisdom of making the National Council a legislative body and delegating administration to a service coordinator, an employee of CALC.
  - c. **Communication:** The appointment of a CALC representative who will inform each congregation on CALC's progress and act as a congregational advocate for CALC. CALC's website and other tools of communication, such as the Lutheran Connector, must be made better tools for our representatives.
3. **Other Priorities:** These elements of our Ten-Year plan will be addressed in the years that follow, with the timing and specific order to be determined by the National Council:

Teaching on worship and worship resources	Materials/Programs on Discipleship
Materials/Programs on discernment of Spiritual Gifts	Materials/Programs on Evangelism
Leadership and Mentorship in Cluster Meetings	Church planting – Mission Congregations
Cluster meetings for Pastors/mentorship	Coordination of congregational Mission Activities
Relations with other Church bodies	Study of Societal Issues and Challenges

# Part 1

## Identity, Confession of Faith, Mission and Structure

- A. **Identity:** The Canadian Association of Lutheran Congregations (CALC) is a federally chartered church body formed to unite, serve, equip, encourage and empower independent congregations and individuals who share a common belief that:
- The Holy Bible is the inspired and inerrant Word of God.
  - Our faith and life are rooted in and shaped by the Holy Bible and our Lutheran Confessions.
  - Our mission is found in Christ's Great Commission: His call to us to be His disciples and make others His disciples.
  - We believe that Christ's Great Commission is lived out in the local congregation, yet, each congregation is a part of the greater Body of Christ and naturally seeks union with other congregations in order to more effectively fulfill its mission.
- B. **Confession of Faith:** The congregations of CALC find our unity in our common Confession of Faith and Purpose as set forth in Article Three of our Constitution:
1. **The Bible:** Our Association accepts all the canonical books of the Old and New Testaments as a whole and in all their parts as the divinely inspired, revealed, and inerrant Word of God, and joyfully submits to this as the only infallible authority in all matters of life and faith.
  2. **Faith in the Triune God:** The Association is built upon faith in the ever-living Triune God, Father, Son, and Holy Spirit as revealed in the Holy Scriptures to whom be the glory for ever and ever (see the three Ecumenical Creeds).
    - a. **God the Father:** Almighty God, Creator of the universe, Who formed man in His own image, Who from the beginning loved goodness and hated evil, desires that the children of His creation live in eternal fellowship with Him. We hold to the creation and fall of humanity as described in the first chapters of Genesis, not as myth, but as historic facts. Therefore, the Creator gave His only begotten Son (John 3:16) to be the Savior of the world, that people might be set free from the bondage of sin, and become joint heirs with Jesus Christ of eternal life.
    - b. **Jesus Christ, God's only Son and our Savior.** At the heart and centre of this faith is confidence in Jesus Christ and love for Him, the Eternal Word of God, true God (only Son of the Father from eternity), and true man (born of the Virgin Mary), and the only Savior of the world. The reason for our being the Canadian Association of Lutheran Congregations is to proclaim salvation solely by grace through faith alone in Jesus Christ.
    - c. **Dependence upon the Holy Spirit.** We also acknowledge dependence upon the Holy Spirit working solely through the Means of Grace to call unbelievers into saving faith in Jesus Christ, to empower believers to grow in faith, to bestow His gifts for the ministry of the Church locally and universally, to inspire love for one another, and to bring glory to the Father through the Lord Jesus Christ, the only Head of the Church.
  3. **Symbols: Basic and Required:** As brief and true statements of the doctrines of the Word of God, this Association accepts and confesses the following Symbols, subscription to which shall be required of all its members, both congregations and individuals:
    - a. **The ancient Ecumenical Creeds:** The Apostolic, the Nicene, and the Athanasian;
    - b. The Unaltered **Augsburg Confession** and **Luther's Small Catechism.**
    - c. **Book of Concord:** Normative: As further elaboration of and in accordance with these Lutheran Symbols, this Association also receives the other documents in the Book of Concord of 1580: the Apology, Luther's Large Catechism, the Smalcald Articles (including the Treatise on the Power and Primacy of the Pope) and the Formula of Concord; and recognizes them as normative for its theology.
  4. **Pure Doctrine:** The Association accepts without reservation these symbolic books of the Lutheran Church not insofar as but because they are the presentation and explanation of the pure doctrine of the Word of God and a summary of the faith of the evangelical Lutheran Church.

### C. **CALC's Mission:**

1. *Aid, support and encourage member congregations to grow* through the provision of materials and programs on evangelism, discipleship, missions, prayer, study of the Holy Scriptures, and the application of these to daily living;
2. Consider all matters relating to relationships with other church bodies, para-church organizations and non-church organizations and make recommendations to the General Convention on *how relationships with other church bodies and other organizations are formed, organized and implemented*;
3. Endorse and *issue calls*, where necessary, to pastors serving *in specialized or caring ministries*, including Chaplains in hospitals, prisons and care homes;
4. Receive, review, and act on applications to *the Roster of Pastors*;
5. Work with our Member congregations to *train, roster and discipline an ordained ministry* for the administration of the Means of Grace;
6. *Study questions relating to the faith and life of congregations and/or social issues and questions* in light of the Word of God and the Lutheran Confessions; and
7. If feasible, establish and administer *voluntary employee benefits for pastors and church workers*.

### D. **Organizational Structure:**

1. **Federal Charter:** CALC is a federally chartered national church body. The CALC act was passed by our Canadian Parliament June 15<sup>th</sup>, 1994, a copy of which is attached hereto as Schedule 1. Our Federal Charter envisions a church body which may be active throughout Canada.
2. **Registration.** CALC has been assigned Corporation No. 455543-1. CALC is subject to the provisions of Part 19 of the Canada Not-for-profit Corporations Act (NFP Act). The NFP Act is administered by the Federal Minister of Industry. CALC is registered as an extra-provincial corporation in British Columbia and Alberta, in order to comply with the Marriage Act of these provinces.
3. **Governing Documents.** CALC is governed by the terms of its Federal Charter and its Constitution and Bylaws. A copy of the latest edition of CALC's Constitution and Bylaws is attached hereto as Schedule 2.
4. **Registered Charity:** CALC is a Registered Canadian Charity under the registry maintained by the Canada Revenue Agency (CRA) BN/Registration Number: 89252 7169 RR0001.
5. **Association of Congregations and Individuals:** CALC is organized as an association of congregations. CALC's members include congregations and individuals who subscribe, adhere and agree to be bound by our confession of faith, constitution and bylaws. We have no synods or districts within CALC. CALC's congregations are free to call their own pastors, own their properties, provide for their maintenance, and conduct their own programming (Art. 6, Sec. 2.3.5). Congregations can propose amendments to CALC's Constitution and Bylaws (Art. 17, Sec. 3.1) and bring other resolutions to the Annual General Convention. (See Art. 9, Sec. 2). Congregational adherence to resolutions and policies proposed by and passed by the General Convention is voluntary (Art. 6, Sec. 2.3.10).
6. **Ecclesial Authority.** CALC is not an ecclesial body which has authority and power over our congregations. We are an association of independent congregations bound together by a statement of belief and purposes. CALC's sole purpose is to partner with our member congregations in the fulfillment of Christ's Great Commission. The fulfillment of the Great Commission takes place at the congregational level, therefore CALC's purpose is to gather member congregations together so they may be encouraged, mentored, educated and equipped for their mission and partner with them in the training and discipline of an ordained ministry.

### E. **Membership:**

1. **Membership Categories:** Congregations join CALC as either Member congregations or Associate members.
  - a) **Member congregations** vote (by at least a majority) to join CALC. Member congregations subscribe to the Confession of Faith (Article 3) and the Statement of Purpose (Article 5) of our Constitution; accept our Constitution and its Bylaws; and participate in the programs of activity approved by the Conventions and determined individually by the local Congregations. Member congregations have voice and vote at our conventions.



- b) **Associate congregations** subscribe to the Confession of Faith (Article 3) and the Statement of Purpose (Article 5) of our Constitution; and accept our Constitution and its Bylaws. Associate members have all the rights and privileges as member congregations, with the exception of voting at any meeting called by CALC.
- c) **Individuals** may join CALC as an Associate member. As such they may participate in the life of our Association and are entitled to voice, but not vote at any meeting of the Association. We have twelve individual members of CALC. Their names are not listed in order to maintain their privacy.
2. **Roster of Congregational Members.** CALC is currently comprised of thirty-three (33) congregations located in Alberta, British Columbia, Saskatchewan, Manitoba and Ontario.

<b>Congregation Name</b>	<b>City</b>	<b>Prov.</b>	<b>Joined</b>
1. St. Andrews Lutheran Church	Kamloops	BC	1994
2. Grace Lutheran Church	Kelowna	BC	2008
3. Martin Luther Evangelical Lutheran Church	Vancouver	BC	2009
4. Basel Hakka Lutheran Church ( <i>Associate</i> )	Vancouver	BC	2012
5. Vancouver Chinese Lutheran Church ( <i>Associate</i> )	Burnaby	BC	2013
6. Mount Calvary Lutheran Church	Mission	BC	2013
7. Christ Lutheran Church	Sexsmith	AB	1994
8. Journey's Lutheran	Grande Prairie	AB	2006
9. St. Peter's Lutheran	Cochrane	AB	2007
10. Peace Lutheran Church	Wainwright	AB	2011
11. Sharon Lutheran Church	Irma	AB	2012
12. Golden Valley Lutheran Church	Viking	AB	2012
13. Bardo Lutheran Church	Tofield	AB	2012
14. Immanuel Lutheran Church of Rosenthal	Stony Plain	AB	2012
15. Emmaus Lutheran Church	Edmonton	AB	2013
16. Salem Lutheran Church	Kingman	AB	2013
17. Trondhjem Lutheran Church	Round Hill	AB	2013
18. Calvary Evangelical Lutheran Church	Wetaskiwin	AB	2013
19. Asker Lutheran Church	Ponoka	AB	2013
20. Bethel Lutheran Church	Marwayne	AB	2014
21. Faith Lutheran Church ( <i>Associate</i> )	Calgary	AB	2014
22. Victory Lutheran Church	Medicine Hat	AB	2015
23. Trinity Lutheran Church	Leader	SK	2012
24. St. John's North Prairie Lutheran Church	Preeceville	SK	2012
25. Immanuel Lutheran Church	Parkside	SK	2014
26. Christ Lutheran Church	Morden	MB	1997
27. Faith Lutheran	North York	ON	2009
28. Resurrection Lutheran	Pembroke	ON	2011
29. Evangelical Lutheran Church of the Good Shepherd	Toronto	ON	2012
30. All Saints Lutheran	Ottawa	ON	2012
31. St. Matthew's Lutheran Church	Cornwall	ON	2012
32. St. Peter's Lutheran Church	Sullivan	ON	2013
33. Goodwood Lutheran Church ( <i>Associate</i> )	Uxbridge	ON	2014

3. **Growth:** CALC was formed as a safe harbor for congregations and individuals who were opposed to the teachings of the Evangelical Lutheran Church in Canada (ELCIC). Congregations that joined CALC during the period from 2007-2014 left the ELCIC and joined CALC primarily in response to the ELCIC's new teachings with respect to those eligible for marriage and ordination. Interest in CALC from congregations in the ELCIC has diminished significantly.

**F. Governance:**

1. **General:** CALC is governed by our General Convention and our National Council. The General Convention is the highest legislative authority. The General Convention must meet annually. Member Congregations are entitled to one representative per 50 confirmed members or greater fraction thereof to a maximum of three representatives, plus one pastor serving the Member Congregation. A Member Congregation of more than 600 confirmed members shall be entitled to have a maximum of four representatives, plus one pastor serving the Member Congregation. All Member Congregations are entitled to at least one delegate. Our governing bodies are described below.

<b>The General Convention</b>	
The General Convention shall have the following authority and responsibility:	
Adopt or approve its own rules of order and agenda.	Appoint a nominating committee.
Adopt a budget for the work of this Association.	Uphold the faith confessed by our Association.
Establish disciplinary procedures not otherwise provided for in our Constitution and Bylaws.	Seek to further the purpose of our Association.
Recommend or suggest, upon the National Council's advice, hymnals, forms of worship, and forms for performance of pastoral acts.	Approve proposed amendments to our Constitution and Bylaws for submission to the Member Congregations for ratification (75% of the congregational ballots received must approve the amendment).

**National Council (NC):**

**Members:** President, Vice President, Secretary, Treasurer, a minimum of 3 to a maximum of 7 Elders, plus a minimum of 3 to a maximum of seven Trustees.

**Lay Representation:** Either the President or Vice President must be a lay person. Either the Treasurer or the Secretary must be a lay person. A majority of the Elders and the Trustees must be lay people.

**Term:** Elected by the General Convention for staggered four year terms, with about a third of the terms expiring each year.

**Duties:** The National Council functions as the legislative agency of this Association and interprets our constitution and bylaws in the interim between General Conventions. National Council decisions must be approved by majority vote of all its members and must be presented to the next General Convention for review. (Article 10: Section 13.1 and 3.4 of CALC Constitution).

**Meetings:** The National Council must meet at least once a year. Additional meetings may be called by the President and must be called when requested by at least one-third of the BOE or the BOT. Meetings may be held by telephone conference or internet conference.

<b>The Board of Trustees (BOT)</b>	
The Board of Trustees (BOT) shall have the following authority and responsibility:	
Purchase or otherwise acquire title to real estate.	Borrow money (must be approved by congregations)
Invest and manage investment funds of our Association.	Prepare a budget and monitor spending.
Review the financial condition, policies, practices, and operations of all components of this Association	Appoint auditors, prepare job descriptions and recommend remuneration for officers and other employees.

<b>The Board of Elders (BOE)</b>	
The Board of Elders (BOE) shall have the following authority and responsibility:	
Maintain a roster of Pastors.	Provide leadership to Boards and Committees of our Association.
Consider matters arising from relationships with other church bodies and extra-church bodies.	Provide oversight in the education and training of candidates for call and ordination as Pastors in CALC;
Oversee mentoring and the continuing education for pastors on CALC's roster.	Hear and adjudicate cases of alleged pastoral misconduct if requested by a congregation
Examine and approve candidates for call into the Pastoral Ministry, through the Pastoral Review Panel appointed by the BOE.	

<b>The Executive</b>			
The Executive or officers of our Association shall have the following authority and responsibility:			
<b>President:</b> is the spiritual leader of our Association; upholds the Constitution and Bylaws; and is responsible for the effective administration of our Association. Chairs CALC's Convention, the NC and BOE. Also intervenes in conflict situations in congregations.	<b>Vice President:</b> assists the President in implementing resolutions and motions passed by the General Convention, NC, BOT and BOE. Chairs the BOT. Upon the vacancy of the President's office, serves as President until the next convention.	<b>Treasurer:</b> keeps such financial records, including books of account, as are necessary to comply with Revenue Canada; and renders financial statements to National Council and General Convention.	<b>Secretary:</b> gives notices of meetings; keeps minutes of all meetings of the Association, NC and BOE; has custody of all records (excluding the Treasurer's records); has custody of the common seal of the Association.

The Board of Elders and the Board of Trustees meet at least twice a year.

Our President's spiritual leadership and administrative duties have taken the following shape from 2009 to the present:

1. Served as a primary point of contact between congregations considering affiliation with CALC, which has included, preaching at services of worship, making presentations on CALC, answering questions and overseeing the congregational application process.
2. Prepared and filed applications for credentialing under marriage acts and acting as governing authority.
3. Acted as point of contact and liaison for pastors seeking calls in CALC congregations.
4. Shepherded several congregations through their call process: met with call committees that requested guidance; assisted call committees with the interview of candidates; assisted congregations in the negotiation and preparation of letters of call for fulltime pastoral ministry and interim ministry; worked with a CALC congregation, the Institute of Lutheran Theology and two supervising pastors in order to establishment of a 15 month internship for a CALC Master of Divinity Student; and assisted congregations in obtaining visas for pastors from the US and other countries.
5. Prepared teaching papers, most recently on, human sexuality and marriage and women's ordination.
6. Took a lead role in the preparation of voluntary policies, procedures and standards for ministry.
7. Provided advice, encouragement and mentorship to congregations experiencing various challenges.
8. Officiated at the ordination and installation of Pastors.
9. Served as a primary point of contact in the development of relationships with other church bodies and extra-church organizations.
10. Prepared and filed annual corporate reports required by federal and provincial governments.
11. Acted as a liaison with CALC congregations in the planning of our Annual General Convention and took leadership throughout the convention.
12. Took an active role in the planning and organizing of our annual Pastors' Study Conference and provided leadership throughout the retreat.

The Vice President's administrative contribution to CALC's life has taken the following form from 2009 to the present:

1. Acted as liaison for CALC in our developing relationship with the Institute of Lutheran Theology.
2. Took a lead role in preparing the agenda and chairing National Council meetings in an effort to support the president.
3. Acted as liaison for CALC in our developing relationship with the Institute of Lutheran Theology Canada Society.

### **G. CALC's Identity, Structure, Governance and Growth Going Forward.**

**Identity:** The identity of many of CALC's congregations has been shaped by their association with the ELCIC. They were accustomed to a national church council and provincial synods that had jurisdiction over many aspects of congregational life. CALC was formed as a safe haven for disaffected individuals and congregations in the ELCIC and as a consequence we were defined by what we stood against. The ELCIC congregations which joined CALC were against the same things.

- In the next ten years our identity must be rooted in what we stand for. The congregations of CALC are called to embrace our understanding of church, that Jesus Christ's Great Commission to become and to make disciples, is lived out in congregations who have the authority to call their own pastors, own their properties, provide for their maintenance, and conduct their own programming.
- We must embrace CALC's mandate, to partner with our member congregations in the training of pastors, and to provision resources and instruction which encourage and equip our congregations in the fulfillment of their mandate.

**Structure/Governance:** The first 21 years of CALC's history has been a time of growth, from 2 to 33 congregations, with the most growth occurring over the last 7 years. Each year our National Council has had to respond and grow as CALC and our congregations encountered new challenges. Governance falls into two broad categories, legislative and administrative. The National Council, the BOE and the BOT have a legislative function, that is, the discernment vision and policy, which, in turn, is enacted by our General Convention. The officers are tasked with administration, putting policy into action, mentoring our congregations, and managing our relationships with other church bodies and secular authorities. As our congregations grow and new congregations are added, our administrative functions will increase. Congregations will increasingly ask for CALC's help in calling, training and mentoring pastors and parish

administration. Much of the administrative work has been undertaken by our President. In the next ten years we must strive to:

- Continue to refine and improve our legislative and administrative functions. With the help of the Holy Spirit we are called to discern the size and composition of our Board of Elders and the Board of Trustees and discern the skills and spiritual gifts the ideal candidate for an office should possess.
- We will look at the feasibility of adopting a form of governance similar to the one adopted by the Lutheran Congregations in Mission for Christ (LCMC), whose polity and structure are almost identical to CALC's. Their Board is exclusively responsible for discerning vision for their association and the policies and procedures necessary to bring the vision to fruition and administration is delegated to a Service Coordinator, an employee of LCMC.

**Growth**: Future growth in CALC must first come at the congregational level. Each of our congregations is called by God to grow in grace, faith, service, outreach and number. In the next 10 years as an association and as individual congregations we are called to:

- Believe that discipleship of all our members is necessary for individual and corporate growth and make the discipleship of every member of our congregations an urgent priority.
- Partner together in order to organize mission congregations.

## Part 2

# Congregational Mission and Vision

- A. **Congregations in Mission for Christ:** Jesus has called the whole Christian Church on earth to joyfully and enthusiastically engage in the fulfillment of His Great Commission, and his ministry of love, forgiveness and reconciliation.

*"Then the eleven disciples went to Galilee, to the mountain where Jesus had told them to go. When they saw him, they worshiped him; but some doubted. Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." (Matthew 28:16-20)*

*Again Jesus said, "Peace be with you! As the Father has sent me, I am sending you." And with that he breathed on them and said, "Receive the Holy Spirit. If you forgive anyone's sins, their sins are forgiven; if you do not forgive them, they are not forgiven." (John 20:21-23)*

*"A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another." (John 13:34-35). "You have heard that it was said, 'Love your neighbor and hate your enemy.' But I tell you, love your enemies and pray for those who persecute you, that you may be children of your Father in heaven." (Matthew 5:43-45)*

*Then the King will say to those on his right, 'Come, you who are blessed by my Father; take your inheritance, the kingdom prepared for you since the creation of the world. For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in, I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me.' "Then the righteous will answer him, 'Lord, when did we see you hungry and feed you, or thirsty and give you something to drink? When did we see you a stranger and invite you in, or needing clothes and clothe you? When did we see you sick or in prison and go to visit you?' "The King will reply, 'Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.' (Matthew 25:34-40)*

*"I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing." (John 15:5). But the fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control. (Galatians 5:22-23)*

*We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully. (Romans 12:6-8) And God has appointed in the church first apostles, second prophets, third teachers, then workers of miracles, then gifts of healing, helping, administrating, and speaking in various kinds of tongues. (1 Corinthians 12:28) And he [Jesus] gave the apostles, the prophets, the evangelists, the shepherds (preachers) and teachers, to equip the saints for the work of ministry, for building up the body of Christ. (Ephesians 4:11-12)*

- B. **The Early Church:** During the 2013 AGC we examined the phenomenal growth of the Christian Church in the first three centuries AD, as described in Rodney Stark's book entitled "*The Rise of Christianity*." He revealed that the growth of the church had to do with the people of the church. They unashamedly preached and proclaimed, to a world filled with disease and death, that they believed in a God that so loved the world that He gave His one and only Son so that all who believed in him would not perish but have eternal life. They went out into the world and embodied Jesus' words in Mathew 25:34-40. Christians were praised because they took care of the sick (most importantly sick pagans) and cared for the poor of their communities, offering them food, drink and clothing. Christians reached out to the strangers that came into their towns and offered them an extended family in Christ. They stood for marriage, one man and one woman joined together by God for a lifelong loving and monogamous relationship. They stood for the family, raising their children in the fear and love of God and rescuing and raising orphaned and abandoned children. They opposed abortion. They believed that their faith permeated every part of their lives and strove to live lives worthy of their high calling in Christ. They treated women and children with love and dignity. They were filled with faith, hope and love. The hope that was in them caused their contemporaries to want to know who they believed in, why they had hope and why they were able to express their love so openly.
- C. **Luther's Seven Marks of a Congregation in Mission for Christ:** Martin Luther called the church to unabashedly preach and proclaim the Word of God. He declared that churches that were in mission for Christ had certain marks

or distinctives that all could see. He described these marks in Part III of his treatise entitled "On Councils and the Church." Luther contended that if these marks were present in a Christian community, the one Holy, Catholic, and Apostolic Church was present.

1. **The Congregation is Immersed in God's Word**: Luther wrote: "First, the holy Christian people are recognized by their possession of the holy word of God. To be sure, not all have it in equal measure, as St. Paul says [1 Cor. 3:12–14]. Some possess the word in its complete purity, others do not. Those who have the pure word are called those who *'build on the foundation with gold, silver, and precious stones'*; those who do not have it in its purity are the ones who *'build on the foundation with wood, hay, and straw,'* and yet will be saved through fire. More than enough was said about this above. This is the principal item, and the holiest of holy possessions, by reason of which the Christian people are called holy; for God's word is holy and sanctifies everything it touches; it is indeed the very holiness of God, Romans 1 [:16], 'It is the power of God for salvation to every one who has faith,' and 1 Timothy 4 [:5], *'Everything is consecrated by the word of God and prayer.'*" (AE 41, 148)
2. **The Sacrament of Holy Baptism is Administered**. Luther wrote: "Second, God's people or the Christian holy people are recognized by the holy sacrament of baptism, wherever it is taught, believed, and administered correctly according to Christ's ordinance. That too is a public sign and a precious, holy possession by which God's people are sanctified. It is the holy bath of regeneration through the Holy Spirit [Titus 3:5], in which we bathe and with which we are washed of sin and death by the Holy Spirit, as in the innocent holy blood of the Lamb of God. Wherever you see this sign you may know that the church, or the holy Christian people, must surely be present..." (AE 41, 151)
3. **The Holy Sacrament of the Altar is Administered**. Luther wrote: "Third, God's people, or Christian holy people, are recognized by the holy sacrament of the altar, wherever it is rightly administered, believed, and received, according to Christ's institution. This too is a public sign and a precious, holy possession left behind by Christ by which his people are sanctified so that they also exercise themselves in faith and openly confess that they are Christian, just as they do with the word and with baptism." (AE 41, 152)
4. **The Office of the Keys Exercised Publicly (Confession and Absolution)**. Luther wrote, "Fourth, God's people or holy Christians are recognized by the office of the keys exercised publicly. That is, as Christ decrees in Matthew 18 [:15–20], if a Christian sins, he should be reproved; and if he does not mend his ways, he should be bound in his sin and cast out. If he does mend his ways, he should be absolved. That is the office of the keys. Now the use of the keys is twofold, public and private. There are some people with consciences so tender and despairing that even if they have not been publicly condemned, they cannot find comfort until they have been individually absolved by the pastor. On the other hand, there are also some who are so obdurate that they neither recant in their heart and want their sins forgiven individually by the pastor, nor desist from their sins. Therefore the keys must be used differently, publicly and privately. Now where you see sins forgiven or reproved in some persons, be it publicly or privately, you may know that God's people are there." (AE 41, 153)
5. **The Calling, Consecrating, and Ordaining of Ministers (The Holy Ministry)**. Luther wrote: "Fifth, the church is recognized externally by the fact that it consecrates or calls ministers, or has offices that it is to administer. There must be bishops, pastors, or preachers, who publicly and privately give, administer, and use the aforementioned four things or holy possessions in behalf of and in the name of the church, or rather by reason of their institution by Christ, as St. Paul states in Ephesians 4 [:8], *"He received gifts among men ...—his gifts were that some should be apostles, some prophets, some evangelists, some teachers and governors,* etc. The people as a whole cannot do these things, but must entrust or have them entrusted to one person. Otherwise, what would happen if everyone wanted to speak or administer, and no one wanted to give way to the other? It must be entrusted to one person, and he alone should be allowed to preach, to baptize, to absolve, and to administer the sacraments. The others should be content with this arrangement and agree to it. Wherever you see this done, be assured that God's people, the holy Christian people, are present." (AE 41, 154)
6. **Prayer, Public Praise, and Thanksgiving to God (The Liturgy/Public Worship)**. Luther wrote: "Sixth, the holy Christian people are externally recognized by prayer, public praise, and thanksgiving to God. Where you see and hear the Lord's Prayer prayed and taught; or psalms or other spiritual songs sung, in accordance with the word of God and the true faith; also the creed, the Ten Commandments, and the catechism used in public, you may rest assured that a holy Christian people of God are present. For prayer, too, is one of the precious holy possessions whereby everything is sanctified, as St. Paul says [1 Tim. 4:5]. The psalms too are nothing but prayers in which we praise, thank, and glorify God. The creed and the Ten Commandments are also God's word and belong to the holy possession, whereby the Holy Spirit sanctifies the holy people of Christ." (AE 41, 164)

7. **The Sacred Cross (Suffering/Sacrificial Giving)**. Luther wrote: "Seventh, the holy Christian people are externally recognized by the holy possession of the sacred cross. They must endure every misfortune and persecution, all kinds of trials and evil from the devil, the world, and the flesh (as the Lord's Prayer indicates) by inward sadness, timidity, fear, outward poverty, contempt, illness, and weakness, in order to become like their head, Christ. ... Wherever you see or hear this, you may know that the holy Christian church is there, as Christ says in Matthew 5 [:11–12], "*Blessed are you when men revile you and utter all kinds of evil against you on my account. Rejoice and be glad, for your reward is great in heaven.*" This too is a holy possession whereby the Holy Spirit not only sanctifies his people, but also blesses them." (AE 41, 165)
- D. **Other Marks of Congregations in Mission for Christ**. Luther wrote further: "Beside these seven chief things, there are other outward signs whereby the holy Christian Church is known, viz., those whereby the Holy Ghost makes us holy according to the Second Table of Moses, —
1. As when he helps us to honor father and mother from the heart, and helps them to raise their children in a Christian way and to lead honorable lives;
  2. When we serve our princes and lords faithfully and obediently and are subject to them, and they, in turn, love their subjects and protect and guard them;
  3. When we are angry with no one, bear no wrath, hatred, envy, or vengefulness toward our neighbor, but gladly forgive him, gladly lend to him, help and counsel him;
  4. When we are not unchaste, immoderate in drinking, proud, haughty, boastful, but pure, self-controlled, sober, kindly, gentle, and humble;
  5. When we do not steal, rob, take usury, indulge in greed, cheat, but are mild, kind, satisfied, generous;
  6. When we are not false, lying and perjuring, but truthful, reliable, and whatever else is taught in these commandments, all of which St. Paul teaches abundantly in more than one place.
  7. For we need the Decalogue not only because it tells us in legal fashion what we are bound to do, but also in order that we may see in it how far the Holy Ghost has brought us in His sanctifying work, and how much we still fall short, so that we may not become careless and think that we have now done all that is required. Thus we are constantly to grow in sanctification and ever to become more and more "a new creature" in Christ."
- E. **10 Year Plan - Congregational Vision**: As congregations rooted in the Holy Scriptures and the Lutheran Confessions we are called by God to be filled with faith, hope and love and continue to grow into communities of faith where:
1. **Reformation Worship**: We celebrate the real presence of Christ among us, the Gospel of Jesus Christ is proclaimed in its purity, the sacraments of Baptism and Holy Communion are rightly administered, we earnestly repent and truly believe our sins are forgiven and we are reconciled with God and one another.
  2. **Discipleship**: Every member diligently studies Scripture. Every member is given an opportunity to discern his or her Spiritual Gifts and skills. Every member is given an opportunity to apply Scripture and their Spiritual Gifts in worship, evangelistic outreach, the stewardship of congregational resources, teaching, the support of caring ministries, Christian Missions, and in their daily lives, including, their daily vocation.
  3. **Outreach**: Partnerships are formed with other CALC congregations, likeminded Church bodies, groups, and independent movements for evangelistic outreach, missions, and the support of caring ministries.
  4. **Discernment of Call**: Candidates for pastoral ministry can hear God speak to them, have their call to ministry discerned, can work with CALC and their congregation to chart a course for their training for the pastoral ministry and receive mentorship, prayers and financial support during their time of education and equipping.
  5. **Ministry**: Pastors joyfully and enthusiastically preach, teach, baptize, commune, confirm, marry, comfort the distressed and the dying, visit, and provide counsel, support and guidance to those in leadership positions in the congregation in accordance with the Scriptures, our Lutheran Confessions and CALC's Confession of Faith.
  6. **Pastoral Support**: Pastors are prayed for and cared for by their congregations and their present and future needs are provided for in a manner that pleases God.
  7. **Gathering**. Gathering with their brothers and sisters in CALC for conferences, conventions and clusters for praise worship, education, inspiration and encouragement is a high priority.

## Part 3

# CALC's Ten-Year Strategic Plan

### A. Gathering.

CALC's mission is to work with our member congregations in planning and facilitating gatherings of our people for conferences and seminars, exchange visits, and lay activities. These words envision CALC congregations coming together for times of worship, singing, Christian education, prayer and fellowship.

- 1) **The Annual General Convention (AGC):** Our AGC is the only mandated meeting of all of the member congregations and individual associate members of our Association. Our AGC should be the most important event of the year for members of CALC and it should be planned and attended in accordance with the importance it is accorded in our governing documents. Taking our 2013 and 2014 AGCs as a template, all group events should be recorded and the recordings posted on our website.
  - a) **Date:** The date for our AGC will continue to be held on the *third weekend in October*. National Council will continue to evaluate the date for AGC and if necessary, look at more favorable dates for our AGC.
  - b) **Venue:** Our congregations will continue to host our AGC. The National Council will continue to be responsible for choosing the theme of the convention, choosing and retaining convention speakers, developing the agenda for the business session, preparing the bulletin of reports for the convention and developing breakout sessions. The host congregation is responsible for planning and providing for lunch on Friday and Saturday, refreshment breaks on Friday, Saturday and after closing worship on Sunday, and the banquet on Saturday night. National Council will also explore other venues, including, Christian Camps and/or Christian school campuses.
  - c) **Agenda:** We believe that CALC conventions should continue to begin with a learning event on Friday, business and more learning on Saturday and end with closing worship on Sunday. Our conventions should:
    1. Make adequate time for conducting our Association's business;
    2. Provide plenty of opportunities for proclamation of the Gospel, prayer, worship and singing;
    3. Feature keynote speakers who inspire, encourage and equip us to be 1<sup>st</sup> Century Churches for 21<sup>st</sup> Century (including CALC Pastors with academic distinction and/or special qualifications); and
    4. Provide information and resources for congregations in their quest to support missions and fulfill the Great Commission in their communities.

Template for our Annual General Convention:

Friday		Saturday		Sunday
9:30 – 10:30 am	Keynote Speaker <sup>1</sup>	9:00 – 9:30 am	Devotions/Opening	
10:30 – 11:00 am	Break	9:30 – 10:30 am	Business Session <sup>3</sup>	
11:00 – 12:00 pm	Keynote Speaker	10:30 – 11:00 am	Break	
12:00 -- 1:00 pm	Lunch	11:00–12:00 pm	Business Session	
1:00 – 2:00 pm	Breakout Session 1 <sup>2</sup>	12:00 – 1:00 pm	Lunch	
2:00 -- 2:30 pm	Break	1:00 -- 1:30 pm	Intro of special Guests	
2:30 -3:30 pm	Breakout Session 2 <sup>2</sup>	1:30 -- 3:00 pm	Keynote Speaker <sup>1</sup>	
		3:00 – 3:30 pm	Break	
7:00 – 8:30 pm	Opening Worship	3:30 -- 4:30 pm	Keynote Speaker/Closing <sup>1</sup>	
8:30 – 9:30 pm	Hospitality	6:30 – 9:30 pm	Closing Banquet	

**Footnotes to Agenda Table:**

1. In some years the Keynote Speaker may speak on Friday and Saturday. In some years one Keynote Speaker may lead the Friday morning learning event and another Keynote speaker may lead the Saturday afternoon event.
2. The Friday learning event will include two 60 minute long breakout sessions. The classes offered will vary from convention to convention.
3. During our business session we will conduct our Association's necessary business, including, without limitation: Reports from the President, Elders, Trustees and Treasurer; adoption of the budget for the succeeding year; election of National Council Members as positions become vacant; vote on amendments to our constitution and bylaws; and such other business as may come before our General Convention.



d) **Possible Topics/Themes** gleaned from cluster meeting questionnaires and participants in cluster meetings.

10-Year Strategic Plans for Congregations	Evangelism – practical instruction
Christian Apologetics	Missions – mission locally and abroad
The erosion of the authority of God’s Word	Church Growth – Church Plants
Christian Education for all ages	Worship – styles, enrichment and principles
Stewardship	Discipleship
Use of Social Media for outreach and evangelism	Marks of the successful congregation
The basics of Christian Marriage and Family	Enriching/Strengthening Marriage and Family

e) **Costs:** Costs of sending delegates to the AGC is borne by each congregation. National Council wants to encourage each Congregation who is able to send delegates to send the maximum number of delegates our governing documents permit. In an effort to bear the burdens of their less fortunate brothers and sisters, congregations with the financial resources will be asked to contribute to the travel fund we established for the purpose of providing grants for attendance at our AGC. The delegates to the 2012 AGC approved and the 2013 AGC affirmed the establishment of a Travel Grant Fund for participants in CALC’s AGC and other events. It is National Council’s mandate to encourage congregations who have the resources to make donations toward this important fund.

e) **Flexibility:** National Council must maintain some flexibility with respect to the agenda for our AGC, most especially in light of our policy to hold the Pastors’ Study Retreat before our AGC.

## 2) **Cluster Gatherings:**

a) **Mission/Cluster:** CALC’s mission includes coordinating joint efforts of our congregations and individual members in hosting seminars, conferences, exchange visits and lay activities (C&B Art. 4, S4.1, SS4.1.1). CALC’s 33 congregations are spread across Canada from British Columbia to Ontario. The great distance between congregations makes gathering all of CALC’s congregations together difficult. However, CALC is blessed with clusters of congregations that are within driving distance of one another. These clusters of congregations lend themselves to localized gatherings for worship, education, encouragement and prayer. Cluster events can be used as an opportunity for outreach into the community around the cluster congregations. A guest speaker on a topic of common interest provides an opportunity for members of the host congregations to invite guests and reach out to these guests. In the next ten years CALC wants to encourage clusters of congregations to meet for worship, education, encouragement and prayer.

b) **Grassroots Initiatives:** Cluster events can be organized as a grassroots initiative. Leaders from one or more of the churches in a cluster could discern a theme for a cluster meeting and then plan, organize and fund the event. Members of National Council could be asked to participate in these grassroots cluster meetings. Presentations in these events could be videotaped and shared with other CALC congregations. CALC can encourage grassroots clusters through the provision of educational materials and/or lists of speakers on various topics of common interest.

c) **Intentional Partnerships:** Leaders from one or more churches in a cluster could intentionally partner with National Council and other organizations, including Institute of Lutheran Theology Canada Society (ILTCS) in planning and sponsoring conferences or seminars on topics of common interest. Leaders from one or more of the churches in a cluster, National Council, together with representatives from other organizations involved in the event, would discern the theme for a cluster meeting and then plan, organize and fund the event. The conferences and seminars could be recorded and educational materials on topics of common interest would thereby be created for use at cluster gatherings.

d) **Electronic Clusters:** Congregations capable of broadcasting by live-streaming over the internet could sponsor or host events. Any one of our congregations, or groups or individuals within our congregations, with the appropriate internet connection could watch the event as it occurs. They could participate in the discussions by sending comments and questions by email to the host congregation.

## B. Pastoral Ministry.

**Mission:** CALC's mission includes coordinating joint efforts of our congregations and individual members in the training and discipline of an ordained ministry for the administration of the Means of Grace (C&B Art. 4, Sec. 4.2, Sub-sec. 4.2.2) and the provision of Pensions and Employee Benefits (C&B Art. 4, Sec. 4.1, Sub-sec. 4.1.5)

### 1) **Discernment of Call and Training:**

- a) **Shepherd's Pathway:** The delegates to the 2009 Annual General Convention approved the Shepherd's Pathway for Pastoral Ministry ("*Shepherd's Pathway*"). This is the program by which our future pastors are trained. CALC ordains both men and women to the ministry of Word and Sacrament. Teaching on women's ordination is found at: <http://www.calc.ca/Ordination%20of%20Women.pdf>.
- b) **Discernment of Call.** In order for a candidate and his/her congregation to discern a call to the ministry, the Shepherd's Pathway includes a forty day period of discernment (*40 Day Discernment*), and the Christ Centered Pastoral Formation (*CCPF*) program.

**40 Day Discernment:** The candidate reviews our Constitution and Bylaws and the main foundational principles of CALC: (a) the authority of Scripture as the divinely inspired, revealed and inerrant Word of God; (b) the Law and Gospel dialectic; (c) the Theology of the Cross and (d) the relevance of the historic Lutheran Confessions.

The candidate examines, through a series of devotional readings, the important qualities of a shepherd by first looking at what it means to have the 'heart of a pastor'. Each candidate will identify through God's Word, God's people, family, and friends what the "heart attributes" of a servant leader are and more precisely, how this will guide his/her role as a shepherd. If, at the end of the 40 day period, the candidate and his/her church leadership believe he/she possesses a "Shepherd's Heart" the candidate enters into the Christ-Centered Pastoral Formation Program (CCPF).

**40 Day Discernment Going Forward:** The Board of Elders will oversee the development of a specific uniform curriculum for the specific components of the 40 Day Discernment, including a reading list and ways of measuring a candidate's progress. The development of this curriculum will be considered a priority. Until such time as we develop a standardized curriculum, the Board of Elders will have to review, on a case by case basis, how each candidate and his/her pastor/mentor discerned the candidate's internal call to the pastoral ministry, and if necessary, suggest additional areas of study and reflection.

- c) **CCPF.** Our vision for the CCPF intensive program, somewhat similar to the established Clinical Pastoral Education (CPE) program. Unlike CPE, which is a multi-faith program, CCPF is Christ-centered. This course envisions a 6 to 8 week commitment on the part of the student. A minimum of 6 to a maximum of 12 students are required to for a CCPF class. We have not offered a CCPF program due to lack of students and instructors.

During the CCPF program a candidate has time and an opportunity for internal self-examination with respect to Heart, Soul, Body and Mind aspects of the Shepherd's Pathway. (a) Heart: This facet of the CCPF program takes place in hospitals and care facilities. A supervisor leads candidates through written verbatim and individual and group discussions on how to effectively relate to people under stressful and difficult situations. The purpose is to recognize and correct any weakness that potential pastors may have in dealing with relationships. (b) Soul. This facet of the CCPF program helps the pastoral candidate to put into place a structured discipline process of staying connected to the source of our life, Jesus, through prayer and diligent study of Scripture. (c) Body. This facet of the CCPF program examines how pastors take care of their physical bodies as well as their families, and their marriages in order to create balance in their ministry and daily living. Each candidate meets with a parish nurse to look specifically at self-care and family care, and tries to implement some disciplines in this regard. (d) Mind. This facet of the CCPF program examines the leadership, organizational and administrative skills. Different from theology, this component helps to develop practical, useable skills for parish ministry.

**CCPF Going Forward:** The Board of Elders will oversee the development of a specific uniform curriculum for the specific components of the CCPF (heart, mind, body and soul), and specific ways of measuring a candidate's progress. The development of this curriculum will be considered a priority. The logistics of the program, class size and instructor availability, represent a practical shortcoming of our program. The various component courses will be delivered using distance learning techniques, including pre-recorded presentations, online interactive components, reading lists and papers submitted to an instructor. The courses will be taken by the candidate and his/her mentor Pastor. Until such time as we develop a standardized curriculum for the CCPF, the Board of Elders will have to review, on a case by case basis, how each candidate and his/her pastor/mentor have dealt with heart, mind, soul and body and the pastoral ministry, and if necessary, suggest additional areas of study and reflection. It should be noted that these courses would be useful tools for all of our pastors, specifically, for continued professional development and enrichment. These courses touch on the core of the Christian life and may well need be adapted for use by all members of CALC.

- d) **Pastoral Review Panel:** The next step following the successful completion of the CCPF is for the candidate to meet with our Pastoral Review Panel (PRP) and discuss a specific training route for a candidate wanting to enter parish ministry. Information gathered through the time of discernment and application process will be provided to the PRP.

CALC maintains a Pastoral Review Panel (PRP). The PRP consists of six permanent members appointed by the Board of Elders, each of whom will be given a specific role in the discussions with each pastoral candidate based upon his/her defined job descriptions. The six permanent members of the PRP will include: (a) a member of the National Council, (b) a lay member of one of CALC's Member congregations (who is not on National Council), (c) a theologian, (d) one who can assess the psychological development of a candidate, (e) CALC's Pastoral Personnel Director, and (f) as appropriate, a traveling mentor. Unlike a traditional colloquy body which is commonly understood to be involved in examining and certifying a candidate, the Pastoral Review Panel looks at each specific candidate and puts into place a specific pathway which is tailored to and takes into account past experiences, academic credentials and perceived needs of the candidate. During the times that the PRP meets with the candidates, a conversation will take place in an open, honest and caring atmosphere. The PRP will work with the candidate in the discernment and charting of the course for the education/training of the candidate.

- e) **The Two Paths:** The candidate, mentoring pastor and the PRP will work together to discern the pathway to ministry to be followed on the Shepherd's Pathway. The candidate will embark on one of two pathways for the training of pastors:

**Path1:** Traditional four year **Master of Divinity (M-Div)** program, typically three years with full course load, plus a 12 month parish internship and a unit of Clinical Pastoral Education (CPE). The M-Div has been the gold standard for the education of pastors in the Lutheran Church.

**Path 2: Pastoral Ministry Certificate (PMC)** program. This is a program designed to equip and train a pastor for a congregation which, is not in a position to call a full-time pastor with an M-Div by reason of its size and/or location. It involves taking twelve courses while serving a congregation. The candidate takes three foundational theological courses offered by the Institute of Lutheran Theology (ILT): 1) Principles of Biblical Interpretation; 2) Luther and His Catechisms; and 3) Proclaiming God's Word. Following the completion of the three foundational courses, the candidate is eligible to receive and accept a call from the host congregation and *may* be ordained.

While serving as the congregation's pastor, the remaining educational components are expected to be completed in a timely fashion in consultation with the candidate, the host congregation and supervising Pastor(s). Supervising Pastors will be available to support and assist the candidate during the process. The candidate will be expected to pursue a continuing education program toward a PMC by completing the following nine courses offered by ILT: 1) Lutheran Reformers and The Book of Concord; 2) Old Testament Theology and History; 3) New Testament Theology and History; 4) The History of the Christian Church to 1500; 5) The History of the Christian Church 1500 to Present; 6) Systematic Theology; 7) Defending and Spreading the Faith; 8) Lutheran Worship; and 9) Pastoral Theology and Counseling.

f) **“Shepherd’s Pathway” Going Forward:**

1. **Core Values in Training:** It is imperative that candidates for pastoral ministry continue to study in seminaries that will instruct and equip our students so that they are able to preach, teach and minister in the manner that upholds CALC’s statements of faith and purposes. We have identified the Institute of Lutheran Theology (ILT) as a seminary which provides such instruction. Other seminaries may also be approved on a case by case basis.
2. **Maintaining Flexibility.** Our two tracks to the Pastoral Ministry permit qualified pastors to be trained to serve our congregations in a way which is sensitive to the needs of any given congregation and the circumstances of the candidate for pastoral ministry. The Board of Elders, the candidate and the home congregation, will continue to work together to put in place a plan of study, depending upon the pathway taken, including choosing the seminary/school to be attended, the course of study and an estimated timetable for completing the studies.
3. **Support for Intern Students and Their Congregations:** The Board of Elders will oversee the development of: (1) Standards, policies, procedures and expectations for embedded ministries under ILT’s Pastoral Ministry Certificate Program (PMC), including a letter of call of the student; (2) Standards, policies, procedures and expectations for embedded ministries under ILT’s or another seminary’s, Master of Divinity Program (M-Div).

g) **Financial Support For ILT and Seminary Students Going Forward:**

1. **Ongoing Support:** CALC has and will continue to support ILT and our seminary students financially as follows: (a) by line items in our Association’s annual budget for ILT; and (b) a designated fund for pastoral training. We will also continue to encourage our member congregations and individual members to contribute financially to ILT and CALC’s student training fund.
2. **Institute of Lutheran Theology Canada Society;** ILT and certain members of CALC have formed Institute of Lutheran Theology Canada Society. The donations received will be used to make contributions to ILT’s costs of operations through an administrative agreement and will be set aside for scholarships, awards and bursaries for Canadian students attending ILT. We will encourage CALC’s member congregations and individual members to make donations to this Canadian registered charity.

2) **Call of Pastors:**

- a) **Assistance in the Call of Parish Pastors:** Each Member and Associate Member congregation of CALC has both the freedom to call a pastor of its own choosing and the solemn responsibility of discerning the aptness for ministry and qualifications of a candidate for the office of the Ministry of Word and Sacrament. However, each calling congregation must follow the terms of its constitution at every stage in the call process. The terms of any letter call issued by a CALC congregation to a pastor is ultimately determined between the pastor and the calling congregation. Congregations are free to call upon CALC for assistance in this process.

We have made certain materials available to congregations to assist them in this endeavour. We have developed a Call Package which permits a congregation to take stock of its history, its needs, its vision for the future and its pastoral needs. Suggested interview materials and a model Letter of Call are also included. We have developed an application for entry into ministry in a CALC congregation. This document seeks to elicit information on a candidate’s life story, call to the ministry, educational qualifications, experience in ministry and the disclosure of information on past disciplinary problems. CALC will typically advertise pastoral vacancies on our website, the website of Lutheran Congregations in Mission for Christ (LCMC), and our Lutheran Connector. In addition CALC frequently receives inquiries from pastors relating to pastoral vacancies in CALC congregations. These names are kept on file and disclosed when appropriate.

**Assistance in the Call of Pastors Going Forward:**

- 1) Challenges of rural ministry may require the development of unique models for ministry. Congregations may have to organize themselves into multipoint parishes with four or more congregations served by a ministry team composed of a pastors with different credentials, including Master of Divinity (M-Div) and

Pastoral Ministry Certificate (PMC). If asked, CALC will assist the congregations and candidates by providing the expertise necessary to draft letters of call for the pastors and the agreement between and among the congregations comprising the parish.

- 2) If asked, CALC will assist a candidate studying in place in a congregation under the PMC program, or an intern pastor under an M-Div degree, and his/her congregation will work out the terms of the candidate's letter of call to ministry in the congregation.
- 3) CALC will assist congregations by developing model letters of call for pastors called to fulltime, interim or a part-time ministry in a congregation. National Council will review the terms found in a standard letter of call. Our review will include the identification of the expectations and understandings of the pastor and the calling congregation when they look at the standard terms of a letter of call.
- 4) CALC will assist congregations in the call process by providing guidelines for salaries, housing allowances, holidays, sick days, disability leave, maternity leave, continuing education, book allowances and sabbaticals.
- 5) The development of letters of call will be considered a priority.

- b) **Assistance in the Calls to Extended Ministry:** CALC's mission includes the coordination of the efforts of congregations who identify and encourage one of their members to serve any designated inter-synodical, or non-synodical Lutheran or non-Lutheran institution, agency, or activity. These activities may include without limitation, those who wish to serve as: military, prison or residential care chaplain; evangelist; missionary; a member of the faculty or the administration of a parochial school, Bible school, Bible college or seminary; and/or administrator in an organization dedicated to evangelism, missionary work and/or the alleviation of poverty and human suffering (collectively "Extended Ministry"). The institution hiring a candidate for work as a chaplain or in some other caring ministry described above, often requires the candidate to be called to the position. The Board of Elders of CALC are authorized to issue such a call at the request of the hiring institution and upon approval of the candidate's application for Call to Extended Ministry by CALC.

**Assistance in the Call of Pastors to Extended Ministry Going Forward:**

- 1) CALC desires to provide competent, well-trained persons to serve in these specialized ministries. CALC must be prepared to send Chaplains to our military and our correctional institutions, set apart individuals for special ministry in our congregations as Deacons, missionaries, evangelists, and Christian Educators. National Council will continue to refine our policies, procedures and guidelines for extended ministry.
- 2) National Council will explore the feasibility of entering into a relationship with the Evangelical Fellowship of Canada (EFOC) for the purpose of facilitating a call by a CALC pastor to Extended Ministry in the military or federal prisons. If such a relationship is possible we will seek affirmation from the General Convention.

3) **Rostering of Pastors & Pastors Between Calls and During Disability:**

- a) **Roster of Pastors:** CALC is called to maintain a roster of Pastors. CALC's pastors are rostered under one of three categories: (1) **Parish Pastors** are pastors called by member congregations to the office of the ministry of Word and Sacrament on a fulltime, part-time or interim basis; (2) **Pastors Emeriti** are retired pastors aged 62 or older who perform pastoral functions from time to time; or (3) **Pastors in Extended Ministry** are called by CALC to ministry in a care home, prison, counselling center, mission, or hospital as a chaplain.
- b) **Admission to the Roster of Pastors:** Pastors are admitted to CALC's Roster of Pastors as follows: (1) Ordained pastors serving a congregation that joins CALC shall be admitted to the Roster of Pastors at the time said congregation is admitted into membership in CALC; (2) Those called by CALC to an Extended Ministry, shall be admitted to CALC's Roster of Pastors immediately following their assumption of duties under the terms of their call; (3) Ordained Pastors who have applied for status of Pastors Emeriti shall be admitted to CALC's Roster of Pastors upon the National Council's approval of said application to be admitted as a Pastor Emeritus; and, (4) Pastoral candidates ordained in response to a call by a CALC congregation shall be admitted to the Roster of Pastors upon ordination.

- c) **Continuance on the Roster of Pastors:** Pastors admitted to CALC's Roster of Pastors shall remain on said roster until their names are removed by reason of their death, retirement, disability, resignation from their call or the imposition of discipline (provided, that, the discipline imposed upon the pastor, included the removal of said pastor's name from CALC's Roster of Pastors).
  - d) **Pastors Between Calls:** The names of pastors who resign from their call, or are terminated without the imposition of discipline, are removed from our Roster of Pastors. The Roster of Pastors of the vast majority of church bodies permit a pastor who resigns, or is terminated without the imposition of discipline, to remain on the Roster of Pastors as "Temporarily Without Call." This category permits a pastor to remain on the roster, signifying his/her availability for call and permits the pastor to remain credentialed under the relevant marriage act. In addition, the pastor may, at his/her own expense, continue to pay for employee benefits. The National Council has been asked to review these challenges our pastors face between calls.
  - e) **Medical Leave:** From time to time pastors must ask for a leave from their call by reason of a medical condition. The process is generally initiated by the pastor who receives a prescription from his/her physician which excuses the pastor from his/her duties under their call for a specified period of time. When leave from call is granted, the pastor generally is able to apply for assistance under short term and, if needed, long term disability insurance offered by the province of residence and provided as an employee benefit to the pastor. The congregation must find pulpit supply or interim ministry during their pastor's absence during the medical leave. The pastor and the congregation must navigate the pastor's return to ministry in the parish, including, determining the timing of the return to work (from part-time to fulltime over some period) and new conditions placed on the call by reason of the disability. The National Council has been asked to review this challenge to our pastors and congregations.
  - f) **Pastors Between Calls and on Medical Leave Going Forward:**  
**Pastors Between Calls:** National Council contends that the challenges faced by pastors between calls can be accommodated without a constitutional change. We have suggested that eligible pastors between calls may join CALC as an individual associate member, thereby maintaining a relationship with CALC and its congregations. Congregations would be free to consider a pastor who is an individual member for interim ministry and pulpit supply. A pastor who is an individual member and who is credentialed by CALC under a provincial marriage act may maintain that status until he/she accepts a call in another denomination or province. CALC is a member of the Canadian Council of Christian Charities (CCCC). National Council will endeavor to determine whether individual associate members are able to enroll in the CCCC's pension fund and group life, medical and disability insurance.  
**Pastors on Medical Leave:** CALC will draft voluntary policies, procedures and guidelines relating to medical leave for adoption by congregations.
- 4) **Discipline of Pastors:**
- a) **Grounds For Discipline of a Pastor:** A pastor serving a congregation of CALC may be suspended from his/her duties or dismissed and his/or her call to the congregation terminated for the following causes: deviation from CALC's doctrinal statements, morals, approved and necessary practice (dereliction in pastoral duties and attitudes), or of conduct unbecoming the holy calling of proclaiming the Word of God by word and deed. (Conduct unbecoming the holy calling of proclaiming the Word of God by word and deed includes: (1) conviction of a crime; (2) membership in an organization opposed to the Gospel of Jesus Christ; (3) breach of a confidential communication; (4) a serious breakdown in the fabric of the Pastor's family; (5) Substance Abuse; (6) serious breaches in a Pastor's financial responsibility; (7) sexual matters; (8) Sexual harassment).
  - b) **Procedure for Discipline of a Pastor:** Upon the occurrence of an event which could subject a pastor to discipline, an attempt shall be made to settle the matter at the congregational level using the principals articulated in Matthew 18:15-20. If these efforts fail, the church council of the relevant congregation may institute disciplinary proceedings against the pastor in accordance with its constitution and bylaws. Any such decision by a congregation shall be deemed and considered full and final by CALC. However, any congregation may bring any grievance with a pastor to CALC.
  - c) **Appeal to President:** The matter may be directed to the President of CALC for counsel. The president may follow the same procedure of Matthew 18:15-20 or may otherwise attempt to mediate between the pastor

and the congregation for the purpose bringing about a peaceful solution to the controversy between the pastor, his/her victims and the congregation.

- d) **Hearing Before the Board of Elders:** If such counsel of CALC's President fails to resolve the subject dispute, it shall be referred to the Board of Elders for hearing who shall take appropriate action (such as exoneration, suspension, or dismissal of the pastor), and the Board of Elders shall act upon such recommendation and report such action to the next General Convention.
- e) **Appellate Hearing before the Board of Appeals:** A pastor who is suspended or dismissed by the Board of Elders may appeal such decision to the Board of Appeals and Adjudication as provided in CALC's constitution and bylaws, whose decision shall be final.
- f) **Policies and Procedures:** We have developed certain disciplinary policies and procedures for CALC, including forms of complaint and rules for disciplinary hearings and actions before the Board of Elders. These materials and forms are available to congregations to assist them in the discipline of pastors.

**Pastoral Discipline Going Forward:**

For decades Canadian law regarded the discipline and removal of a pastor as purely an ecclesiastical issue and therefore beyond the jurisdiction of the civil courts. However, in light of recent decisions, courts are likely to consider pastors as "employees", with the legal rights which accrue both under employment standards statutes and at common law. Pastors are increasingly suing congregations for unlawful termination following the imposition of discipline, termination of a call and removal from the roster of pastors. In 1 Corinthians 6:1-8, St. Paul admonishes Christians to avoid law suits in the public courts at all costs. Paul calls the church to judge cases between believers. To avoid law suits in the public courts, CALC must develop clear processes set out in our internal policies and procedures respecting church discipline, authority and removal of pastors. These processes should be fair, transparent and made known in writing at the time the pastor accepts the call. The pastor would have to agree to abide by CALC's internal procedures, to the exclusion of any other forums.

5) **Mentorship of Pastors:**

- a) **Annual Pastor's Study Retreat:** CALC's pastors have met for an annual study retreat since 2008. While not mandated by our governing documents, National Council believes that an annual retreat is important for our pastors. In addition to learning and refreshment, an annual Pastors Study Retreat provides an excellent opportunity for our Pastors to network, to get to know one another and share the joys and concerns of ministry. These retreats have typically been held over a four day period during the spring. Day 1: Participants gathered and typically participated in worship and fellowship. Days 2 & 3: Learning, worship and recreation took place. Day 4: Farewell and Godspeed and travel back to the parish. Presenters: live guest speakers or video presentations of speakers, typically from LCMC's annual gathering. The retreats were typically held in Christian camp settings.
- b) **Study Retreat Budget:** CALC has used budgeted funds allocated for the Pastors' Study Retreat to cover certain costs of the retreat: meals, speaker fees, if any, and accommodations. Costs of travel to and from the retreat center were paid by the pastor and/or his/her congregation. If a pastor was unable to fund all the costs of travel, the costs were covered by donations from members, our congregations and our travel fund.
- c) **Clergy Support:** The fast pace of contemporary life, together with the demands of parish and family life can burden a pastor and make him/her feel isolated and alone. Many church bodies have established formal geographic clergy cluster groups which meet regularly for mutual support, edification and sharing. CALC cannot mandate such gatherings. A clergy member of National Council has volunteered to act as a point of contact for our pastors for support and mentorship.

d) **Annual Pastor's Study Retreat Going Forward:**

- 1) The study retreat will continue to be at National Council's discretion and continue to focus on equipping our pastors for the challenges of pastoral ministry, including: continuing theological education; resolving

conflict in the parish, and enrichment in the areas of pastoral ministry covered by our Christ Centered Pastoral Formation program: Heart, Soul, Body, Mind (See Paragraph 1. c) on Page 18)

- 2) The 2015 Pastor's study retreat was held two days before our Annual General Convention (AGC). National Council will continue to schedule the discretionary study retreat before our AGC as a matter of policy. We will solicit feedback from the participants of the retreats, specifically relating to the efficacy of the retreat in close proximity to the main convention, and report their feedback to the delegates of subsequent conventions for their consideration and further action.
- 3) Equipping our pastors in the area of continuing theological education may require that, from time to time, CALC will partner with the Institute of Lutheran Theology (ILT) and Institute of Lutheran Theology Canada Society (LITCS) and other groups to sponsor a major and intensive study retreat which could include pastors and pastors in training from CALC and ILT students the US and Canada.
- 4) Funding of the typical pastors' study retreat (before the convention) will remain the same, with CALC contributing an amount up to the budget set aside for the study retreat and our congregations paying all costs associated with their pastors' travel to and from the retreat.

e) **Clergy Support Going Forward:**

- 1) CALC cannot mandate regular gathering of pastors in clusters. National Council wants to encourage CALC pastors within driving distance of one another to meet regularly for mutual support. If no CALC pastors are within driving distance, National Council encourages that pastor to seek the support of his/her peers in the local ministerial.
- 2) Our Pastoral Review Panel includes a Pastoral Personnel Director. The mandate of the Pastoral Personnel director could perhaps be expanded to include coordinating clergy support.

6) **Credentialing of Pastors:**

- a) Licensing or credentialing pastors under the marriage acts of Canadian provinces is not mandated by our Constitution and Bylaws. In the past, when CALC was very small, our congregations applied for and received status as governing authorities. Christ Lutheran Church of Sexsmith, Alberta, was registered as a governing authority under the Alberta Marriage Act, and St. Andrews Lutheran Church of Kamloops, BC was registered as a governing authority. Christ Lutheran in Morden, MB is registered in Manitoba. As a governing authority, these congregations could license their pastors to solemnize marriages in their respective provinces. In 2008 the delegates to CALC's Annual General Convention (AGC) encouraged National Council to work to credential our pastors under provincial marriage acts.
- b) In 2010 CALC became a governing authority in Alberta, and has since licensed all our pastors in Alberta. Each province has different rules. Manitoba's marriage act permits congregations to register under their act without any intermediary. We have most all of the information together needed to apply for registration under the BC Marriage Act. With three congregations in Saskatchewan, we could now make application under the Saskatchewan Marriage Act. Registration under the Ontario Marriage Act is a complicated process which takes more than two years. Registration under the marriage act of a province requires CALC to register with the province as an extra-provincial corporation, file an annual return and pay a fee.

We have registered our Pastors in Ontario, Saskatchewan and some in BC through the Christian Ministers Association (CMA). CMA is a fellowship of ministers, available for friendship, encouragement and credentialing within Canada. CMA is a Canadian charter society registered with the Federal Government, first chartered in 1946. CMA is also a licensing body offering assistance to those in need of meeting the requirements of Canadian Law concerning ordination of clergy in their respective Provinces and licensure as pastors under Provincial Marriage Acts. Pastor Ed Skutshek, our president became a member of CMA and sponsors our pastors in their application with CMA. CMA charges an annual fee of \$100.00 per pastor. This is currently paid by CALC as a line item in our budget.



### **Credentialing of Pastors Going Forward.**

National Council will continue to work toward the fulfillment of the mandate of the delegates to the 2008 AGC and credential our pastors under the BC, SK and ON marriage acts.

#### **7) Pension and Other Employee Benefits.**

- a) One of CALC's mandates is to establish pension, medical, and disability plans (Employee Benefits Plans or an "EBP") in order to provide assistance for the pastors, eligible laity, and their families. An EBP typically has three components: a pension component, a medical component and a disability component.
- b) Our congregations, working together with their pastors, have established their own EPB. The EPBs have taken this shape:
  - 1) Some congregations have established an RRSP for their pastor with their local financial institution. They and have funded the same with contributions deducted from the pastor's salary and matching contributions from the congregation deposited into the pastor's RRSP. They have purchased extended medical, dental and vision insurance policies, term insurance and disability policies from a carrier like the Canadian Chamber of Commerce.
  - 2) Some congregations have joined the Canadian Council of Christian Charities (CCCC). The CCCC offers a package for pastors and congregational employees. The package includes: (a) access to a pension fund, a Defined Contribution plan with limited direction by the employee as to how funds are invested; (b) access to a policy of insurance covering extended medical/dental/vision costs; and (c) a modest term life insurance policy (\$60,000.00 standard), plus a long-term disability insurance policy. The CCCC also provides the congregation with support, including pertinent information on accounting, tax, financial, governance and fundraising information for registered religious charities.

#### **Pensions, Medical and Disability Plans Going Forward:**

National Council intends to undertake the following:

- a) National Council will obtain estimates of the cost of a group Employee Benefits Plan for CALC congregations, including a pension plan, medical plan and disability plan, for our pastors and other eligible employees of congregations for presentation to the delegates of our 2016 convention and seek their direction with respect to moving forward with a group plan.
  - b) National Council will provide information on existing options for CALC congregations including the implementation of an EPB through CCCC and the Canadian Chamber of Commerce for presentation at our 2016 convention.
- #### **8) Roster of Deacons:**
- a) **Existing Deacons:** Several of CALC's congregations are currently served by Diaconal Ministers, specifically, Victory Lutheran Church, Medicine Hat, AB; Vancouver Chinese Lutheran Church, Burnaby, BC; and, Faith Lutheran Church, Toronto, ON. These men and women serve as teachers, preachers, counselors and servants of their respective congregations.
  - b) **Scriptural Support:** The office of Deacon was established early in the life of the Church. It was conferred on the first seven deacons by prayer and the laying on of hands. (Acts 6:1-7). The Deacon Stephen was first martyr of the Church (Acts 6:8-7:60). The existence of an identifiable group called deacons in the New Testament church is further confirmed by two passages. In Philippians 1:1 Paul greets the church, specifically mentioning, "the overseers and deacons." The second is found in 1 Timothy 3: 8-10, 12-13, where the Apostle Paul gave instructions with respect to the qualifications for one called to the office of Deacon.
  - c) **Potential for Ministry:** The office of Deacon was established in order to free the Apostles from certain necessary tasks so that they could be devoted to the ministry of the "word of God." (Acts 6:2). This office permitted Deacons to use the gifts that God gave them of administration, encouragement and showing mercy. The office of Deacon in CALC may indeed free-up time for our Pastors and may open the door to the more effective use of the Spiritual gifts of our members.

- d) **Constitutional Amendment/Policies:** The Apostle Paul admonishes the Church that: “everything should be done in a fitting and orderly way” (1 Corinthians 14:40). Like the call of their Pastor, the call of a Deacon must remain the duty and privilege of our congregations. CALC’s responsibility is to promote good order with respect to the discernment of the inner call, and subsequent training, call, consecration, roster and mentoring of those who hold the office of Diaconal Minister. Our constitution would have to be amended to define the office of Diaconal Minister. Voluntary policies and procedures would have to be put in place which help congregations and candidates for the office of Diaconal Minister to: discern their internal call to his ministry, training and educational requirements, create a rite for consecration of the Diaconal Minister, establish ministry standards, describe discipline for failure to meet ministry standards, and provide for the mentorship of our Deacons.

## C. Coordinating Partnerships for Mission/Communications.

- 1) **The Study of Problems of Contemporary Life and Society.** CALC’s mandate includes the study the problems of contemporary life and society in the light provided by the sacred Scriptures in order to bring to bear a Christian understanding of human nature, Law and Gospel, and Dr. Martin Luther’s insight concerning the two kingdoms, in order to enter effectively into society and government to help in dealing justly and mercifully with such problems. The study of these issues and resultant teachings will assist our pastors and our congregations and their members in sharing the Gospel of Jesus Christ.
- a) CALC congregations reviewed and approved teaching papers on Human Sexuality and Marriage and the Ordination of Women. These papers are posted on CALC’s website at <http://www.calc.ca/resources.htm>. The General Convention requested the President to prepare these papers.
- b) In the next ten years our General Convention should direct the National Council to study and provide teaching on the following problems of contemporary life and society:
- 1) Creation vs. Evolution and other theories of the origin of humanity, earth and the universe.
  - 2) The sanctity of life from conception through the end of life.
  - 3) Divorce and remarriage of Christians.
  - 4) Maintaining authentic relationships and conversations with those who oppose our stand on marriage, ordination and the sanctity of life.
  - 5) The legalization of certain illegal drugs.
- 2) **Establishing Church Plants and Mission Congregations.**
- a) CALC’s mandate includes coordinating and assisting our existing congregations in the establishment of congregations and missions throughout the world as centres for the proclamation of God’s Word and proper administration of the Sacraments, Christian evangelism, ministries of outreach and mercy, and Christian fellowship and growth.
- b) CALC has used budgeted funds to assist a pastor and individuals establish worshipping communities in Leamington, Ontario. CALC has worked with the founding members of Journey’s Lutheran Church of Grande Prairie, Alberta, a house church.
- c) During 2012, CALC worked with four individual associate members to establish the Goodwood Mission in the Uxbridge area of Ontario. This community of faith meets every other week in a United Church building in Uxbridge. CALC pastors, and pastors in training, have led and continue to lead worship. CALC receives and remits offerings for and on behalf of the mission. CALC has provided seed funding for the group. They have been self-sustaining to this point. They have filed articles of incorporation with the Province of Ontario for the purpose of establishing a Religious Not-For-Profit Society and receiving status as a registered charity with the Canada Revenue Agency.

### **Establishing Congregations and Missions Going Forward.**

In the coming years CALC must develop policies, procedures and strategies to be utilized in coordinating and assisting our existing congregations in the establishment of mission congregations in their communities and

nearby communities. Start-up funds have to be acquired, worship space found, and the mission developer/pastor and core initial congregational members must be trained.

3) **Coordinating Congregational Efforts Re: Mission.**

- a) CALC's congregations and their individual members have been involved in the distribution of Scripture and the management and operation of Christian schools, camps, and homes within Canada. They have served as: members of the governing bodies of these charities; paid and/or volunteer staff; volunteers for various projects and supported these charities through prayer and donations.
- b) Members and pastors of CALC congregations and our individual associate members have been involved in the support of various overseas Christian Missions, including: the support of missionaries and mission organizations, orphanages, schools, seminaries; provision of aid in response to natural and manmade disasters, economic development, and the provision of emergency food and shelter. They have primarily supported these missions with their volunteer time, their gifts and skills and financial donations.
- c) Our governing documents state that our member congregations may seek CALC's assistance in coordinating their joint ministries relating to the distribution of Scripture, Bible Schools, Bible Camps, Children's Homes and foreign missions. In furtherance of this mandate CALC has:
  - 1) Made booth space available at our Annual General Gatherings for the various ministries engaged in and supported by our congregations.
  - 2) Made breakout sessions available our Annual General Gatherings which permitted the various ministries engaged in and supported by our congregations to share about their ministries and make an appeal for support from our broader community of congregations.
  - 3) Featured the various ministries engaged in and supported by our congregations in our publications, including, the Lutheran Connector.

d) **Coordinating Congregational Efforts Re: Mission Going Forward.**

- 1) We believe that our mandate in this regard could be lived out in more effective ways. We will continue to make our constituency aware of mission opportunities through booths and breakout sessions at our Annual General Convention. We will continue to highlight them in our Lutheran Connector. We should also use our website in this endeavor. We could create a separate webpage on our website which lists:
  - (a) Christian Camps our CALC congregations support, with links to each camp's website.
  - (b) Bible Schools, Seminaries and Christian Training Centers our CALC congregations support, with links to each institution's website.
  - (c) Missionaries and mission organizations, orphanages, schools, seminaries, and Christian aid organizations our CALC congregations support with links to each institution's website.
- 2) From time to time CALC may seek to bring together congregations that support particular Bible Camps so that stakeholders are networked and mutually beneficial relationships and concrete cooperative action can be achieved for the sake of the camps, including discerning concrete ways our congregants and Pastors can contribute to the life of the camps. From time to time representatives of National Council may meet with representatives of Bible Schools and representatives of our congregations that support them for the purposes of finding ways our congregations, Pastors and congregants can contribute to the faith, life and mission of these schools.
- 3) Members of National Council can meet with mission organizations our congregations support for the purposes of finding ways our congregations, Pastors and congregants can contribute to the faith, life and mission of these ministries.
- 4) National Council could coordinate an Association wide mission trip or project from time to time. The vision of the mission trip would be to include participants representing as many of our congregations as is possible.

4) **Coordinating Relationships with Other Church Bodies.**

a) **Mission:** CALC is called to consider all matters relating to relationships with other church bodies, para-church organizations and non-church organizations and make recommendations to the General Convention on how relationships with other church bodies and other organizations are formed, organized and implemented. CALC has developed relationships with other church bodies. These relationships are summarized below.

b) **Lutheran Congregations in Mission for Christ (LCMC):** CALC has developed a relationship with LCMC an international church body headquartered in the US. They have offered CALC a hand of help and friendship by advertising CALC's Pastoral vacancies on their website. Two pastors on LCMC's rosters have served in CALC congregations. While CALC pastors have advertised their availability for call on the LCMC website and have been interviewed, as of the date hereof, no pastor on CALC's roster has been called by an LCMC congregation.

CALC and LCMC have exchanged information. With our blessing, LCMC has made wide use of our papers on the Ordination of Women to the Ministry of Word and Sacrament and Human Sexuality and Marriage. With their blessing, CALC has made use of video presentations of speakers at LCMC annual general gatherings and other information on LCMC's website.

c) **Augustana District of the LCMC.** The Augustana District (AD) is a non-geographic district in Lutheran Congregations in Mission for Christ (LCMC) emphasizing classic Lutheran theology and providing services to congregations and pastors. There are about 50 congregations in the AD. CALC entered into a Memorandum of Understanding (MOU) with the AD. The MOU paves the way for easy transfers of parishioners from an AD congregation to a CALC congregation and vice versa. It permits AD pastors to be considered for call by a CALC congregation and vice versa. The MOU paves the way for CALC and AD congregations to consider entering into joint projects and supporting endeavors of mutual interest and benefit.

d) **North American Lutheran Church (NALC):** We have not entered into a formal agreement with NALC. Members of National Council have met with NALC's leaders. Faith Lutheran Church of Calgary, Alberta, is rostered with NALC and CALC. NALC has indicated that they would be open to entering an agreement similar to MOU with the Augustana District. National Council will continue our dialogue with NALC with a view towards entering into an MOU which could pave the way for congregations in CALC and NALC congregations in Canada to consider entering into joint projects and supporting endeavours of mutual interest and benefit.

e) **Christian Ministers Association (CMA).** CMA is a fellowship of ministers, available for friendship, encouragement and credentialing within Canada. CMA is a Canadian charter society registered with the Federal Government, first chartered in 1946. CMA is also a licensing body offering assistance to those in need of meeting the requirements of Canadian Law concerning ordination of clergy in their respective Provinces and licensure as pastors under Provincial Marriage Acts. CMA has licensed CALC Pastors under the Marriage Act in Ontario, BC and Saskatchewan. CMA will credential our Pastors until such time CALC is duly credentialed in Saskatchewan and Ontario.

f) **Coordinating Relationships with Other Church Bodies Going Forward.**

National Council will continue in reach out the hand of friendship to LCMC, NALC the Augustana District and the CMA for the purpose of the mutual support, edification and support of our organizations with the goal of entering into joint projects and supporting endeavours of mutual interest and benefit.

5) **Program Support:** CALC is called to aid, support and encourage member congregations to grow through the provision of materials and programs on evangelism, discipleship, missions, prayer, study of the Holy Scriptures, and the application of these to daily living. The National Council is also called to recommend to the General Convention hymnals and other books used for Worship. In the past National Council has commended the Sunday School, VBS, Confirmation and Adult Bible Study resources published Sola Publishing to our congregations. We have also recommended certain hymnals and other worship resources.

**Program Support Going Forward:**

This mandate requires our National Council to continue to seek out materials, programs and speakers which embody, reflect and support our Confession of Faith on the topics of evangelism, discipleship, missions, prayer,

study of the Holy Scriptures, and the application of these to daily living. These speakers, programs and materials can be shared at our Annual General Convention, at intentional cluster meetings, through articles in our Connector magazine and as posts on our website. We also intend to provide teachings on the essentials of Christian worship, the lectionary, the church year and how to enrich worship with contemporary hymnody and liturgy.

6) **Networking and Coordination: Information Sharing.**

- a) **Sharing Information:** It is important that information flow from CALC to our congregations and individual members and vice versa. We have used our website and our Lutheran Connector as conduits.
- b) **Website:** CALC maintains a website at [www.calc.ca](http://www.calc.ca). Our website provides valuable information concerning CALC for our members and the general public. People increasingly use the internet to find information on any business or organization.
- c) **Connector:** The Lutheran Connector is CALC's official publication. As such, the Connector can be used for providing notice to CALC congregations of the date of our Annual General Convention, information on proposed amendments to our constitution and bylaws, results of amendments to our constitution and bylaws and similar information. It permits the sharing of information between and among congregations. It is published three times a year.
- d) **Information Sharing Going Forward.**
  - 1) **Website:** A well designed website permits members and the general public to gain valuable information on any organization. We will evaluate our website its design and content and make the adjustments we deem necessary.
  - 2) **Connector:** Our goal over the next ten years is to publish a monthly edition of the Connector. The Connector will continue to function as the official publication of CALC and will contain information concerning changes in our governing documents, notices of meetings, convention information, including calls for nominations. A summary of the approved minutes of the National Council, Board of Elders and Board of Trustees will be included. Pastoral and other vacancies will be listed. Stories of interest will be shared, including congregational anniversaries and milestones, biographic information on our congregations and pastors. Devotional writings by our pastors and congregants will be solicited and published.
  - 3) **CALC Liaison:** The Board of Trustees will seek one or more volunteers from each of our congregations to act as a representative or liaison for CALC within the congregation. Information from CALC will flow through our liaison. He or she will receive and post or make available information from CALC including, hard copies of the Connector, and other notices from CALC. The liaison may encourage information from CALC to be included in congregational bulletins, newsletters, bulletin boards and/or announced at services of worship or other congregational gatherings.

# Schedule 1

## The CALC Act



### **Acts of the Parliament of Canada**

Passed in the year  
1994

During the forty-second  
and forty-third years  
of the Reign of Her Majesty  
QUEEN ELIZABETH II

These Acts were passed during  
that portion of the First  
Session of the Thirty-fifth  
Parliament that included  
the 1994 calendar year

His Excellency the Right Honourable  
RAMON HNATYSHYN  
Governor General

### **Lois du Parlement du Canada**

adoptées en  
1994

pendant les quarante deuxième  
et quarante troisième années  
du règne de Sa Majesté  
LA REINE ELIZABETH II

au cours de la période 1994 de la  
première session de la  
trente-cinquième législature

Son Excellence le très honorable  
RAMON HNATYSHYN  
Gouverneur général

42-43 ELIZABETH II

CHAPTER 49

An Act to incorporate the Canadian Association of Lutheran Congregations

[Assented to 15th June, 1994]

Preamble

WHEREAS Garth Wagner, physician, of Calgary, Alberta, Harold Stedel, businessman, of Tilley, Alberta, Olive Kieler, cook, of Mission, British Columbia, Vernon Roste, minister, of Kamloops, British Columbia, and George Cooper, farmer, of Hawarden, Saskatchewan, have, in their petition, represented

(a) that, on the 30th and 31st of October, 1992, in Calgary, Alberta, there was established by a constituent convention a national church body composed of congregations and individuals wishing to come together for the purpose of proclaiming the Gospel of Jesus Christ as Saviour and risen Lord, to hold fast to Scriptures, rightly to administer the sacraments, and to live lives of faithfulness and service, all in accordance with Lutheran tradition, teachings and confessions; and

(b) that the church body so established, being an unincorporated association calling itself the Canadian Association of Lutheran Congregations, desires to be joined together in an incorporated body in order to accomplish more effectively the common religious interests of its members, and that it is unable to do so in the manner desired unless incorporated by a special Act of Parliament;

AND WHEREAS the petitioners, acting on behalf of the national church body so established, have by their petition prayed that it be enacted as hereinafter set forth, and it is expedient to grant the prayer of the petitioners;

NOW, THEREFORE, Her Majesty, by and with the advice and consent of the Senate and House of Commons of Canada, enacts as follows:

INCORPORATION AND CONSTITUTION

Corporation established

1. The petitioners and such other persons who become members of the corporation are hereby established as a corporation under the name Canadian Association of Lutheran Congregations, hereinafter referred to as the "corporation".

Composition

2. The corporation consists of those natural persons, legal entities or organizations who, or whose members, subscribe and adhere to the confession of faith and statement of purpose set out in the by-laws of the corporation and who apply for and are accepted for membership in the corporation and undertake to be bound by the by-laws of the corporation.

Corporate objects

3. The purpose of the corporation is to promote the spiritual, religious, ecclesiastical, charitable, social and educational interests of its members.

Capacity and powers

4. Subject to this Act, the corporation has the capacity, rights, powers and privileges of a natural person.

Nature of corporation

5. (1) The activities of the corporation shall be carried on without pecuniary gain to any person except for reasonable compensation paid for services actually rendered to or on behalf of the corporation.

Use of property restricted

(2) No real or personal property or income of the corporation shall be used for a purpose not related to or connected with the objects of the corporation.

Head office

6. (1) The head office of the corporation shall be at Kamloops, in the province of British Columbia, or at such other place in

Canada as may be fixed by by-law of the corporation.

Notice of change

(2) A notice of a change of the place of the head office of the corporation shall be published once in the *Canada Gazette* within sixty days after a change has been made.

MEMBERSHIP IN THE CORPORATION

Members

7. (1) The corporation may by by-law provide for different classes of members and provide the duties and privileges of the various classes of members.

Affiliation non-exclusive

(2) The by-laws of the corporation may provide that a member of the corporation need not end any affiliation with any other organization of the Lutheran faith.

Levels of discipline, etc.

(3) The by-laws of the corporation may require that classes of members submit themselves to different levels of supervision and discipline based on their class of membership.

General meeting

8. (1) There shall be a general meeting of the corporation at least once every two years.

Meeting by delegates

(2) The by-laws of the corporation may provide

(a) for the selection of delegates from the various congregations and individuals making up the membership of the corporation to attend general meetings of the corporation; and

(b) for different voting rights between classes of members for the selection of delegates and the voting and other rights of delegates at general meetings of the corporation.

GOVERNANCE OF CORPORATION

Governing body

9. The delegates at a general meeting of the corporation constitute the governing body of the corporation.

Delegated authority: spiritual affairs

10. (1) Subject to the by-laws of the corporation, all the powers of the governing body of the corporation to govern the affairs of the

corporation in relation to matters of faith, doctrine and spiritual discipline may be exercised by the board of elders when the governing body is not in general meeting.

Board of elders

(2) The board of elders comprise the individuals elected at a general meeting of the corporation to be elders; and the individuals so elected hold office until their successors take office.

Delegated authority: temporal affairs

11. (1) Subject to the by-laws of the corporation, all the powers of the governing body of the corporation to govern the temporal affairs of the corporation may be exercised by the board of trustees when the governing body is not in general meeting.

Board of trustees

(2) The board of trustees comprises the individuals elected at a general meeting of the corporation to be trustees; and the individuals so elected hold office until their successors take office.

National council

12. The board of elders and board of trustees of the corporation may delegate some or all of their powers to a national council of the corporation in accordance with the by-laws of the corporation.

Debt obligations

13. (1) Without limiting the generality of section 4, the corporation may create bonds, debentures, security agreements, notes and other debt obligations and deal with these obligations by way of sale, purchase, pledge or otherwise.

Securities

(2) To secure any liability of the corporation, it may, by way of mortgage, pledge or other means, charge all or any portion of its present or future property whether real or personal.

Power to make by-laws

14. (1) The governing body of the corporation may make by-laws providing for

(a) a corporate seal and the place of the head office of the corporation;

(b) the conditions of membership in the corporation, and the classes of members, and the privileges, powers and rights of the different classes;



- (c) the establishment of special boards, committees or other jurisdictional units and define the powers of those boards, committees and jurisdictional units;
- (d) the calling of regular and special meetings of the corporation, and the members, boards, committees and jurisdictional units of the corporation and fix the quorum and establish the procedure and rules for all such meetings;
- (e) the voting rights of members of the corporation in choosing delegates to general meetings of the corporation;
- (f) the officers and other employees of the corporation and their remuneration, and the titles, duties, methods of appointment, and reimbursement of expenses incurred in carrying out duties on behalf of the corporation;
- (g) the appointment of an auditor of the corporation and the annual audit of its accounts;
- (h) the financial year of the corporation;
- (i) the powers of the board of elders and the board of trustees, respectively, in the management of the affairs and activities of the corporation;
- (j) the terms of office, election, appointment, replacement and retirement of members of the board of elders and board of trustees, respectively, the calling of meetings of those boards, the remuneration of the members of boards, and the reimbursement of any reasonable expenses incurred by members in attending meetings of those boards; and
- (k) generally, all matters required to be provided for by by-law in order to carry out the objects of the corporation or any provision of this Act.

Designation of by-laws

(2) The by-laws of the corporation may be distinguished and designated as "Constitu-

tion" and "General By-laws"; and different methods may be provided for the amendment of the by-laws so designated.

Confession of faith

(3) A by-law setting out a confession of faith for the members of the corporation or providing for a statement of spiritual purpose for the members must be included within the by-laws designated as Constitution.

ADMINISTRATION

Filing of by-laws

15. A by-law of the corporation and any amendment thereof shall be filed with the Minister of Industry, Science and Technology within a reasonable time after the by-law or amendment has been made.

Change of head office

16. A change of the place of the head office shall be notified to the Minister of Industry, Science and Technology within ten days of the fixing thereof.

Records

17. (1) The corporation shall prepare and maintain records containing the provisions of this Act and any amendments thereto and its by-laws.

Accounting records

(2) The corporation shall prepare and maintain adequate accounting records, as well as a list of

- (a) its current member congregations,
- (b) its associate members, and
- (c) the members of the board of elders and board of trustees

and a record of the decisions of the board of elders and board of trustees.

Examination of records

18. (1) Upon payment of a reasonable fee, a member of the public may, during ordinary business hours, examine and copy the records referred to in subsection 17(1).

Idem

(2) Upon request and without payment of a fee, a member of the corporation is entitled to receive one copy of any record referred to in subsection 17(2).

Corporate funds

19. (1) The funds of the corporation not immediately required for its purposes and the proceeds of all property that come into the hands of the corporation, subject to any trusts affecting the funds or property, may be invested, from time to time, in such investments as the board of trustees deem advisable.

No personal benefit

(2) No real or personal property, income or funds or other assets of the corporation shall be paid to or made available otherwise for the personal benefit of any member of the corporation except as provided by this Act.

Disposal of property

20. In the event that the corporation is wound up or dissolved, any assets of the corporation remaining after satisfaction of the debts and liabilities of the corporation shall be paid or transferred to a charitable organization in Canada the objects of which in the opinion of the officers of the corporation are most like those of the corporation; and no assets or property of the corporation shall be paid or distributed to the members of the corporation.

Application of CCA

21. Section 158 of the *Canada Corporations Act* does not apply to the corporation.

TRANSITIONAL PROVISIONS

Provisional governing body

22. (1) The petitioners constitute the provisional governing body of the corporation until the first general meeting of the delegates of the corporation.

Interim powers

(2) Until the first general meeting of the delegates of the corporation, the provisional governing body may do all such things as are necessary to effect the objects of the corporation.

Interim by-laws

(3) The provisional governing body of the corporation may adopt as the by-laws of the corporation until the first general meeting of

the delegates of the corporation the by-laws adopted, at Calgary, Alberta, for the Canadian Association of Lutheran Congregations at the constituting convention of that association.

QUEEN'S PRINTER FOR CANADA © IM  
OTTAWA

Schedule 2  
Constitution and Bylaws

of the

Canadian Association of Lutheran Congregations

(the “Association”)

**TABLE OF CONTENTS**

PREAMBLE..... 36  
PRINCIPLES OF FORMATION..... 36  
CONSTITUTION..... 36  
ARTICLE ONE – NAME..... 36  
ARTICLE TWO – HEADQUARTERS ..... 36  
ARTICLE THREE - CONFESSION OF FAITH ..... 36  
ARTICLE FOUR - THE NATURE OF THE CHURCH ..... 37  
ARTICLE FIVE - STATEMENT OF PURPOSE..... 37  
ARTICLE SIX – POWERS ..... 38  
ARTICLE SEVEN - CONGREGATIONAL MEMBERSHIP..... 40  
ARTICLE EIGHT - THE PASTORS OF THIS ASSOCIATION ..... 41  
ARTICLE NINE - THE GENERAL CONVENTION ..... 42  
ARTICLE TEN - THE NATIONAL COUNCIL..... 43  
ARTICLE ELEVEN - OFFICERS OF THIS ASSOCIATION ..... 44  
ARTICLE TWELVE - THE BOARD OF ELDERS..... 44  
ARTICLE THIRTEEN - THE BOARD OF TRUSTEES..... 45  
ARTICLE FOURTEEN - THE BOARD OF APPEALS AND ADJUDICATION ..... 46  
ARTICLE FIFTEEN - DECLARATION OF FAITH..... 47  
ARTICLE SIXTEEN – BYLAWS..... 47  
ARTICLE SEVENTEEN- CONSTITUTIONAL AND BY-LAW AMENDMENTS ..... 47  
ARTICLE EIGHTEEN - RELATIONSHIP TO ARTICLES OF INCORPORATION ..... 48  
BYLAWS..... 48  
BYLAW - PART ONE - MEMBERSHIP CATEGORIES..... 48  
BYLAW - PART TWO - GENERAL CONVENTION ..... 48  
BYLAW - PART THREE - CONFLICTING LOYALTIES ..... 49  
BYLAW - PART FOUR - CONGREGATIONAL MEMBERSHIP ..... 49  
BYLAW - PART FIVE - NOMINATING PROCEDURES ..... 49  
BYLAW - PART SIX - CLASSIFICATION OF PASTORS ..... 49  
BYLAW - PART SEVEN - PASTORAL CARE/DISCIPLINE OF PASTORS..... 50  
BYLAW - PART EIGHT – BUDGET ..... 50

## CANADIAN ASSOCIATION OF LUTHERAN CONGREGATIONS

In the name of the Father, and of the Son and of the Holy Spirit. Amen.

### PREAMBLE

We unite in confident reliance upon the Holy Spirit by whom we are drawn to God and to one another. We believe in one, holy universal (the Church, militant and triumphant), and apostolic Church of which Jesus Christ is the Head. We are mindful of our own inadequacies, but we have unwavering confidence in the destiny and duty of the one true Church of Jesus Christ.

Therefore, we, the Congregations approving this Constitution, in order to serve more effectively the Triune God, Father, Son, and Holy Spirit, do now enter into this fellowship to express the unity of faith which exists among us. Moreover, we dedicate ourselves anew to proclaim in word and deed, on this Continent and throughout the world, the Gospel of forgiveness and life everlasting through Jesus Christ our Lord.

May God give us grace to accomplish His will through the Canadian Association of Lutheran Congregations.

### PRINCIPLES OF FORMATION

1. **Call to Commitment.** This Constitution is intentionally a call and exhortation to serve Jesus Christ as Savior and Lord in His Church.
2. **Scriptural, Confessional, and Evangelical.** This Association and its Constitution are designed to be Scriptural, Confessional and Evangelical. The inclusion of citations is intended to illustrate and facilitate this principle.
3. **“Confession” and “Purpose.”** Because of our intention to build upon the Sacred Scriptures and the Lutheran Confessions, the Confession of Faith (Article 3) and the Statement of Purpose (Article 5) are fundamental in this Constitution with its Bylaws. The Constitution and Bylaws do not consist of a series of unrelated statements. The whole is intended to be an explanation of the Confession and Purpose.
4. **Congregational Autonomy.** We believe that the Lord of the Church has created two expressions of His Church: The local Congregation and the “Una Sancta” (the one, holy, universal, and apostolic Church or “body” of Jesus Christ in and throughout the world).

With this in mind, we have composed this Constitution to recognize, enhance, protect, and assist local Congregations, so that such local Congregations may voluntarily, enthusiastically, and effectively enter into the work of the one, holy, universal, and apostolic Church of Jesus Christ.

5. **Emphases on Freedom.** A Christian is a perfectly free lord of all, subject to none. A Christian is a perfectly dutiful servant of all, subject to all.

Because of our appreciation of congregational autonomy, this Constitution with its Bylaws aims to enable members of this . to be at all times candid, free, and open.

Our intention on the one hand is to provide checks and balances to guard against an oligarchy and on the other hand to promote freedom of speech, open meetings, broad representation, free flow of ideas and concerns, and consideration of the rights of those who may stand in the minority at one time or another.

### CONSTITUTION

#### ARTICLE ONE - NAME

The name of this Church fellowship shall be the Canadian Association of Lutheran Congregations (Abbreviated the CALC), herein known as the “Association”.

#### ARTICLE TWO - HEADQUARTERS

The headquarters of the Canadian Association of Lutheran Congregations shall be in Kamloops, British Columbia.

#### ARTICLE THREE - CONFESSION OF FAITH

##### 1. **The Bible.**

The Association accepts all the canonical books of the Old and New Testaments as a whole and in all their parts as the divinely inspired, revealed, and inerrant Word of God, and joyfully submits to this as the only infallible authority in all matters of life and faith.

##### 2. **Faith in the Triune God.**

The Association is built upon faith in the ever-living Triune God, Father, Son, and Holy Spirit as revealed in the Holy Scriptures to Whom be the glory for ever and ever (see the three Ecumenical Creeds).

3. **God the Father.**

3.1 Almighty God, Creator of the universe, Who formed man in His own image, Who from the beginning loved goodness and hated evil, desires that the children of His creation live in eternal fellowship with Him. We hold to the creation and fall of humanity as described in the first chapters of Genesis, not as myth, but as historic facts.

3.2 Therefore, the Creator gave His only begotten Son (John 3:16) to be the Savior of the world, that people might be set free from the bondage of sin, and become joint heirs with Jesus Christ of eternal life.

4. **Jesus Christ, God's only Son and our Savior.**

4.1 At the heart and centre of this faith is confidence in Jesus Christ and love for Him, the Eternal Word of God, true God (only Son of the Father from eternity), and true man (born of the Virgin Mary), and the only Savior of the world.

4.2 The reason for our being the Canadian Association of Lutheran Congregations is to proclaim salvation solely by grace through faith alone in Jesus Christ.

5. **Dependence upon the Holy Spirit.**

We also acknowledge dependence upon the Holy Spirit working solely through the Means of Grace to call unbelievers into saving faith in Jesus Christ, to empower believers to grow in faith, to bestow His gifts for the ministry of the Church locally and universally, to inspire love for one another, and to bring glory to the Father through the Lord Jesus Christ, the only Head of the Church.

6. **Symbols: Basic and Required.**

As brief and true statements of the doctrines of the Word of God, this Association accepts and confesses the following Symbols, subscription to which shall be required of all its members, both congregations and individuals:

6.1 The ancient Ecumenical Creeds: The Apostolic, the Nicene, and the Athanasian;

6.2 The Unaltered Augsburg Confession and Luther's Small Catechism.

7. **Book of Concord: Normative.**

As further elaboration of and in accordance with these Lutheran Symbols, this Association also receives the other documents in the Book of Concord of 1580: the Apology, Luther's Large Catechism, the Smalcald Articles (including the Treatise on the Power and Primacy of the Pope) and the Formula of Concord; and recognizes them as normative for its theology.

8. **Pure Doctrine.**

The Association accepts without reservation these symbolic books of the Lutheran Church not insofar as but because they are the presentation and explanation of the pure doctrine of the Word of God and a summary of the faith of the evangelical Lutheran Church.

**ARTICLE FOUR - THE NATURE OF THE CHURCH**

1. Jesus Christ is the living Lord and head of the Church, His Body in the world.
2. The Church is the assembly of saints in which the Gospel is taught purely and the sacraments are administered rightly. This one holy, Christian and apostolic church is to continue forever
3. Through the Word and the sacraments, as through instruments, the Holy Spirit is given and the Holy Spirit produces faith, where and when it pleases God, in those who hear the Gospel.
4. We believe that through these Means of Grace the Spirit of God produces His fruit, bestows His gifts, and unites the whole Christian Church on earth with Jesus Christ.
5. This proclamation and the Holy Spirit's activity, rather than organizational union, constitute the true unity of His Church. We believe that this true Church eagerly identifies such unity and promotes and rejoices in fellowship and cooperation with all members of Jesus Christ's Body everywhere.

"eager to maintain the unity of the Spirit in the bond of peace....and He gave some, apostles; and some, prophets; and some, evangelists; and some, pastors and teachers; For the perfecting of the saints, for the work of the ministry, for the edifying of the body of Jesus Christ: Until we all attain to the unity of the faith, and of the knowledge of the Son of God, unto a perfect man, to the measure of the stature of the fullness of Jesus Christ:" Ephesians 4:3,11-13.

**ARTICLE FIVE - STATEMENT OF PURPOSE**

1. **Witness to the Christian Faith.**

The Canadian Association of Lutheran Congregations is a fellowship of congregations to which the Gospel of reconciliation has been given. It seeks to focus and coordinate the purposes and resources of these Congregations so that the Triune God may be more fully known among all people through a faithful ministry of God's Word and the Sacraments. The Association dedicates itself to bear witness to the eternal Gospel of our Lord Jesus Christ in its fullness and purity, and to preserve and extend the unity of that faith as revealed in God's Holy Word.

2. **Proclamation and Propagation.**

Through the Means of Grace, the Association specifically purposes to proclaim and propagate this eternal Gospel to the lost and weary of this world, and to provide for daily renewal and sanctification of the members of its congregations.

3. **Emphases.**

The emphases of the Association shall be evangelism, missions, prayer, the study of the Holy Scriptures, and the application of these to daily living within congregations and caring ministries.

4. **Statement of Mission.**

The mission of this Association is to:

4.1 Assist Associate and Member Congregations and Individual members in coordinating joint efforts for the sake of Jesus Christ and His Church.

4.1.1 These shall include the emphases of the Association. These may also include (but are not limited to) other areas such as: conferences and seminars; exchange visits; lay activities; distribution of Bibles and other literature; children's homes, Bible camps, Bible schools, ministries to women, men, youth, singles, families; chaplaincy work; and other caring ministries.

4.1.2 Assist the congregations involved with the Association in the nurture of the children, youth, and adults in the covenant of their Baptism that they may grow in the knowledge of Jesus Christ and in their life of loving and obedient faith in Him.

4.1.3 Study the problems of contemporary life and society in the light provided by the sacred Scriptures in order to bring to bear as Christian understanding of human nature, Law and Gospel, and Dr. Martin Luther's insight concerning the two kingdoms, in order to enter effectively into society and government to help in dealing justly and mercifully with such problems.

4.1.4 Develop, produce, and broadcast programs to communicate the Gospel using various communication media such as radio, television, audio and video tapes, motion pictures, etc.

4.1.5 Establish pension, medical, and disability plans in order to provide assistance for the pastors, eligible laity, and their families.

4.2 Assist Member Congregations on the roster of this Association to:

4.2.1 Establish congregations and missions throughout the world as centres for the proclamation of God's Word and proper administration of the Sacraments, Christian evangelism, ministries of outreach and mercy, and Christian fellowship and growth.

4.2.2 Train and discipline an ordained ministry for the administration of the Means of Grace.

4.2.3 Provide theological and parish education and ministry to those involved in higher education.

4.2.4 Establish and maintain cooperative relationships and support with other denominations, groups, and independent movements, who are in doctrinal agreement, so that together we may effectively minister the Gospel of Jesus Christ to the whole world.

**ARTICLE SIX - POWERS**

1. **Origin And Delegation Of Authority.**

1.1 All authority and power in the Christian Church belong to the Lord Jesus Christ as Head of the Church.

1.2 The Lord of the Church has committed to the individual congregation the ministry of God's Word and Sacraments and with this ministry the authority of the Office of the Keys (Matthew 16:19; 18:18; John 20:23) and to each believer of each congregation the Priesthood of all believers.

1.3 Member Congregations in associating themselves with the Canadian Association of Lutheran Congregations delegate to it the authority and power essential to carry out the Statement of Purpose of the Association (Article 5).

1.4 As a functioning fellowship established by and for its Member and Associate Congregations and individual members, the Canadian Association of Lutheran Congregations shall use its delegated authority only to fulfill the responsibilities of its Members in the areas where those Congregations and individuals cannot act effectively alone.

1.5 Thus there exists a mutuality of both responsibilities and rights between the Congregations and individual members, and the Canadian Association of Lutheran Congregations.

2. **The Jurisdiction Of The Association**

2.1 **Responsibilities.** This Association shall:

- 2.1.1 Conduct its affairs in accordance with the Constitution, the Bylaws, the Articles of Incorporation, and Resolutions of the conventions of this Association;
- 2.1.2 Carry out the purpose for which the Canadian Association of Lutheran Congregations is organized, as set forth in this Constitution (Article 5 in particular);
- 2.1.3 Develop financial procedures to assure the efficient fulfillment of its purposes;
- 2.1.4 Have its own corporate name and seal;
- 2.1.5 Pay its debts, settle its claims, and provide means by which member and Associate Congregations and individuals may support the ministry of the Association;
- 2.1.6 Have authority to enter into contracts; sue and be sued; acquire real and personal property by gift, devise, bequest, purchase or other lawful means; hold and buy its property for any and all purposes aforementioned and not in conflict with them; and sell mortgage, lease, transfer, or otherwise dispose of its property by lawful means whenever necessary or expedient to carry out the purposes allowed by its Articles of Incorporation;
- 2.1.7 Require all Officers and Boards to conduct all their affairs in a Christian spirit according to the Constitution, the Bylaws, the Articles of Incorporation, Resolutions of the General Conventions of this Association.

**2.2 Relationship Of The Association To The Congregation.**

- 2.2.1 The local congregation calls its own pastor upon review of the Pastoral Review Panel, owns its property, provides for its maintenance, and conducts its own program.
- 2.2.2 The Canadian Association of Lutheran Congregations, has no claim to a local congregation's property.
- 2.2.3 Freedom in Jesus Christ is freedom to work in God's Kingdom according to the measure of faith God has given. In accordance with this principle, the right of Member Congregations of the Association to cooperate with other Lutherans in establishing and maintaining agencies and institutions for mutual edification, for work of mercy, or for missionary endeavor shall be preserved.
- 2.2.4 The Canadian Association of Lutheran Congregations shall, however, recommend such an agency or institution for support only if it has been approved by the Association.
- 2.2.5 The jurisdiction of the Canadian Association of Lutheran Congregations over Individual congregations or groups of congregations shall be strictly limited to the following:
  - 2.2.5.1 To insure faithful adherence to the doctrinal position as confessed by this Association (see Article three);
  - 2.2.5.2 To apply discipline when disloyalty to this Association's doctrinal position is evident;
  - 2.2.5.3 To enlist wholehearted cooperation with the programs approved by the conventions of this Association.

**2.3 A Congregation's Relationship To The Association:**

- 2.3.1 According to the Word of God, the Kingdom of God is correctly expressed through the local congregation, and the congregation is the correct form of the Kingdom of God on earth.
- 2.3.2 The congregation is the local assembly "among whom the Gospel is preached in its purity and the holy sacraments are administered according to the Gospel", and consists of believers who use the means of grace, and the spiritual gifts given them as directed by the Word of God. Such congregations may take a variety of forms such as the traditional, this association, parish Groups, Chaplaincy ministries, house churches, Christian Communities, etc.
- 2.3.3 According to the New Testament, the congregation needs an external organization with membership roll, election or appointment of officers, states times and places for its gatherings, and other similar provisions.
- 2.3.4 Members of the organized congregation are not, in every instance, believers, and such members often derive false hope from their external connection with the congregation. It is therefore the sacred obligation of the congregation to purify itself by the quickening preaching of the Word of God, by earnest admonition and exhortation, and by disciplining the openly sinful and perverse.
- 2.3.5 The congregation directs its own affairs, subject to the authority of the Word and the Spirit of God, and acknowledges no other ecclesiastical authority or government above itself. Congregations voluntarily bind themselves as members of this Association according to the categories provided elsewhere in this constitution and bylaws.
- 2.3.6 A congregation esteems and cherishes all the spiritual gifts which the Lord gives for its edification, and seeks to stimulate and encourage their use.
- 2.3.7 A congregation gladly accepts the mutual assistance which congregations can give one another in the work for the advancement of the Kingdom of God.

- 2.3.8 Such assistance consists partly in the mutual sharing of spiritual gifts among the congregations through conferences, exchange visits, lay activities, etc. whereby congregations are mutually edified, and partly in the voluntary and Spirit prompted cooperation of congregation for the accomplishing of such tasks as exceed the ability of the individual congregation.
- 2.3.9 Among such tasks may be mentioned specifically the training of pastors, distribution of Bibles and other literature, home and foreign missions, children's homes, Bible school, Bible camps and other works of mercy.
- 2.3.10 Congregations have no right to demand that other congregations shall submit to their opinion, will, judgment, or decision; therefore, domination by a majority of congregations over a minority is to be rejected.
- 2.3.11 Agencies found to be desirable for conducting the joint activities of congregations, such as conferences, committees, officers, etc. cannot in this Association, impose any obligations or restrictions, exert any compulsions, or lay any burden upon the individual congregation, but have the right only to make recommendations to, and requests of, congregations and individuals.
- 2.3.12 Every free congregation, as well as every individual believer, is constrained by the Spirit of God and by the privileges of Christian love to do good and to work for the salvation of souls and the quickening of spiritual life, as far as its power and abilities permit. Such free spiritual activity is limited neither by parish nor by synodical bounds.
- 2.3.13 According to Scripture, each believer and each congregation including CALC has a duty of obedience to Jesus Christ Alone. Each is to remain an obedient sinner before God until the last day and is holy only in Christ the savior through Grace and the forgiveness of sins. Justified, each is one with Jesus Christ and with one another and each is part of the body of Christ. As part of the community, each suffers with one another and bears the burdens of one another. The task of Love includes serving each other, as Christ is our example.
- 2.3.14 Nevertheless, as Holy Scripture does not countenance arbitrary modes of procedure or behaviour, but commands us to do all things in Christian love and good order, nor abusing our Christian liberty (Galatians 5:13; I Corinthians 14:40), all members of the Association and those in our fellowship shall be expected to cooperate in accordance with the Constitution and the other resolutions of the Association within the Scriptural limitations set forth above.
- 2.3.15 Any objections to official resolutions and procedures of the Association shall be filed with the President, and the reasons therefore should be clearly stated, so that complete brotherly understanding can result, and any necessary corrections or alterations be made. Should no satisfactory result be obtained through the efforts of the President, the objections should next be laid in accordance with the procedures detailed in the Bylaws.
- 2.3.16 No public circulation of the Association regarding disputes or objections should be made, except after the procedures detailed in section 2.3.15 of this article, with due patience, have been exhausted and with no satisfactory resolution.
- 2.3.17 Should any congregation of whatever membership category deem it to be in its best interest and in harmony with God's Word to discontinue its membership in the Association, it has the Christian liberty to do this in a Christ like manner, in accordance to this Constitution and Bylaws giving the reasons for withdrawal in writing. Such withdrawal shall be effective upon receipt by the President.

### 3. **Liability of Members.**

The Liability of members is limited.

### 4. **Income and Property.**

4.1 All income and property of the Association shall be applied toward the furtherance of the objects of the Association, and no portion of such income or property shall be paid or transferred or be made available directly or indirectly for the benefit of any member or members of the Association, except as remuneration for employees of the Association.

4.2 If upon winding up or dissolution of the Association there remains, after satisfaction of all its debts, liabilities and obligations, any property or assets whatsoever, the same shall not be paid or distributed generally among the members, but it shall be paid or transferred to such other charitable organization in Canada, the objects of which, in the opinion of the officers of the Association, most closely resemble those of the Association.

## **ARTICLE SEVEN - CONGREGATIONAL MEMBERSHIP**

1. There shall be two forms of membership, membership as a member congregation and associate membership.

### 2. **Membership as a member congregation.**

2.1 The Member Congregations of the Canadian Association of Lutheran Congregations shall consist of congregations that apply and are received.



- 2.2 The requirements for membership as a Member Congregation shall be the following:
  - 2.2.1 Subscription to the Confession of Faith (Article 3) and the statement of Purpose (Article 5);
  - 2.2.2 Acceptance of this Constitution and its Bylaws;
  - 2.2.3 Participation in the programs of activity approved by the Conventions and determined individually by the local Congregation.
- 2.3 Action taken by the congregation to become a Member Congregation shall be at least by a simple majority vote at a legally called and conducted meeting of the Congregation.
3. **Associate membership.**

A believer or congregation who accepts the Confession of Faith (Article 3) and statement of Purpose (Article 5) of this constitution may apply to become an Associate member. An Associate member has voice but no vote.
4. **Termination.**
  - 4.1 Membership in the Canadian Association of Lutheran Congregations may be terminated by action of a Member Congregation or Associate member by action of the Association.
  - 4.2 Should a Member Congregation or Associate member no longer desire to continue membership in the Canadian Association of Lutheran Congregations, such a member may terminate its membership in accordance with the procedure prescribed in the constitution of the congregation involved. If no procedure is prescribed, a simple majority vote at a legally called and conducted meeting of the congregation shall terminate membership in the Association.
  - 4.3 The Canadian Association of Lutheran Congregations may exclude a Member Congregation or Associate member from its membership because of violation of the conditions of membership stated in this Article. Such former members, whether Individual or Congregations shall have no rightful claim upon the property or upon the financial assets of the Association, notwithstanding an appeal. An appeal against expulsion shall be made to the President in writing. The President shall then appoint a Board of Appeals and Adjudication. This Board in turn, having met with the appellant, shall bring its findings and recommendations to the next regular convention, whose decision shall be final.
5. **Roster of Congregations.**

All member congregations and Associate members shall be listed appropriately on the Roster of Congregations of this Association.

## **ARTICLE EIGHT - THE PASTORS OF THIS ASSOCIATION**

1. **Definition.**
  - 1.1 The Call of a congregation of this Association or of the Board of Elders acting for all the congregations provides the authority for ordination.
  - 1.2 The ordained pastors of the Canadian Association of Lutheran Congregations and of each congregation constitute its Pastors, to whom is committed the public administration of the Means of Grace.
  - 1.3 The pastor and believers constitute the membership of the congregation, the pastor's status differing only as to function.
2. **Roster of Pastors.**
  - 2.1 All ordained Pastors of this Association shall be listed on the Roster of Pastors of this Association.
  - 2.2 All pastors of this Association shall be subject to the discipline of the Association.
  - 2.3 The Association reserves the right to suspend, discipline, or dismiss any pastor on the Roster of Pastors.
3. **Suspension and Dismissal.**
  - 3.1 The Board of Elders shall exhort Congregations to suspend or dismiss Pastors for reasons of doctrinal defection or moral failure. If a congregation should decide not to suspend or dismiss, then the Board of Elders shall suspend or dismiss such persons from the Roster of Pastors.
  - 3.2 Pastors suspended or dismissed by the Board of Elders may appeal their case to the Board of Appeals and Adjudication and then to the General Convention whose decision shall be final.
  - 3.3 A pastor cannot appeal the decision of his congregation to suspend, or dismiss him. The congregation's decision shall be final.
4. **Continuance without a Parish.**

A pastor may continue on the Roster of Pastors only as long as he or she serves a parish of the Association or continues as a "Pastor in Extended Ministry" or "Pastor Emeritus".
5. **Ministerial Acts.**

- 5.1 Ministerial acts shall be performed only under the auspices of a congregation. Such acts shall be entered by the pastor of the congregation in its official records.
- 5.2 However, those properly called to serve as chaplains in the armed forces or in institutions or agencies may perform such ministerial acts as come within the scope of their work, and such acts are to be recorded and reported periodically to this Association.
- 5.3 No ordained minister of this church shall divulge any confidential disclosure given in the course of the care of souls or otherwise in a professional capacity, except with the express permission of the person involved or in order to prevent the commission of a crime.

## **ARTICLE NINE - THE GENERAL CONVENTION**

### **1. Highest Delegated Authority.**

The highest constitutional authority delegated by the congregations to the Canadian Association of Lutheran Congregations shall be vested in the General Convention, which shall meet in regular sessions annually by call of the President in consultation with the National Council.

### **2. Flow of Concerns.**

Any Member Congregation, or any group of Member Congregations, or Associate member is encouraged to prepare and present a resolution of concern to the General Convention, which the President shall place on the agenda.

### **3. Responsibilities.**

The General Convention shall:

- 3.1 Adopt or approve its own rules of order and agenda. Worship and inspiration shall be of the highest priority;
- 3.2 Adopt a program of activity for this Association, and take the steps necessary to provide for its accomplishment. This program shall clearly reflect the Confession of Faith and statement of Purpose of this Association;
- 3.3 Elect officers, councils, boards, committees, etc. in accordance with this Constitution;
- 3.4 Require reports of the work of its officers, councils, boards, jurisdictional units, commissions, committees, etc., review their works, and act on matters presented by them;
- 3.5 Adopt a budget for the work of this Association;
- 3.6 Establish disciplinary procedures not otherwise provided for in this Constitution and its Bylaws;
- 3.7 Recommend or suggest, upon the National Council's advice, hymnals, forms of worship, and forms for performance of pastoral acts, etc.;
- 3.8 Approve proposed amendments to this Constitution and Bylaws for submission to the Member Congregations for ratification;
- 3.9 Appoint a nominating committee.
- 3.10 Uphold the faith confessed by this Association (Article Three), pray for and promote peace and order in this Association, and seek to further the Purpose (Article Five) of this Association.

### **4. Limitations.**

- 4.1 The powers of the General Convention shall be limited by the provisions of the Articles of Incorporation or Charter, this Constitution and its Bylaws, and resolutions of this Association's Conventions.
- 4.2 However, questions involving doctrine shall not be ultimately determined by vote of the General Convention, but on the basis of the Word of God and the Confessions of the Church.

### **5. Composition of Conventions.**

- 5.1 The General Convention shall be composed of voting members, advisory members, and official visitors.
- 5.2 The voting membership of the General Convention shall consist of delegates who represent the congregations of this Association and other delegates as prescribed by the Bylaws.
- 5.3 The voting delegation of a Special Convention shall be elected in the same way as that prescribed for the General Convention.
- 5.4 Challenges to representation or election shall be referred to the National Council and decided by the approved delegates to the General Convention.

### **6. Advisory Members.**

- 6.1 Advisory members shall be those, other than voting members, who are required to attend. They shall have voice, but no vote.

- 6.2 They include the President (who shall vote only in the event of a tie), the Vice President, the Secretary, the Treasurer, and those named in the Bylaws.
7. **Official Visitors.** Official Visitors, whose presence and participation are desired, shall be invited by the President and seated by vote of the Convention. They shall have voice but no vote.
8. **Quorum.** A majority of the registered and approved delegates shall constitute a quorum.
9. **Business Sessions.** The President shall seek to order business on the agenda in such a way that issues relating solely to Member Congregations and pastors on the roster of this Association are separated from issues relating to Associate members.

## **ARTICLE TEN - THE NATIONAL COUNCIL**

1. **Membership.**  
The National Council shall be composed of the President, Vice President, Treasurer, Secretary and the Board of Elders and the Board of Trustees. The President shall serve as chairperson, and the Secretary of this Association as Secretary.
2. **Election.**
- 2.1 Each member of the National Council shall be elected from the Roster of Pastors of this Association, or be a believing member of a member congregation or an associate member chosen for the Priest's:
- 2.1.1 commitment to Jesus Christ as Savior and Lord and to the divine inspiration, revelation, and inerrancy of the Scriptures;
- 2.1.2 evidencing the fruit of the Spirit in life suitable to the function of the office;
- 2.1.3 Spirit-bestowed gifts of wisdom, knowledge, and administrative ability;
- 2.1.4 and full intention to uphold this Association's Confession (Article Three), Purpose (Article Five), and Constitution.
- 2.2 Each member shall be elected by majority vote of the registered delegates at the General Convention for a term of four years and may only hold the same office for two consecutive terms, holding office until a successor is elected and assumes office. The member takes office upon election.
- 2.3 A believing member of a member congregation not on the Roster of Pastors must be elected to the following positions:
- 2.3.1 either the President or the Vice President
- 2.3.2 either the Secretary or the Treasurer
- 2.3.3 a majority of the positions on the Board of Elders
- 2.3.4 a majority of the positions on the Board of Trustees
- 2.4 If elected from the Roster of Pastors of this Association, the member should first of all be a "pastor". With this in mind, it is recommended that the member maintain contact with the parish ministry by serving at least part time on the staff of a congregation of this Association
- 2.5 If the President dies, resigns, or is unable to serve, the Vice President shall serve until the next General Convention. If any other member dies, resigns, or is unable to serve, a temporary replacement shall be elected by the National Council to serve until the next General Convention
3. **Meetings.**  
The National Council shall meet at least once a year as called and publicized by the President. Additional meetings may be called by the President of this Association and must be called when requested by at least one-third of the Board Elders or by at least one-third of the Board of Trustees. Meetings may be held by telephone conference or Internet conference.
4. **Duties and Responsibilities.**
- 4.1 The National Council shall function as the legislative agency of this Association in the interim between General Conventions in order to deal with situations which necessitate action before the next General Convention. Legislative acts by the National Council shall require a majority vote of all its members and must be presented to the next General Convention for review.
- 4.2 The National Council shall receive reports and resolutions prepared by the various officers, jurisdictional units, councils, boards, and committees of this Association and shall, after consideration, transmit them to the General Convention with its recommendations.
- 4.3 The National Council shall consider disagreements which may arise and shall endeavour to resolve differences.

- 4.4 The National Council, after seeking proper counsel, shall determine whether any officer is unable to serve. If such a decision is challenged, it shall be referred immediately to the Board of Appeals and Adjudication whose decision shall be final.
- 4.5 The National Council, as the interim legislative agency of this Association, shall when requested, interpret the Constitution and Bylaws. Its interpretation shall be reported to the next General Convention for final decision.
- 4.6 Additional duties of the National Council shall be those stated in the Bylaws and elsewhere in this Constitution.

## **ARTICLE ELEVEN - OFFICERS OF THIS ASSOCIATION**

### **1. PRESIDENT.**

- 1.1 The President shall serve primarily as spiritual leader of this Association and shall witness enthusiastically to his faith in Jesus Christ as Savior and Lord, promise to uphold our Confession of Faith (Article Three), promote the Purpose (Article Five), and endeavor to promote truth, peace, and order within the fellowship of this Association.
- 1.2 The President shall also be responsible for the effective administration of this Association.
- 1.3 The President shall preside at all meetings of the General Convention, Special Convention, National Council, and Board of Elders.

### **2. THE VICE PRESIDENT.**

- 2.1 The Vice President shall preside at all meetings of the Board of Trustees.
- 2.2 The Vice President particular responsibility shall be to assist the President to facilitate resolutions and motions passed by the General Convention, National Council, Board of Elders and Board of Trustees.

### **3. THE TREASURER.**

- 3.1 The Treasurer shall serve as a member of National Council and act as secretary to the Board of Trustees.
- 3.2 The Treasurer shall:
  - 3.2.1 Keep such financial records, including books of account, as are necessary to comply with Revenue Canada;
  - 3.2.2 Render financial statements to National Council and General Convention;
  - 3.2.3 Perform any additional duties prescribed in this Constitution, Bylaws and resolutions of this Association.

### **4. THE SECRETARY.**

- 4.1 The Secretary shall:
  - 4.1.1 Conduct the correspondence of the Association;
  - 4.1.2 Issue notices of meetings of the Association, National Council and Board of Elders;
  - 4.1.3 Keep minutes of all meetings of the Association, National Council and Board of Elders;
  - 4.1.4 Have custody of all records and documents of the Association except those required to be kept by the treasurer;
  - 4.1.5 Have custody of the common seal of the Association;
  - 4.1.6 Maintain the register of members and Roster of Pastors
  - 4.1.7 Perform any additional duties prescribed in this Constitution, Bylaws, and resolutions of this Association.

### **5. Authorized Signatures.**

The President and the Secretary of this Association shall sign all documents on its behalf, except those pertaining to financial and legal transactions in the business affairs of this Association, which shall be signed by the Treasurer and any one other member of the Board of Trustees.

## **ARTICLE TWELVE - THE BOARD OF ELDERS**

### **1. Membership.**

The Board of Elders is composed of the President of this Association serving as Chairperson and tie-breaker, the Secretary, and not less than three nor more than nine other members. Apart from the President and Secretary, this Board shall consist of three (3), five (5), or seven (7), members, as determined by the General Convention in the year of election.

### **2. Meetings.**

The Board of Elders shall meet at least twice each year. Additional meetings shall be called by the President of the Association serving as chair as often as the business of the Association may require, or at the request of one-third members of the Board. Meetings may be held by telephone conference or Internet conference.

### **3. Duties and Responsibilities.**

- 3.1 The Board of Elders shall be responsible for the leadership and supervision of this Association in all spiritual matters not otherwise assigned by this Constitution, Bylaws, or the General Convention. To this end the Board of Elders shall

periodically review the work of this Association and make such recommendations to any jurisdictional unit, board, committee, standing committee, etc. of this Association, as it deems wise.

- 3.2 The Board of Elders shall consider all matters regarding extra-church and inter-synodical relationships which have been recommended by the appropriate jurisdictional unit or committee and shall make necessary recommendations to the General Convention. When a change in relationship with other Churches or groups of Churches is to be considered, procedures similar to those prescribed in Article Eighteen (Amendments) of this Constitution shall prevail.
- 3.3 The Board of Elders shall recommend to the General Convention candidates and policies of commissions, standing committees, etc.
- 3.4 The Board of Elders shall be authorized to give ecclesiastical endorsement and issue calls, where necessary, to pastors serving in specialized ministries.
- 3.5 The Board of Elders shall act on the application of a pastor to serve any designated inter-synodical or non-synodical Lutheran or non-Lutheran institution, agency, or activity and shall determine by vote whether or not he may serve in this capacity and continue on our Roster of Pastors. The application shall be submitted through the President of this Association.
- 3.6 The Board of Elders shall appoint a Pastoral Review Panel (PRP) who shall: receive, review, and act on applications from a Member or Associate Member congregation of this Association to:
  - 3.6.1 interview and assist Member or Associate Member congregations of this Association with their process of calling a pastor;
  - 3.6.2 mentor seminary students and those students completing Pastoral training under any program administered by this Association;
  - 3.6.3 interview and assist seminary graduates and graduates of any Pastoral Training Program administered by this Association for call;
  - 3.6.4 interview and recommend to the Board of Elders and the National Council pastors considered by the Association for call to an extended ministry; and
  - 3.6.5 interview and recommend Pastors Emeriti to the Board of Elders and the National Council.

Six of the members of the PRP shall be appointed by the Board of Elders, each of whom will be given a specific role in the discussions with each candidate based upon his/her defined job descriptions (which must be approved by the Board of Elders). These include (a) a member of the National Council, (b) a lay member of CALC or one of CALC's Member congregations and not on National Council, (c) a theologian, (d) one who can assess the psychological development of the candidate, (e) CALC's Pastoral Personnel Director, and, as appropriate, (f) a traveling mentor.

In addition the PRP would have one or two temporary members, who would be appointed by the host congregation requesting the PRP's assistance in the call, training or mentoring of a candidate. The temporary members will serve for as long as it takes for the PRP to mentor, train or assess a candidate for call. The congregation requesting assistance would have access to the expertise of the PRP's permanent members and would participate in every phase of the assessment of their candidate. A quorum for the transaction of business of the PRP shall be a majority of its members.

- 3.7 This Board shall have the high task of maintaining loyalty to the Confession of Faith (Article Three) and of guiding implementation of the purpose (Article Five) in and through all officers, councils, boards, commissions, committees, etc.
- 3.8 The Board of Elders shall be responsible for arranging and supervising the referendum for the Member Congregations.
- 3.9 This Board shall be expected to bring concerns of loyalty to the National Council and/or the General Convention as such concerns seem appropriate.
- 3.10 Additional duties of the Board of Elders shall be those stated elsewhere in the Constitution and Bylaws.

## **ARTICLE THIRTEEN - THE BOARD OF TRUSTEES**

### **1. Membership.**

The Board of Trustees is composed of the Vice President as Chairperson as tie breaker and Treasurer, and not less than three nor more than nine other members. Apart from the Vice President and Treasurer, this Board shall consist of three (3), five (5), or seven (7) members, as determined by the General Convention in the year of election.

### **2. Meetings.**

- 2.1 The Board of Trustees shall meet at least once each year as called and publicized by the Vice President. Meetings may be held by telephone conference or internet conference.
- 2.2 Additional meetings shall be called by the Vice President as often as the business of this Association may require, or at the request of the President of this Association or of one-third of the members of this Board.

3. **Duties and Responsibilities.**

The Board of Trustees shall have charge of the general management and business affairs of the Canadian Association of Lutheran Congregations.

3.1 **Property Transactions.**

3.1.1 In the performance of these duties this Board is authorized and empowered to purchase or otherwise acquire title to real estate for and on behalf of the Canadian Association of Lutheran Congregations; to act on behalf of the various jurisdictional units, committees, etc., after receiving their recommendations, in the buying and selling of property; to borrow money on behalf of this Association or any of its jurisdictional units, boards, committees, etc.

3.1.2 This Board shall be responsible for the investment of the endowment and other investment funds of this Association; to buy and sell bonds, stocks and other securities; to receive gifts, legacies, and devises on behalf of this Association or manage, or dispose of them; to have full power to manage, in accordance with this Association's Statement of Purpose (Article Five) all properties entrusted to it; and to secure and defend the property rights of this Association by the process of law.

3.1.3 It shall be the policy of this Association not to borrow money, unless approved in the same manner as a constitutional amendment.

3.2 **Procedures and Relationships.**

Procedures in performing these duties, delegation of responsibilities, and relationship of the Board of Trustees to separately owned institutions, irrespective of type of ownership, shall be as defined in the Constitution and Bylaws.

3.3 **Periodic Review.**

The Board of Trustees shall periodically review the financial condition, policies, practices, and operations of all components of this Association. If in the judgement of the Board of Trustees any such policy, practice, or operation is detrimental to the Purpose of this Association (Article Five), it shall, in writing, point out such matters to those concerned. In the event agreement cannot be reached, those involved may submit the matter to the National Council.

3.4 **Financial Control.**

The Board of Trustees shall require jurisdictional units, boards, standing committees, etc. which receive budgetary support to make such adjustments in their programs as may be necessary to insure that expenditures for current operations shall not exceed receipts for the current fiscal month.

3.5 **Auditors et al.**

The Board of Trustees shall make arrangements for auditors and other necessary employment and, as needed, prepare job descriptions.

3.6 **Salaries.**

The Board of Trustees shall recommend to the National Council the remuneration of the officers and other employees of this Association, provided such remuneration is deemed necessary, subject to approval by the General Convention.

4. **Authorized Signatures.**

The Treasurer and any one other member of the Board of Trustees shall sign on behalf of the Canadian Association of Lutheran Congregations all documents pertaining to the management and control of the business affairs of this Association.

**ARTICLE FOURTEEN - THE BOARD OF APPEALS AND ADJUDICATION**

1. **Membership.**

1.1 This Board shall consist of no less than two, nor more than three highly qualified Members (not pastors) of the Member Congregations and no less than two nor more than three highly qualified ordained Pastors.

1.2 This Board shall be selected by the President in consultation with the appellant and he shall strive to select individuals satisfactory to all involved parties.

1.3 This Board shall elect from its members a Chairperson.

1.4 These shall be chosen for their dedication to Jesus Christ, their commitment to the inerrancy of the Scriptures, their support of the principle of congregational authority and autonomy, and their gifts of wisdom, justice and mercy.

2. **Response to Pastor's and/or Congregation's Appeal.**

- 2.1 This Board shall respond with justice and mercy to an appeal by a pastor who has been suspended or dismissed by the Board of Elders.
- 2.2 This Board has no jurisdiction in the discipline exercised by local Congregations, but Congregations may choose to appeal grievances to this Board for its judgement.

3. **Stages of Appeals and Adjudication.**

- 3.1 Charges of deviation from doctrine, morals, or approved and necessary practice shall first be treated locally according to Matthew 18:15-20.
- 3.2 If such local attempts fail, the matter may be directed to representatives chosen by the congregations of the Association. If local attempts to resolve grievances fail, the matter may be referred to the Board of Elders.

**ARTICLE FIFTEEN - DECLARATION OF FAITH**

1. This Association has adopted a Declaration of Faith, which are Statements that clarify the policy and position of this Association. Such Statements shall be normative for this Association.
2. Each statement is Scripturally and Confessionally based, making no statement directly or indirectly contrary to this Constitution, specifically Article Three, Confession of Faith, and Article Five, Statement of Purpose.
3. The Declaration of Faith shall be a part of this Constitution. Adoption or amendment of such Statements subsequent to the constituting convention shall be conducted the same as for the amendments to the Constitution of this Association.

**ARTICLE SIXTEEN - BYLAWS**

1. **Necessity and Agreement.**

The Canadian Association of Lutheran Congregations may adopt such bylaws as may be found necessary. No bylaw shall conflict with this Constitution.

**ARTICLE SEVENTEEN - CONSTITUTIONAL AND BY-LAW AMENDMENTS**

1. **Confession of Faith.**

The doctrinal basis and confessional subscription of the Canadian Association of Lutheran Congregations (Article Three) shall be unalterable. No amendments and no interpretive footnotes shall be added. Moreover no amendments to this Constitution shall conflict with Article Three or Article Five or Article 17.1.

2. **Basic Principles of Organization and Operation.** This Constitution is based on certain fundamental principles of organization and procedure. These principles shall be preserved in amendments to this Constitution and its Bylaws. They are:

- 2.1 The representative character of legislative assemblies shall be preserved.
- 2.2 Effective checks and balances between and within the agencies of this Association shall be maintained.
- 2.3 The functions of officers, National council, and convention shall be clearly defined by the Constitution and Bylaws, which shall also guarantee that responsibility and authority are commensurate.
- 2.4 There shall at all times be clear and direct channels for all officers, jurisdictional units, councils, boards, standing committees, etc. of this Association to bring recommendations before legislative assemblies.
- 2.5 There shall also be clear and direct channels for each congregation or group of congregations to bring recommendations before legislative assemblies.
- 2.6 The legislative authority shall rest in the Conventions of this Association, and between the Conventions in the National Council.
- 2.7 Supervision of administration, including the determination of policy in executing approved legislation, shall be the responsibility of officers, councils, boards, jurisdictional units, and committees of this Association.

3. **Proposed Amendment.**

- 3.1 A proposed amendment to this Constitution or the by-laws shall be presented in writing to the President of this Association at least ninety days before the General Convention and must have the authorization and signatures of the representatives of at least one Member Congregation or of the National Council.
- 3.2 The President shall have the proposed amendment prepared in proper form with the approval of those proposing the amendment (concerning the wording and intent of the amendment). The President shall arrange to publish the Proposed amendment in the official publication(s) of this Association at least thirty days prior to the General Convention.

- 3.3 Convention Procedure.
  - 3.3.1 The proposed constitutional amendment shall be presented for consideration by the convention at a time designated by the President
  - 3.3.2 At least one recess shall elapse between its first presentation and convention action.
  - 3.3.3 A simple majority of the Registered Delegates shall be required to approve amendments to present before the Congregational Referendum.
- 3.4 If the proposed amendment receives the favorable majority vote of the total number of the registered delegates, it shall be referred with a full and open disclosure of relevant information to each voting congregation of the Canadian Association of Lutheran Congregations.
- 3.5 Each congregation shall have one ballot, due at a reasonable date, stated in the information accompanying the ballots. Following a properly called and conducted congregational meeting, the ballot shall be marked, sealed, and sent to the Secretary of this Association. After all returns have been received, a committee of three (elected by the National Council) shall count the ballots and report in writing the results to the President.
- 3.6 If a three quarters majority of the ballots cast in favor of the amendment, the President shall immediately declare it adopted through notice in the official Association periodical(s), whereupon the amendment shall become effective. The President shall include notice of its adoption in his report to the next General Convention of this Association.
- 3.7 If the proposed amendment is not adopted, the President shall so state in a notice published in the official Association periodical(s) and in his report to the next General Convention of this Association.

#### **ARTICLE EIGHTEEN - RELATIONSHIP TO ARTICLES OF INCORPORATION**

Wherever a provision of this Constitution appears to conflict with the "Articles of Incorporation of the Canadian Association of Lutheran Congregations" and/or the "Bylaws of the Canadian Association of Lutheran Congregations", this Constitution shall prevail until the matter is clarified. The National Council shall, as soon as feasible, present the conflict to the General Convention for a decision.

### **BYLAWS**

#### **PART ONE - MEMBERSHIP CATEGORIES**

1. **Member Congregation.**  
The full voting Members of the General Convention shall include delegates representing the Member Congregations of the Canadian Association of Lutheran Congregations.
2. **Member Pastors.**  
The full voting Members of the General Convention shall also include Member Pastors which shall consist of those individuals on the Roster of Pastors of this Association.
3. **Associate members and Other Pastors.**  
Associate members and other Pastors have voice but no right to vote. Each annual convention has the right upon motion to give selective or full voting rights to Associate members and other Pastors.
4. **Observer Groups.**  
Congregations in the process of withdrawing from another Lutheran judicature, mission fellowships, unincorporated mission congregations, and congregations in the process of forming and incorporating shall be termed "Observer Groups " with voice but no vote.

#### **PART TWO - GENERAL CONVENTION**

1. **Meetings.**  
The General Convention shall meet annually, time and place to be determined by the previous General Convention and publicized by the National Council.
2. **Representation.**  
Member Congregations are entitled to one representative per 50 confirmed members or greater fraction thereof to a maximum of three representatives, plus one pastor serving Member Congregations. A Member Congregation of more than 600 confirmed members shall be entitled to have a maximum of four representatives, plus one pastor serving the Member Congregation. All member and Associate Congregations are entitled to at least one delegate.



3. **Officers and Committee members.**

All members of Member and Associate Congregations, Pastors on the roster of this Association, and Associate Members shall be eligible for election in the Canadian Association of Lutheran Congregations (unless otherwise stipulated in the Constitution, Bylaws, or resolutions of the General Convention).

4. **Bourinot's Rules of Order.**

Unless stated differently in the Bible (as the only infallible authority in all matters of faith and life) or otherwise ordered by this Constitution and Bylaws or by resolution of the General Convention, parliamentary procedures shall be in accordance with Bourinot's Rules of Order, Revised (current edition).

**PART THREE - CONFLICTING LOYALTIES**

1. **Participation.**

This Association shall not participate in the services or rituals of organizations or lodges, secret or open, which are avowedly religious or practice forms of religion without confessing faith in the Triune God and in Jesus Christ as True God and True man and only Savior from sin, death, and the power of the devil, or teach salvation by good works, nor shall the buildings of the Association be used for such purposes.

2. **Pastoral Participation.**

Those who are on the Roster of Pastors of this Association shall not take part in such services or rituals specified in this Part.

**PART FOUR - CONGREGATIONAL MEMBERSHIP**

1. **Admission for Membership.**

- 1.1. Believers or Congregations desiring membership status as members or Associate members on the congregational roster of the Canadian Association of Lutheran Congregations shall make application to the National Council by way of the President.
- 1.2. The National Council shall approve or disapprove the application. Until the next General Convention, all applications approved shall be placed on the Roster as Associate members.
- 1.3. The next General Convention shall act on the application(s) to approve or disapprove MEMBER CONGREGATION status on the Association's roster of congregations as a member congregation.
- 1.4. Representatives of congregations applying for MEMBER CONGREGATION status shall not vote on their own application.
- 1.5. All approved applications for Associate membership shall be placed on the Roster as Associate members.
- 1.6. Membership as an Associate member may be terminated by National Council if the member fails to participate in the activities of the Association for two years or may be terminated by this Association by action in accordance with the constitution.

**PART FIVE - NOMINATING PROCEDURES**

1. At least four months prior to the General Convention, Member Congregations shall be notified of vacancies to be filled.
2. Each Member Congregation shall be encouraged to present to the Chairperson of the Nominating Committee names and qualifications of consenting candidates for election.
3. The Nominating Committee shall meet as soon as practical and shall elect from its members a Chair and a Secretary.
4. The Nominating Committee shall perform such other functions as are generally incumbent upon this position.

**PART SIX - CLASSIFICATION OF PASTORS**

1. **THE PASTORS OF THIS ASSOCIATION.**

Pastors who are serving under a call from a Member Congregation of CALC shall constitute THE PASTORS OF THIS ASSOCIATION. Their names shall be on the Roster of Pastors of this Association.

2. **PASTORS IN EXTENDED MINISTRY.**

Pastors recommended by the Board of Elders and approved by the National Council, who are serving in non-parish ministries of CALC or ministries approved by the National Council, shall constitute PASTORS IN EXTENDED MINISTRY. Their names shall be on the Roster of Pastors of this Association.

3. **PASTORS EMERITI.**

Pastors, at least 62 years of age, who have requested such status, shall be designated and constitute PASTORS EMERITI. Their names shall be on the Roster of Pastors of this Association.

## **PART SEVEN - PASTORAL CARE/DISCIPLINE OF PASTORS**

1. We lament that, due to human frailty, at times the discipline of pastors may become a painful necessity.
2. In all such matters our hearts' desire and prayer are for repentance, reconciliation, and healing, so that peace and good-will may prevail. (Psalm 133:1, Romans 12:18).
3. However, when there are charges of deviation from doctrine, morals, approved and necessary practice or of conduct unbecoming the holy calling of proclaiming the Word of God by word and deed, such charges shall be treated locally according to the Word of God and with prayer. It is recommended that the following Scripture passages, among others, be consulted and practiced when such charges are being handled.
  - 3.1. Deuteronomy 19:15 (the requirement of two or three witnesses).
  - 3.2. Matthew 18:15-20 (one concerned brother meeting with an apparently offending brothers in private; if necessary leading to another meeting with one or two others present; and if necessary, culminating in action by the congregation).
  - 3.3. 1 Timothy 5:19-20 (the seriousness of such charges, the need for two or three witnesses, and the objective of counteracting sin).
  - 3.4. Luke 17:1-10 (If our brother sins, rebuke is necessary, and if he repents, forgiveness is necessary).
4. **Definitions:**
  - 4.1. "Approved and necessary practice" shall include reasonable cooperation in the affairs and decisions of the Canadian Association of Lutheran Congregations as opposed to an uncooperative and/or belligerent attitude.
  - 4.2. "...conduct unbecoming the holy calling of proclaiming the Word of God by word and deed" shall include financial irresponsibility, insensitivity to authentic needs and concerns of the 'flock', etc.
5. If for the sake of confidentiality, or if attempts by the local congregation fail, the matter may be directed to the President of the Association for counsel (who may follow the same procedure of Matthew 18:15-20, etc.).
6. If the Congregations of the Association are prepared to deal with the matter (through a standing or Ad Hoc committee etc.), the concern shall be directed to such appropriate committee or agency.
7. If such counsel fails to resolve the problem, it shall be referred to the Board of Elders for hearing who shall take appropriate action (such as exoneration, suspension, or dismissal of the pastor), and the Board of Elders shall act upon such recommendation and report such action to the next General Convention.
8. A pastor who is suspended or dismissed by the Board of Elders may appeal such decision to the Board of Appeals and Adjudication, whose decision shall be final

## **PART EIGHT – BUDGET**

1. Following consultation with the National Council, Committees and Auxiliaries, etc. the Treasurer and the Board of Trustees shall be responsible for preparing and presenting a Fiscal Budget to the General Convention.
2. The Board of Trustees shall be responsible to keep expenses within income.
3. If income appears to warrant increases, the Board of Trustees may approve as much as ten per cent (10%) increase to the total Fiscal Budget previously approved by the General Convention. The Board of Trustees may re-arrange by as much as ten per cent (10%) the total Fiscal Budget, which was approved by the General Convention.