

PART 1- SYNOD INFORMATION

2018 SYNOD MISSION PROFILE

1. NAME: MANITOBA NORTHWESTERN ONTARIO SYNOD OF
THE EVANGELICAL LUTHERAN CHURCH IN
CANADA

2. ADDRESS: Anglican Lutheran Centre,
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3. CONTACTS:
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4. SYNOD COUNCIL EXECUTIVE:
Heather Howdle, CHAIR
Neil Miller, TREASURER
Carol Janke, SECRETARY

5. IMPORTANT HISTORICAL EVENTS OR DEVELOPMENTS

- A. Incorporation of MNO Synod in ELCIC, JULY 1, 1986
- B. Election of first bishop, Rev. Lee Leutkehoelter, April, 1986
- C. Election of second bishop, Rev. Richard Smith, April 1994
- D. Election of third bishop, Rev. Elaine Sauer, April 2006
- E. Loss of three congregations due to ELCIC decision on Human Sexuality Statement and Local Option, 2011
- F. Failure of approval for synod amalgamations in ELCIC restructuring, April 2012
- G. Dismantling of “Conferences” and appointments of AREA Leadership. 2016
- H. Development of first regional parish, Brokenhead AREA, 2016

6. Statistics:

	# of congregations	# of parishes (2 or more congregations under the leadership of 1 pastor)	church plants	Partnerships with other denomination	Full time ministry
1998	74	9	0 developed 0 developing	1	60
2008	65	12	1 developed 3 developing	3	39
2018	55	10	0	3	17

	Baptized membership	confirmed membership	weekly worship	moved from active to responsibility list
1998	22,553	16,646	5117	1708
2008	19,037	14,528	4978	3551
2016	14,136	11,306	2635	not available

Year: 2016
 Congregations - Manitoba/Northwestern Ontario -

Programming		
Ministries or Groups		
Men's	1 6	
Women's	3 0	
Children's or Day Care	5	

Youth	1 9	
Young Adult	5	
Senior's	1 1	
Refugee Sponsorship	1 4	
Food Bank/Community Feeding Programs	2 7	
Leadership Development	2	
Music	2 8	
Workshops	9	
Other	1 2	
Community Ministries		
Breakfast/Lunch Programs in school(s)	8	
Boys & Girls Clubs	4	
Youth Drop-in	3	
Meals on Wheels	6	
Day Programs for Seniors	5	
12 Step Programs	1 0	
Other	1 5	

Receipts and Benevolence

Congregational	1998	2008	2016
Regular giving receipts	6,613,539	8,376,132	7,231,899
operating expenses	6,264,465	8,649,177	7,570,848
giving to national/syn-ods	690,983	650,307	556,760
\$ in bequests	133,041	23,920	26,157

Rostered Leadership:

	Serving in single congregations	serving in parishes	women	diaconal	more than 1 in a congregation	retired
1998	35	13	8	3	2	
2008	26	38	15	4	2	21
2018	15	7	15	4	4	39

7. LEADERSHIP DEVELOPMENT

Historically came from campus ministry, youth ministry, outdoor ministry(camps), educational programs such as WORD and WITNESS, Bethel Bible Studies, SEARCH bible studies, Stephen's ministries, seminaries, Evangelical Lutheran Women

Today it comes from Lay Academy, youth ministry, campus ministry, outdoor ministry (Luther Village), Stephen's Ministries, Social Justice initiatives, ecumenical youth leadership initiatives, rural ministry internships, use of new technology for education, joint confirmation and youth programming, synod wide youth worship, participation in CLAY

8. ISSUES AND CHALLENGES

Ongoing, throughout the last 20 years:

- diminishing resources

- aging populations

- biblical illiteracy/ discipleship

- decline in volunteerism

- disappearing intergenerational context

- consumerism rather than discipleship- church and God are products

- maintenance versus mission

Part II- Ministry Practises and Structures

Today:

- decline in candidates for rostered ministry
- need for regular sacramental ministry
- changing format of delivery of theological education
- urbanization of the church
- young people disengaged in the church
- maintenance of structures and facilities inhibit growth
- more part time ministries and congregations without rostered ministers
- regional rather than local pastoral oversight
- development of lay ministers for everyday congregational work

9. CONSTITUTION AND BYLAWS LAST UPDATED, APRIL 2016

10. DESCRIBE THE PRESENT PROGRAMMING AND PRACTISES IN WORSHIP, EDUCATION, SOCIAL JUSTICE, MISSION,. AND HOW THEY ARE STRUCTURED.

The synod council has four program committees that work on behalf of the synod:

- Candidacy- responsibility for recruitment, support and evaluation of candidates for rostered ministry
- Youth- responsibility for support to synod staff re: retreats, young adult ministry, youth worship, youth assemblies. vision for synod wide youth ministry; partnership with local and national youth ministry programming, i.e. CLAY leader ship and the ELCIC Program Committee for Youth Ministry (PCYM)
- Global Mission- responsible for the work of the Global Companion Partnership and the Cameroon Network Committee of the ELCA/ELCIC
- Canadian Mission- responsible for local Canadian initiatives and CECF Advisory decisions/disbursements

The synod council also has *ad hoc* committees:

Margie Kvern Committee- responsible for the dispersal of the annual music scholarship (in partnership with the Winnipeg Foundation)

Grants Committee- responsible for the dispersal of the ELCIC Compassionate Justice Grants

Governance Committee- responsible for consultative work on governance documents, i.e. constitution, bylaws, policies, procedures, etc.

Synod Staff work directly with all of these committees, providing administrative, programming and financial accountability. The synod staff also provide support as necessary in the areas of worship, social justice and rostered/lay education, in partnership with other synods and the national church wherever appropriate.

Worship:

- encourage connections to and learning from ELCIC Program Committee for Worship
- encourage congregational support of the National Worship Conference

Education:

- supported the development of the LTS Lay Academy through volunteers and financial contributions to start up
- Enhancement of LTS Lay Academy through offerings for local lay training, i.e. preaching, worship leadership,
- create opportunities for learning at synod events and through synod committees, i.e. executive workshops; Indigenous Learning through Winnipeg Accord Membership; Bishop's Table Talks for rostered ministers; Annual Anglican Lutheran Study Conference for rostered ministers; Ecumenical Continuing Education; Western Synods First Call Program
- continued support for the Mission as Hope Appeal which brings about new initiatives for ministry across the synod

- Partnership with Margie Kevin family, Winnipeg Foundation and Synod to provide an annual scholarship for music and worship leadership in the synod and congregations.
- sponsorship of 11 grants to AREAS to commemorate the 500th anniversary of the Reformation
- cooperative sponsorship of two internships (Brokenhead Shared Ministry and Synod office youth and young adult ministry)

Mission:

- financially support the *Urban* through an annual grant for operating functions
- process of grant applications for assistance in congregational or local outreach activities
- support the ministry of Luther Village, outdoor and family/children's ministry to the synod and other schools/agencies
- provide for the dispersal of the ELCIC Compassionate Justice Grants to appropriate applications
- continued support of the Global Companion Partnership with the Evangelical Lutheran Church in Cameroon
- provide administrative and payroll support to regional ministries calling single pastorates to shared ministries

Social Justice:

- encourage congregations through e-news and website to support events, letters, activities, worship, etc that relate to social justice issues such as LGBTQ, gender, racism, violence, absence of peace building, etc.
- participation in the Winnipeg Indigenous Accord
- sponsorship of four "Circles of Reconciliation"
- financial support of the Manitoba Multi-faith Council, the Manitoba Interfaith Immigration Council (refugees), CLWR, Initiatives for Just Communities (youth at risk); Lutheran Community Care Centre Thunder Bay (street ministry)
- financial support for the *Development of Awareness and Action for Faith and the Environment* proposal

11. DESCRIBE ECUMENICAL AND INTERFAITH PARTNERSHIPS, AS WELL AS FULL COMMUNION RELATIONSHIPS

- Manitoba Interfaith Council, membership
- Initiatives for Just Communities, membership with Mennonite Central Committee
- Western Synods Examining Committee
- Western Synods First Call Program
- Winnipeg Ecumenical Continuing Education Initiative
- Full Communion Partnership with Anglican Church of Canada and in particular work directly with the Diocese of Rupertsland (mission, stewardship, youth and young adult ministry, joint programming wherever necessary (staffing tasks, provincial legislation, etc.)
- LTS Lay Academy
- Lutheran Theological Seminary (training of candidates)
- ELCIC Program Committees appointments- youth ministry, candidacy, worship
- ELCIC appointees/elections, i.e. National Church Council, Denominational dialogues, CLWR, Conference of Bishops, ELCA/ELCIC Teaching Academy of Bishops, etc.

12. DESCRIBE SYNOD STAFFING, INCLUDING VOLUNTEERS

- 2.5 position in Finance/payroll
- 2.5 position in Administration
- 2.5 position in Youth Ministry (rostered call)
- 2.5 position in mission- contract position (Global and Canadian mission coordination; CECF Advisory; National Mission Consultation; Mission as Hope Appeal; Every Council Visits Coordination)
- 2.5 position in Convention Coordination, 5 month contract)
- volunteer participants on synod committees, hosts for convention and other synod events, in particular monthly youth worship services

13. FINANCIAL: BUDGETING PRACTISES, ENDOWMENTS, SYNOD FOUNDATION, OR INVESTMENTS

The synod council currently works with a two tiered budging process. Column A indicates those ministries and commitments that can be fully funded dur-

ing the current year; Column B is ministries and commitments that can be fully funded during the current year up to the end of October, and may be funded till the end of the year should benevolent dollars reach the committed budget expectations. If there is a surplus then a formula is used to determine percentages sent to two areas of the church - ELCIC and LTS.

The synod council is committed to 25% from benevolence received to be directed to the ELCIC annually. The synod also depends on a annual grant from the Synod Foundation and Mission as Hope Appeal dollars to meet budget requirements and special projects or experimentation.

The synod also has a Foundation for Ministry which in particular meets the needs of mission and youth or young adult ministry in the synod. An annual grant is given to the synod for these ministries, while the principle is invested for the future needs of the synod

In the past ten years, six congregations have closed. Trusteeships dispersed most of those funds to a variety of charities but some funds were left to the discretion of synod council. Some of the Closure funds have been used for congregational experimentation, special events and meeting partial interests, etc. wherever synod budgets were unable to meet those special needs.

14. DESCRIBE THE NATIONAL CHURCH OR WESTERN SYNODS ACTIVITIES THAT THE SYNOD IS CURRENTLY INVOLVED IN AND HAVE PARTICIPATION WITH ON A REGULAR BASIS.

Groups:

Conference of Bishops	National Church Council
Western Synods Examining Committee	Western Synods First Call Program
ELCIC Program Committees	CECF Advisory Board
Canadian Lutheran Anglican Youth (CLAY youth gathering)	
Lutheran Theological Seminary Board	

Activities/Relationships:

- ELCIC Right Relationships with Indigenous People of Canada
- ELCIC Reformation Challenge
- Kairos Canada and Agassiz-Cambrian Kairos group
- Global Mission Task Force
- Human Sexuality Task Force
- GSI-ELCIC Employment Agreement
- ACC House of Bishops-ELCIC Conference of Bishops meeting
- National Synodical Officers Consultations
- Waterloo Agreement Directory
- Healthy Boundaries Workshops for Rostered Ministry

15. As a regional expression of the Evangelical Lutheran Church in Canada, how does this synod see itself as a partner with the national church?

- development of policy statements, social justice statements
- cooperation within ELCIC Continuing Education Plan
- communication conduit for three levels of the church, i.e. social justice issues
- support of global ministry priorities and relationships
- partner in consultation on candidacy, youth, worship, Faith Order and Doctrine, inter-faith dialogues, CECF Advisory, National Mission Consultation, support for Canadian Lutheran World Relief
- support and participation in the Call to Spiritual Renewal
- maintenance of rosters for ordained and diaconal ministers, including call processes and roster transfers

Part III - Mission in the Synod

16. DESCRIBE THE GEOGRAPHICAL REGION OF THE SYNOD, SPECIFIC ETHNICITY, MEDIAN AGE AND INCOME, TYPES OF EMPLOYMENT, EDUCATIONAL INSTITUTIONS, ETC.

AREAS:

- **Manitoba South:** Emmanuel, Emerson; Zion, Friendesthal; Church of the Cross, Morris; St. John, Rosenfeld; St. Paul's, Brunkild; Trinity, Starbuck; St. Paul's, Steinbach; Grace St John's, Carman
- **Manitoba West:** Immanuel, Baldur; Glenboro, Glenboro; Erickson, Erickson; Christ, Wäldersee; First United, Flin Flon; Lutheran United, Thompson; Redeemer, Brandon; Grace, Langruth
- **Manitoba East:** St. John, Lydiatt; Ostensfeld, Ostensfeld; Trinity, Thalberg; St. Paul, Green Bay; Pinawa, Pinawa; Church of the Cross, Lac du Bonnet; St. Paul's, River Hills; Redeemer, Whitemouth; Zion, Beausejour; Bethesda, Kenora
- **Manitoba Central:** Grace, Ashern; Peace, Moosehorn; Lundar, Lundar, Ardal;-Geysir, Arborg; Riverton-Hnausa, Riverton; St. Peter's, Teulon; Church of the Good Shepherd, Selkirk; Evangelical, Selkirk; Gimli, Gimli
- **Northwestern Ontario:** Hilldale, Thunder Bay; Our Saviour's, Thunder Bay; Zion, Fort Frances; Salem, Pass Lake; Trinity, Bergland
- **Winnipeg North:** Abundant Life, Sherwood Park, Grace, St. Luke's Zion, Prince of Peace
- **Winnipeg Central:** First, Church of the Cross, St. John's, St. Stephen and St. Bede
- **Winnipeg South:** Epiphany, Faith, St. Mark's, Messiah, Gloria Dei

The synod includes the following ethnic heritage:

- Finnish (primarily the Thunder Bay and area)
- Icelandic (primarily the Manitoba Interlake area)
- German (primarily Winnipeg and Steinbach, southern and eastern border communities of Manitoba)
- Swedish (primarily in Winnipeg)
- Norwegian (primarily Thunder Bay, Erickson and Winnipeg)

The median age of pastors in the synod is 54 years of age. The median age of lay membership is in the 55+ range at approximately 80% of our membership. Most of the synod is middle income earners, primarily in farming, education, manufacturing and labour, civil service, professional occupations and retirees.

The synod does not own educational institutions on the territory of the synod however we are the owner of Luther Village, an outdoor ministry camp located in Northwest Ontario along Highway 17. A management board works on behalf of the synod to provide leadership development, camping experiences and programming for families, children and public schools or other agencies. The synod is also one of four owners of Lutheran Theological Seminary in Saskatoon. The Board of Governors acts on behalf of the synods and works with administration to provide training for rostered and lay ministry in the church and in partnership with Saskatoon Theological Union (St. Andrew's United Seminary, and Emmanuel St. Chad Anglican Seminary).

17. DESCRIBE THREE DISTINCT ATTRIBUTES OF THE COMMUNITY THE SYNOD SERVES.

- urbanization of the synod, most of the membership is within cities in the southern part of the province of Manitoba
- large geographical distances, mainly rural communities isolated by distance from other faith communities
- large percentage of the synod is unable to pay for full time pastorates which necessitates more shared ministry partnerships to sustain local

ministry

18. WHAT TRENDS OR ISSUES IN THE COMMUNITY SHOULD BE ADDRESSED BY THE SYNOD IN THE NEXT FIVE YEARS?

- intentional leadership development for the church as it is now and not what it used to be in the glory years
- addressing theological and practicalities of reconciliation and right relationships with Indigenous people and the issues that impact the whole of

Canada as a result of the policies, practises and implementation of actions that diminish and devalue Indigenous personhood and Indigenous people's place in Canadian society

- addressing the reduction of health and education programs in society that create poverty, addictions, abuse and other issues facing society and the church today
- build on ecumenism and those relationships that bring unity to the church, the body of Christ so that a more visible sign of Jesus Christ is evident to the world and may be a blessing to the world

**** more trends and issues may be identified by those who participate in the spiritual discernment of leadership for the synod**

19. WHAT OPPORTUNITIES FOR ECUMENICAL COOPERATION DOES THE SYNOD HAVE IN ITS REGION OF THE COUNTRY?

- a fruitful relationship with the Anglican Diocese of Rupert's Land (as indicated earlier in this profile)
- a partnership in an Ecumenical Continuing Education Initiative that enables several denominations and three local post secondary institutions to provide local continuing education opportunities for lay and rostered people
- participation in the Ecumenical Bishops gatherings
- Manitoba Multi-faith Council
- regional ecumenical ministerial across the synod

Part IV- Where is God Leading Us

20. HOW DOES THE SYNOD CONDUCT A PROCESS TO REVIEW ITS MINISTRY AND GOALS? INCLUDE CURRENT MISSIONAL DIRECTIONS AND IMPLEMENTATION STRATEGIES

Synod council annually reviews its missional directions through a process of dwelling in the word and table dialogues

The current missional directions are:

1. STRENGTHENING ALL GOD'S PEOPLE FOR MINISTRY (includes leadership development, education, ALIGN, the Plunge, Acts of the MNO Synod Grants, etc)

2. EMBRACE PASSIONATELY A CALL TO SPIRITUAL RENEWAL THROUGH:
 PRAYER, STUDY, SCRIPTURE, WORSHIP, GIVE, TELL,
 SERVICE - Reformation Challenge, Bishop's Table Talks, CLAY pre and
 post activities, monthly youth services, etc.)
3. CELEBRATE THE ABUNDANCE OF GOD'S GIFTS - ecumenical stewardship
 initiatives, Mission as Hope Appeal, CECF funding, Global Com-
 panion Relationship, etc.
4. NURTURE RELATIONSHIPS WITH NEIGHBOURING CONGREGATIONS
 AND OTHER COMMUNITIES - Compassionate Justice initiatives,
 LTS Lay Academy development, Annual Rupert's Land Diocese/MNO
 Synod study conference, Winnipeg Indigenous Accord, Beautiful
 Feet Initiative, Regional Parish Agreements, etc.
5. BUILD A MINISTRY OF PRESENCE - Every Council Visits, Synod Office
 Report to Congregational AGM, website, weekly e-news, etc.

21. WHAT IS THE CURRENT MISSION STATEMENT OF THE SYNOD?

EMPOWERED BY GOD, SHEPHERDING THE CHURCH, SERVING THE WORLD!

22. During the next 1-3 years what are the top three mission priorities for the synod, which if accomplished, hold the most promise for continued development of the synod ministry?

- Encourage the congregations to be involved in social justice initiatives that build on the gospel of good news in Jesus Christ
- Build a community that is rooted in biblical literacy
- Celebrate the riches in ecumenical ministry that calls us to action together as the body of Christ

23. What are you excited about that the synod has done or is doing that generates interest and participation?

The development of continued experimentation of what it means to
 be in community and working within our neighbourhoods - ALIGN
 process with our Anglican partnerships in the Diocese of Rupert's Land

Part V- The Leader We seek

24. Ministry Priorities and skills: Please identify 6 areas of most essential need and number according to priority

_____	Worship Leadership	_____	Social Justice
_____	Teaching/Theology	_____	Administration
_____	Human Resources	_____	Community Work
_____	Ecumenical Work	_____	Stewardship
_____	Visitation	_____	Preaching
_____	Financial Management	_____	Innovator
_____	Interpersonal Climate	_____	Recruit and Equip
_____	Interpreter of Theology	_____	Conflict Management
_____	Planner/Visionary	_____	Sharing Leadership
_____	Small Group Facilitation	_____	Transformation

25. List five areas of ministry you expect the bishop to give attention to in the first two years of their ministry

26. List five ways congregations and leadership will support the bishop in accomplishing their responsibilities