



DISCERNMENT GUIDE FOR A BISHOP'S ELECTION

MNO Synod

2024

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PURPOSE:

In 2024, Bishop Jason's 6-year term as bishop ends. An election will take place at Synod Convention. Bishop Jason is willing to serve another term. As we approach convention, we want to seek the wisdom and guidance of the Holy Spirit, and we want to invite the whole synod into intentional discernment and prayer with us.

To encourage a period of discernment, and to facilitate our election, some discernment resources are available for congregations. These resources include a reflection on the selection of a Bishop, and 3 sessions of Dwelling in the Word, all of which were prepared in response to a request from Bishop Larry Kochendorfer, Bishop of the Synod of Alberta and the Territories, and designed by Deacon Dr. Faith Nostbakken and Rev. David Saude, for use in that synod as they prepare to elect a bishop in June. We thank Bishop Kochendorfer, the ABT Synod Council, Deacon Dr. Faith Nostbakken and Rev. Dave Saude for allowing us permission to use these materials. References to Synod documents in these sessions have been adjusted for use in the MNO Synod. Additional resources, such as Prayer and Hymn suggestions have been developed by Deacon Michelle Collins. This set of discernment resources seeks to involve congregational councils and convention delegates, congregations, and individuals, in a process of prayer reading scripture, and discussion.

The selection of a Bishop is not the same as hiring an employee. The election of a Bishop is defined by bylaws and procedures. But undergirding this entire process lies a foundation of spiritual discernment. This is a spiritual process for a spiritual people pursuing a spiritual practice. There is more to this than the careful recruiting and hiring of an employee. There is more to this than the campaigning and election to a political office. As a spiritual people involved in a spiritual task, we seek to discern the person whom God is preparing for this very important call to servant-leadership within our church and beyond our church to religious, political, and social institutions in service to the world. The exercises in this Discernment Process will guide congregations, their leaders, delegates, and members alike to study scripture, to pray, and to listen for the guidance of the Holy Spirit in preparing for the election in May. As we review scripture, we look for patterns in the values and virtues God elicits for the roles of leadership. What are the qualities God would choose in a leader? What are key roles in leadership according to scripture and the experience of the faithful over millennia? And what evidence is there that God prepares the people as well as the leader to be led into faithfulness and mission?

METHOD

Dwelling in the Word:

Discerning through scripture reading draws on the practice of Dwelling in the Word. It can take about 15-20 minutes. It is suggested that these materials be shared within each congregation and that they be used as soon as possible. Perhaps they could be used monthly at church council meetings or every three- or four-weeks following worship during the fellowship time or during Bible study time or in other small group gatherings.

Time is set aside with each exercise to practice being still and listening to the Word and the Spirit behind it. This is an expression of the desire that the Spirit prepare the leadership of the candidate we seek, but also prepare the people to be led.

Discussion and Active Listening:

Discerning through discussion and active listening invites congregations to create opportunity for gathering and sharing around a series of questions. These questions are meant to lift up reflection on the purpose, function, and priorities of the synod, and therefore lead to clarity about the skills, strengths and competencies needed in the bishop.

Feedback:

Congregations may choose to record some of what emerges from both the Dwelling in the Word and the Discussion conversations. Comments and feedback can be sent to the synod office, and will be considered by synod council in its own discernment about ministry. Rostered leaders and voting delegates to the Convention are encouraged to hold the insights and feedback from these discernment practices in prayer as they participate in the election process.

DWELLING IN THE WORD¹
EXERCISE I
RELATIONSHIP OF SHEPHERD AND FLOCK – PSALM 23

PREPARE

Designate Voice One, Voice Two, and Voice Three as readers.

Have Voice One read these instructions:

So much of our hiring practice focuses on pre-determined qualifications. We ask, “Does this person fit our needs?” rather than, “What does this person uniquely bring to our service?” We ask, “What has this person done that is familiar and might help us accomplish what we expect?” rather than, “What can this person do that takes our endeavors into the future in unexpected ways?” Let go of expectations and experiences with hiring and job search and anything that may constrict your ability to recognize that this person is being called and equipped by God to provide servant-leadership for the synod.

REVIEW

Familiarize the group with the rationale for this discernment process by drawing attention to the purpose and method as outlined in the two previous pages. Also share copies of the Role of the Bishop according to Synod Bylaws (included on p. 18) and Bishop’s Job Function according to the Synod Council Governance Manual (included on p. 17) to provide context for what the synod expects and needs from the candidate who is elected to fill this position.

RELAX

Designate **Voice Two** to read the instructions slowly and clearly, allowing a moment for the circle to participate.

“Prepare to listen to the voice of the Holy Spirit... “Pay attention to your posture and breath, clearing your mind... Empty your hands. Sit up straight... Put your feet firmly on the floor. Let go of the thoughts, worries, concerns of the day...

Take a deep breath... Be aware of the breath, entering and leaving your body.... Do not try to slow your breath or try to control it. Just relax and pay attention to the natural flow... If thoughts intrude, that’s normal. Simply return to paying attention to your breathing...

“Become aware of being in the presence of your loving God who delights in you and desires to speak to you... Imagine the Light of God’s wisdom enfolding and surrounding you... Imagine the Love of God embracing you... Let that Love... that Light... enter your heart...

“Ask the Holy Spirit in your own way - silently - to prepare us to listen and to tell us what we ought to know. “Empty yourself. Lay aside all your previous experiences with hiring – evaluating

¹ Adapted from the discernment resources created by the Alberta Synod:
<https://acrobat.adobe.com/id/urn:aaid:sc:US:fe748948-7eed-4a71-92a1-da75624a668d>. Used with permission.

– testing applicants... set them aside... Let them go... Be empty – Open – wait... Be aware now of this room and this circle...

Listen to **Voice Three** read the following instructions:

REFLECT

Today we read the familiar Psalm 23. Try to listen to it with new ears, attending to what the text says or suggests about both the sheep and the shepherd, for we cannot consider a shepherd without also being mindful of the sheep—those who are led and the one who leads. As part of the flock, we can ask of ourselves, “Who am I? What shepherd do I need? Who is this circle of councillors and congregational members? What needs are we facing? What leadership do we require? How do we fit in with the wider synod, and what does the synod need as a servant leader?”

Setting the Context of the reading:

King David is considered the author of this psalm, who was once himself a shepherd boy. God is described here as divine shepherd, just as Jesus is described as the Good Shepherd in the New Testament. Yet, in many ways, it is a humble role—like the simple, humble shepherds who heard the angels in the night and came to find the baby Jesus born in a stable.

PONDER Psalm 23

Voice One reads the passage aloud.

After the first reading, hold silence for a moment. Invite participants to jot a note to themselves. Write the word, phrase, thought, feeling or idea that is coming to you...

Voice Two reads the passage for a second time. Hold silence for a moment...

Voice Three invites the group to share now with one another what is coming to mind, considering the questions below or other thoughts that surface.

What does the Psalm suggest in answer to these questions:

What do you look for in a shepherd who will tend you – this one sheep? What do you look for in a shepherd who will tend the circle of people gathered around you and who make up your own congregation? What does the synod need as a shepherd at this time?

PRAY

Participants may use the following crafted prayers or pray and seek the guidance of the Spirit in a way that is comfortable and right for all.

Voice One: Let us close this reflection by praying for the candidate whom God is preparing – even though we do not yet know who that candidate may be...

(All read together).

“O God, we pray for the one You are calling to the role of bishop in this synod. This person has not yet been named to us, but they are known to You. May they hold gently the qualities, virtues, gifts, and skills You are

developing in them. They already have the qualities they need in some measure. Their gifts and behaviors are already known to You. Develop in them, even now, the heart of a shepherd with some of the gifts we have identified today. Give them the graces they need to grow and to become. Help them to rest now in the love and kindness with which You hold them. Amen.”

Voice One: And let us pray for one another, the synod, and this discernment process. (All read together).

“Oh God, in Christ you became our Good Shepherd, who leads and guides us, protects and cares for us. Working among us, you prepare us to choose a shepherd after your own heart. Guide our discernment process in these coming months that we have ears to hear and eyes to see the one who will answer the call. This we pray through Christ our Shepherd. Amen.

EXERCISE 2 THE LEADERSHIP OF DEBORAH -- JUDGES 4:1-10, 23

PREPARE

Designate Voice One, Voice Two, and Voice Three as readers.

Have **Voice One** read these instructions:

So much of our hiring practice focuses on our pre-determined qualification. We ask, “Does this person fit our needs?” rather than, “What does this person uniquely bring to our service?” We ask, “What has this person done that is familiar and might help us accomplish what we expect?” rather than ask, “What can this person do that takes our endeavors into the future in unexpected ways?”

Let go of expectations and experiences with hiring and job search and anything that may constrict your ability to recognize that this person is being called and equipped by God to provide servant-leadership for the synod.

REVIEW

What was discovered by the group in the last session focused on Psalm 23? We looked at the psalm, attending to who we see ourselves are as the flock—in need of a head shepherd to guide and lead the synod. What did we hear? What did we notice? What did we see? What did we name? Review the recorder’s notes from last time. Has anything else come to mind in the time since that exercise? Share briefly. The recorder may clarify or add to notes from Exercise I. These notes will be submitted after this session.

RELAX

Designate **Voice Two** to read the instructions slowly and clearly, allowing a moment for the circle to participate.

“Prepare to listen to the voice of the Holy Spirit... “Pay attention to your posture, breath, clearing your mind... Empty your hands. Sit up straight... Put your feet firmly on the floor. Let go of the thoughts, worries, concerns of the day.

Take a deep breath... Be aware of the breath, entering and leaving your body... Do not try to slow your breath or try to control it. Just relax and pay attention to the natural flow... If thoughts intrude, that’s normal. Simply return to paying attention to your breathing...

“Become aware of being in the presence of your loving God who delights in you and desires to speak to you... Imagine the Light of God’s wisdom enfolding and surrounding you... Imagine the Love of God embracing you... Let that Love... that Light... enter your heart...

“Ask the Holy Spirit in your own way - silently - to prepare us to listen and to tell us what we ought to know. “Empty yourself. Lay aside all your previous experiences with hiring – evaluating – testing applicants... set them aside.... Let them go... Be empty – Open – wait... Be aware now of this room and this circle...

Listen to **Voice Three** read the following instructions:

REFLECT

We consider a new text today, to further reflect on some of the gifts, values, skills, and qualities that equip a synodical bishop. We note that a bishop is called as both a leader and a collaborator, one who knows how to provide wise guidance for the faith communities who belong together to the synod. In that light, we reflect on how God called Deborah as a judge for the Israelites, a woman both wise and bold.

Setting the context of the reading:

In the Old Testament, judges appeared as leaders for the Israelites who ruled before the era of kings. There were male judges, but Deborah represents the only known female judge, and the only one to also be called a prophet. She provides wisdom, discernment, guidance, and governance for the people. She leads an army and knows how to form collaborative relationships. She is a significant figure in the Israelites' defeat of the Canaanites, a victory that is recorded in two accounts, a prose account in Judges 4 and a poem known as the Song of Deborah in Judges 5. That defeat brought peace to the land for forty years. Prophet and judge, Deborah demonstrates insight concerning both minor disputes and a way forward for God's people.

PONDER Judges 4:1-10, 23

Voice One reads the passage aloud. After the first reading, hold silence for a moment. Invite participants to jot a note to themselves. Write the word, phrase, thought, feeling or idea that is coming to you....

Voice Two reads the passage for a second time. Hold silence for a moment....

Voice Three invites the group to share now with one another what is coming to mind, considering the questions below or other thoughts that surface.

What does the call of Deborah suggest might be involved in the call of a Bishop? What is the called candidate to be and to do? You may wish to review the Role of the Bishop according to Synod Bylaws (included on p. 18) and Bishop's Job Function according to the Synod Council Governance Manual (included on p. 17)

PRAY

Participants may use the following crafted prayers or pray and seek the guidance of the Spirit in a way that is comfortable and right for all. **Voice One:** Let us close this reflection by praying for the Candidate whom God is preparing – even though we do not yet know who that candidate may be....

(All read together).

“O God, we pray for the one You are calling to the role of bishop in this synod. This person has not yet been named to us, but they are known to You. May they hold gently the qualities, virtues, gifts, and skills You are developing in them. They already have the qualities they need in some

measure. Their gifts and behaviors are already known to You. Help them to know themselves to be a Christ-bearer with some of the gifts we have identified today Give them the graces they need to grow and to become. Help them to rest now in the love and kindness with which You hold them. Amen.”

Voice One: And let us pray for one another, the synod, and this discernment process.

(All read together).

O God, as you chose Deborah to be a strong prophet and judge to provide discernment and leadership for the Israelites, help us now as we discern your will for the leader you would choose, to provide wise guidance and governance for our synod. This we pray through Christ, our Guide and Lord. Amen.

EXERCISE 3 THE LEADERSHIP OF MOSES – EXODUS 3:1-8, 11-17

PREPARE

Designate Voice One, Voice Two, and Voice Three as readers.

Have **Voice One** read these instructions:

So much of our hiring practice focuses on our pre-determined qualification. We ask, “Does this person fit our needs.?” rather than, “What does this person uniquely bring to our service?” We ask, “What has this person done that is familiar and might help us accomplish what we expect?” rather than ask, “What can this person do that takes our endeavors into the future in unexpected ways?” Let go of expectations and experiences with hiring and job search and anything that may constrict your ability to recognize that this person is being called and equipped by God to provide servant-leadership for the synod.

REVIEW

What was discovered by the group in the last session focused on Deborah’s call to serve as prophet and judge for the Israelites? What did we hear? What did we notice? What did we see? What did we name? Review the recorder’s notes from last time. Has anything else come to mind in the time since that exercise? Share briefly. The recorder may clarify or add to notes from Exercise 2. These notes will be submitted after this session.

RELAX

Designate **Voice Two** to read the instructions slowly and clearly, allowing a moment for the circle to participate. “Prepare to listen to the voice of the Holy Spirit....

“Pay attention to your posture, breath, clearing your mind... Empty your hands. Sit up straight... Put your feet firmly on the floor. Let go of the thoughts, worries, concerns of the day. Take a deep breath... Be aware of the breath, entering and leaving your body...

Do not try to slow your breath or try to control it. Just relax and pay attention to the natural flow... If thoughts intrude, that’s normal. Simply return to paying attention to your breathing....

“Become aware of being in the presence of your loving God who delights in you and desires to speak to you... Imagine the Light of God’s wisdom enfolding and surrounding you... Imagine the Love of God embracing you... Let that Love... that Light... enter your heart...

“Ask the Holy Spirit in your own way - silently - to prepare us to listen and to tell us what we ought to know.

“Empty yourself. Lay aside all your previous experience with hiring – evaluating – testing applicants... set them aside... Let them go... Be empty – Open – wait... Be aware now of this room and this circle... and listen to Voice Three read the following instructions...

REFLECT

We consider a new text today, to further reflect on some of the gifts, values, skills, and qualities that equip a synodical bishop. We note that a bishop is an administrator overseeing staff, finances, resources, being accountable and an advisor to Synod Council. In light of these responsibilities, we reflect on God's call to Moses, who became a leader and organizer of God's people on a journey together.

Setting the context of the reading:

If someone were selecting a new leader for the people of Israel, and they were asked to consider a man named Moses, they might first ask about his strengths. The response might be: "1. He was raised in the palace of the Pharaoh of Egypt for many years, became highly educated and learned administrative skills to oversee Pharaoh's slaves and military and construction projects. 2. He has now lived for a time in the wilderness and has learned survival skills in adverse conditions. He is ably qualified to administer an exodus through the wilderness of Sinai." If the next question were whether Moses had any weaknesses, the response could be, "He is a fugitive, accused of murder." This is another instance in which God's first choice may not be our first choice, unless we see as God sees. Moses became a surprisingly able leader and administrator.

PONDER Exodus 3:1-8, 11-17

Voice One reads the passage aloud. After the first reading, hold silence for a moment.

Invite participants to jot a note to themselves. Write the word, phrase, thought, feeling or idea that is coming to you.

Voice Two reads the passage for a second time. Hold silence for a moment...

Voice Three invites the group to share now with one another what is coming to mind, considering the questions below or other thoughts that surface.

What are you beginning to see might be God's pattern for developing leadership? Is there anything surprising, new, obvious?

PRAY

Participants may use the following crafted prayers or pray and seek the guidance of the Spirit in a way that is comfortable and right for all.

Voice One: Let us close this reflection by praying for the Candidate whom God is preparing – even though we do not yet know who that candidate may be...

(All read together)

"O God, we pray for the one You are calling to the role of bishop in this synod. This person has not yet been named to us, but they are known to You. May they hold gently the qualities, virtues, gifts, and skills You are developing in them. They already have the qualities they need in some measure. Their gifts and behaviors are already known to You. Develop

them as a leader and administrator with some of the gifts we have identified today Give them the graces they need to grow and to become. Help them to rest now in the love and kindness with which You hold them. Amen.”

Voice One: And let us pray for one another, the synod, and this discernment process. (All read together.)

O God, as you chose Moses to lead your people, with the skills and qualities of administration, and as you chose apostles and leaders for your church through the ages, help us now as we discern your will for the leader you would choose for our synod. Bless our conversations and our discernment. This we pray through Christ, our Leader. Amen.

DISCUSSION QUESTIONS FOR DISCERNMENT²

Congregations are invited to have conversation around these or similar questions as you consider the upcoming synod convention and bishop's election. Make sure those who will be voting delegates at the 2024 convention are included in the discussions and are actively listening to the conversation. They are encouraged to hold these conversations in mind as they review information and participate in the election process at the synod convention.

1. Why does the MNO Synod exist, and for whom? What would someone who observes the synod's ministry from the outside conclude about our sense of purpose and mission?
2. What are we clearly good at? What ministry activities bring out the best in us and seem to be valued by others?
3. What does our synod really need right now, and how are we helping to meet those needs?

Additional discernment questions:

4. What key areas of emphasis do you think need to be part of the synod's mission and ministry priorities in the next 6 years? What is God calling the MNO Synod to be about in the next 6 years?
5. What gifts and resources are already within the synod that can be put towards this work?
6. What gifts and skills are needed in the current context of the synod to faithfully live out our call?
7. How do the stewardship practices and allocation of financial resources of the synod reflect the synod's ministry priorities?
8. What are the 3 most significant changes that have affected the synod's ministry in the last 3-5 years?
9. What do you think the goals of the synod are? What do you think they should be for the next 3-5 years?
10. What is one thing about the MNO Synod that you hope stays the same? Grows or expands? Changes or is set aside?

² Adapted from:

[https://download.elca.org/ELCA%20Resource%20Repository/Guide to the MSP 2015.pdf](https://download.elca.org/ELCA%20Resource%20Repository/Guide%20to%20the%20MSP%202015.pdf).

ADDITIONAL RESOURCES

PRAYERS THAT COULD BE USED IN PREPARATION FOR SYNOD CONVENTION

These prayers can be used in the context of worship, personal/family reflection, or congregational council or committee meetings.

Pray for the church (ELW p. 73):

Gracious Father, we pray for your holy catholic church. Fit it with all truth and peace. Where it is corrupt, purify it; where it is in error, direct it; where in anything it is amiss, reform it; where it is right, strengthen it; where it is in need, provide for it; where it is divided, reunite it; for the sake of Jesus Christ, your Son, our Lord. Amen

Pray for pastors and bishops (ELW p. 73):

Ever-living God, strengthen and sustain pastors and bishops in the MNO Synod, that with patience and understanding they may love and care for your people. Grant that together they may follow in the way of Jesus, our Savior and Lord, who lives and reigns with you and the Holy Spirit, one God, now and forever. Amen.

Pray for the mission of the church (ELW p. 75):

Draw your church [as expressed in the MNO Synod] together, O God, into one great company of disciples, together following our teacher Jesus Christ into every walk of life, together serving in Christ's mission to the world, and together witnessing to your love wherever you will send us; for the sake of Jesus Christ our Lord. Amen.

Pray for deeper knowledge of God (ELW p. 76):

Gracious and holy God, give us diligence to seek you, wisdom to perceive you, and patience to wait for you. Grant us, O God, a mind to meditate on you; eyes to behold you; ears to listen for your word; a heart to love you; and a life to proclaim you; through the power of the Spirit of Jesus Christ, our Savior and Lord. Amen.

Pray for guidance (ELW p. 86):

Direct us, Lord God, in all our doings with your most gracious favor, and extend to us your continual help; that in all our works begun, continued, and ended in you, we may glorify your holy name; and finally, by your mercy, bring us to everlasting life; through Jesus Christ, our Savior and Lord. Amen.

Pray for Enlightenment of the Holy Spirit (ELW p. 86):

God Almighty, Father of our Lord Jesus Christ: Grant us, we pray, to be grounded and settled in your truth by the coming of the Holy Spirit into our hearts. That which we know not, reveal; that which is wanting in us, fill up; that which we know, confirm; and keep us blameless in your service; through Jesus Christ our Lord. Amen.

HYMNS

These hymns (ELW) could be used in congregational worship for prayer, discernment and preparation for synod convention.

401 – Gracious Spirit, Heed our Pleading

574 – Here I Am, Lord

579 – Lord, You Give the Great Commission

576 – We All Are One in Mission

720 – We Are Called

712 – Lord, Whose Love in Humble Service

546 – To Be Your Presence

685 – Take My Life, That I May Be

LANGUAGE FROM THE ORDINATION RITE FOR PASTORS/DEACONS/BISHOP³:

Bishops have a particular calling to inspire the whole church for mission under the authority and as representative of the synod/national church, working with all expressions of the church to encourage partnership and collaboration for mission, communicating God's care for all people and all creation.

Bishops are empowered to encourage the church to take risks, to be nimble, to be realistic in assessing the future, always pointing to the Gospel as touchstone. Bishops see opportunities for learning in successes and failures, encouraging lay leadership and accompanying deacons and pastors, congregations, and specialized ministries, in their work together to serve the common good.

Bishops represent the church in ecumenical, multi-faith and international relationships, both to offer and to learn, on behalf of and in partnership with the church, and to continue in their own learning, formation, and growth.

³ <https://elcic.ca/wp-content/uploads/2023/06/06-28-23-The-Ordination-of-a-Pastor-Deacon-or-Bishop-1.pdf>.

WHAT'S THE ROLE/FUNCTION OF THE BISHOP?

Review the following documents to learn more about the role of the bishop in our church.

Administrative Bylaws of the MNO Synod Part VIII: Officers

- Section 1 The officers of this synod shall be a bishop, chairperson, secretary and treasurer.
- Section 2. The authority to elect and call a bishop shall rest with this synod at a regular convention or a special convention called for this purpose.
- a. Synod council shall seek the advice and counsel of the National Bishop in the process.
 - b. The bishop shall be elected for a term of six years without limitation according to procedures established in the bylaws. The bishop shall serve full time in office under call from the synod council. The term of the bishop shall begin no later than the first day of September following election at a regular convention, or no later than the first day of the second full month following election at a special convention and shall serve until his or her successor assumes office.
 - c. Should a vacancy occur in the office of bishop the synod council shall follow procedures established in the bylaws.
- Section 4. The recall or dismissal of an officer of this synod shall follow the procedure set out in the bylaws of this church.
- Section 5 The officers of this synod shall form an executive committee. The executive committee shall have no authority except as specifically delegated to it from time to time by synod council. For the purpose of conducting business delegated to the executive committee by council, a quorum shall be a majority of members.
- Section 6 The Bishop shall
- a. Provide pastoral care, spiritual leadership and counsel to this synod, its conventions and gatherings, and areas;
 - b. Ordain approved candidates for ministry, consecrate approved candidates for diaconal ministry and provide for the installation into office;
 - c. Oversee the call process as outlined in the Call Process Manual;
 - d. Attest to all official documents of the synod as may be required;
 - e. Provide for the maintenance of historical records on behalf of this synod.
 - f. Report to synod council and the synod convention all significant matters affecting the mission and ministry of this synod;
 - g. Perform other duties as prescribed in the constitutions and bylaws of this church and the synod, and the synod council governance and policy manuals.

Constitution of the ELCIC⁴

Article XI section 5

It shall be the responsibility of each synod to:

- a) operate in accordance with this church's constitution and administrative bylaws;
- b) shepherd congregations, synodically recognized ministries, rostered pastors, rostered deacons and lay workers located within its jurisdiction;
- c) advance this church's mission within its jurisdiction;
- d) conserve unity in the true faith and guard against any departure from it;
- e) develop the resources of God's people for the advancement of God's kingdom at home and throughout the world; and
- f) co-operate with this church and other synods in implementing its programs.

ELCIC Administrative Bylaws⁵

Part VI, Section 6:

Within the context of this church's policy and structure as set forth in these bylaws and by convention resolution, each synod bears primary responsibility for:

1. initiating and developing new congregations and synodically recognized ministries on its territory;
2. providing chaplaincies and other forms of ministry to institutions on its territory;
3. relating to regional social structures, councils of churches and the like;
4. operating camps and other centres for conferences and retreats;
5. developing programs and providing resources for evangelism, Christian education, social ministry, stewardship, worship and music, and youth ministry among its members in co-operation with this church and the synods; and
6. promoting and supporting the cause of mission in the world.

⁴ <https://elcic.ca/wp-content/uploads/2021/12/Constitution-AmendedJuly2019.pdf>.

⁵ https://elcic.ca/wp-content/uploads/2023/05/2022-07-ELCIC-Administrative-Bylaws_CC-EDITS-MAY-2023.pdf.