

● Observations on the Restructuring Process ●

Observation

There is a very high level of discomfort with the way things are at the level of Districts and Synod.

Observation

There is no significant variance in this discomfort by District, category of church worker, or any other demographic category.

Observation

There is a very clear expectation among members for "significant" overhaul of the relationship between the Districts and the Synod, not "only minor structural refinements".

Observation

The confidence in District and Synod Boards and the CCMS is mildly positive. There is no significant difference in the level of confidence that all members express among these three entities.

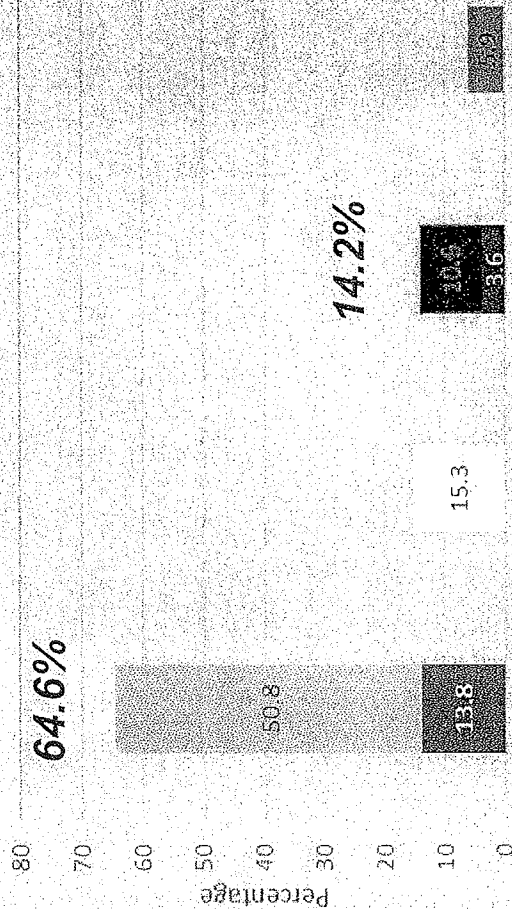
Observation

There is significant indecision about whether or not members should have more or less confidence.

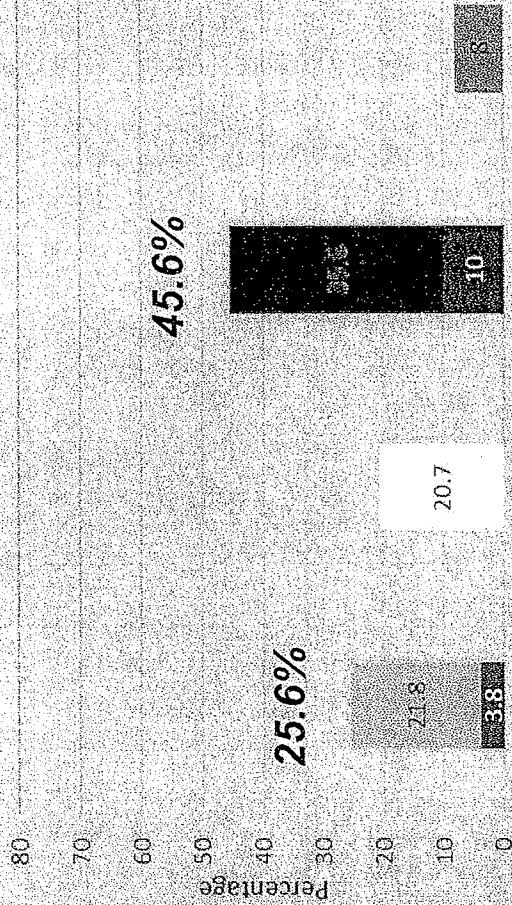
Part Three

Restructuring the Relationship of Congregations, Pastors and Deacons in Convention

22. The number of pastoral delegates and the number of lay delegates to synodical Conventions should be equal. (LCC - All)



23. The number of pastoral delegates and the number of lay delegates to synodical Conventions may be unequal. (LCC - All)

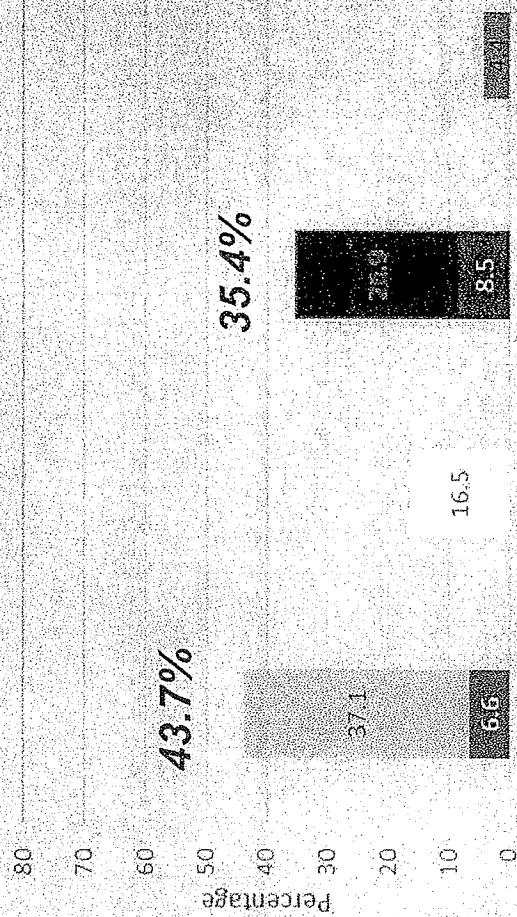


Observation

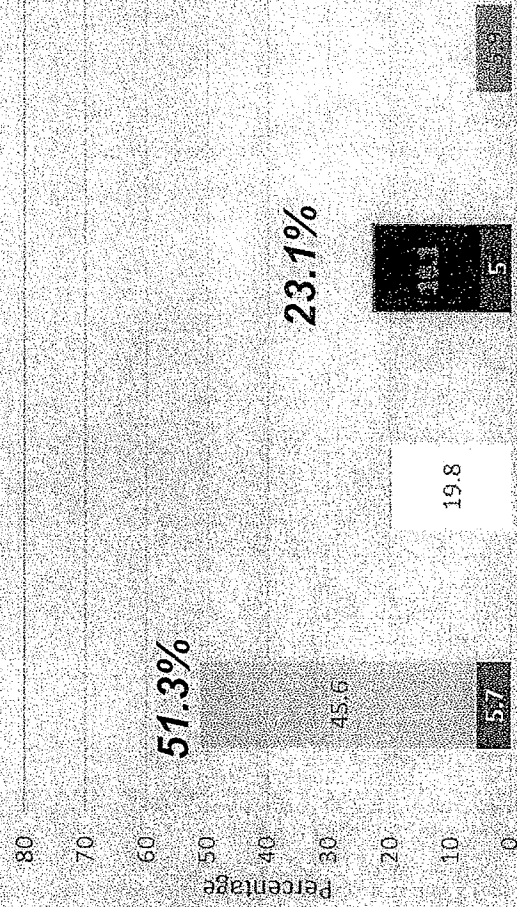
There is significant support for maintaining the practice of having equal numbers of pastoral and lay delegates.

Right of Pastors not Serving Congregations and Deacons to Vote at Synodical Conventions

24. Pastors not serving congregations, e.g. retired pastors, chaplains, etc. should have a vote at synodical Conventions. (LCC - All)



25. Deacons should have a vote at synodical Conventions. (LCC - All Responses)

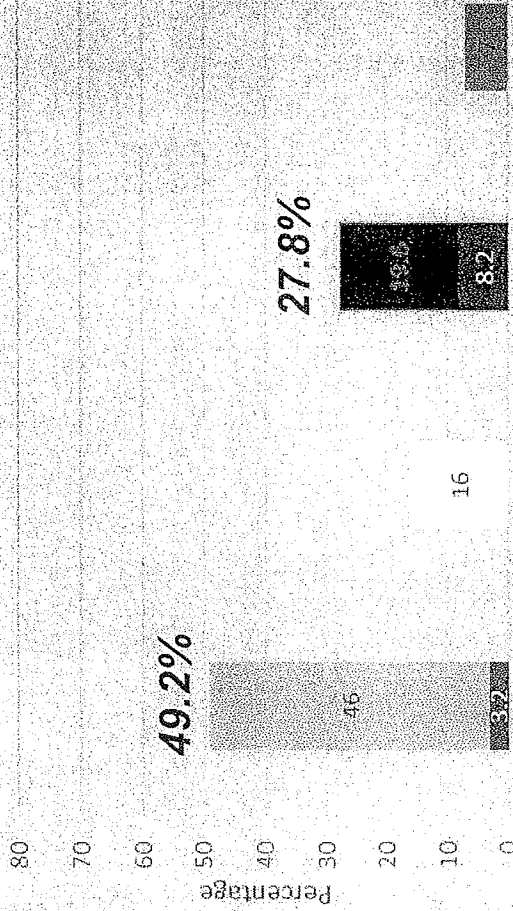


Observation

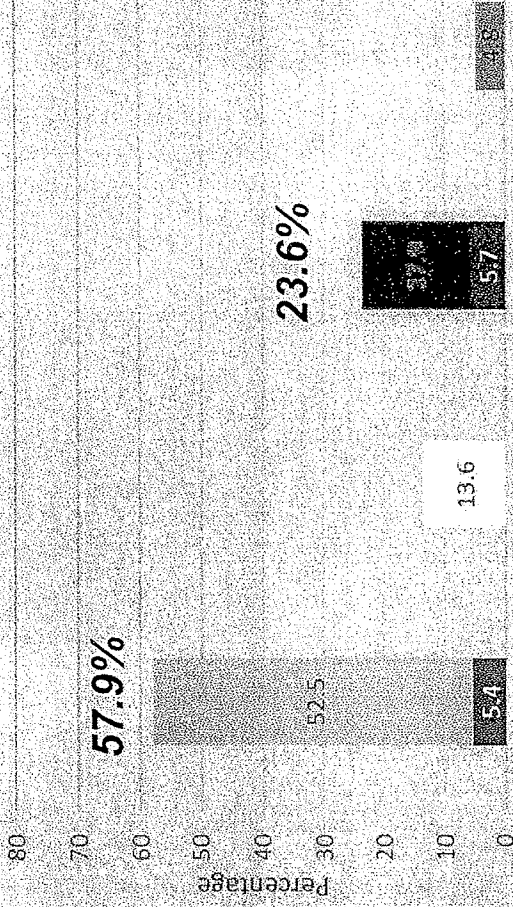
There is moderate to strong support for extending the right to vote at synodical Conventions to pastors not serving congregations and to deacons.

Advisory Pastors and Deacons Representing Congregations as Voting Lay Delegates

26. An advisory Pastor should be able to represent a congregation or a circuit as a voting lay delegate. (LCC - All Responses)



27. A Deacon should be able to represent a congregation or a circuit as a voting lay delegate. (LCC - All Responses)

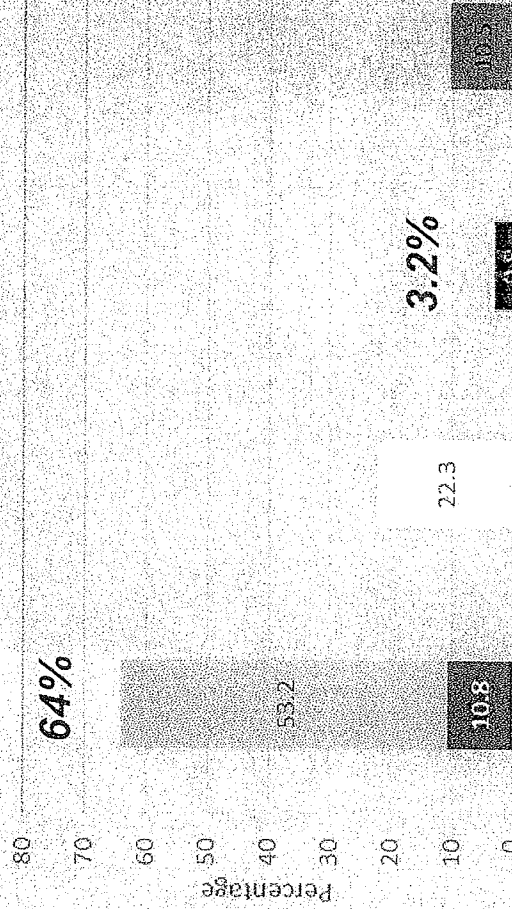


Observation
There is moderate to strong support for advisory Pastors and Deacons to represent congregations as lay delegates.

Circuit Restructuring and Circuit Forums

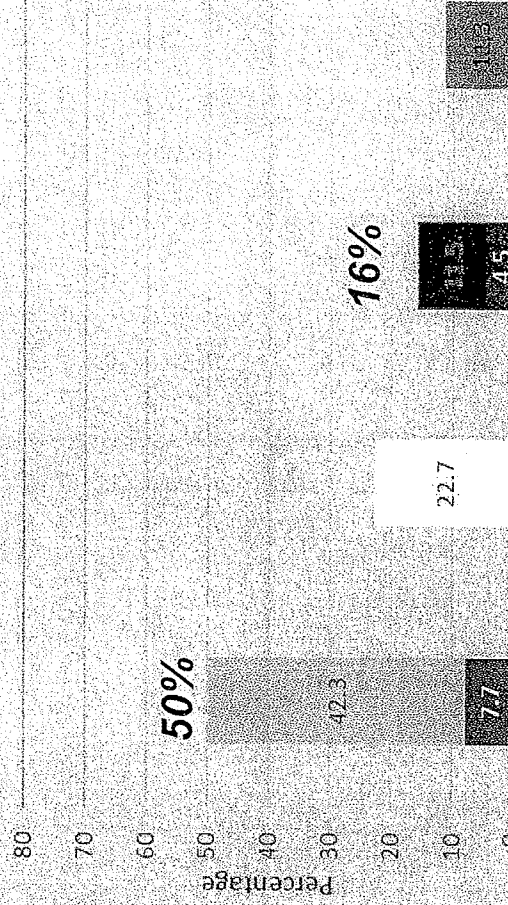
28. Some circuits may need to be restructured geographically

(LCC - All Responses)



29. Circuit forums are a meaningful part of LCC.

(LCC - All Responses)



Observation

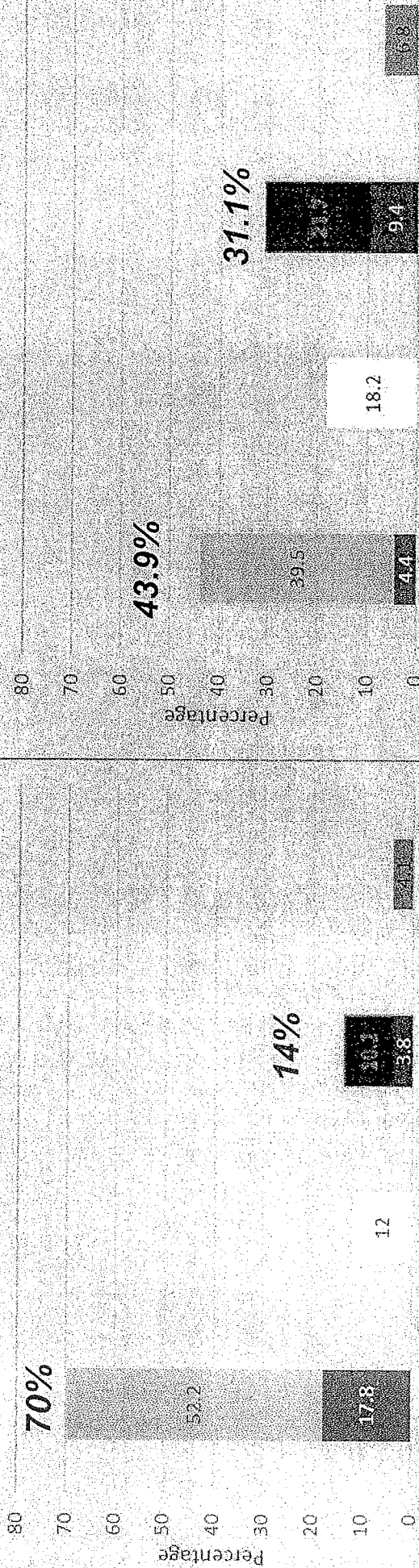
Members agree that there may be some need for the geographical restructuring of circuits with almost no disagreement.

Observation

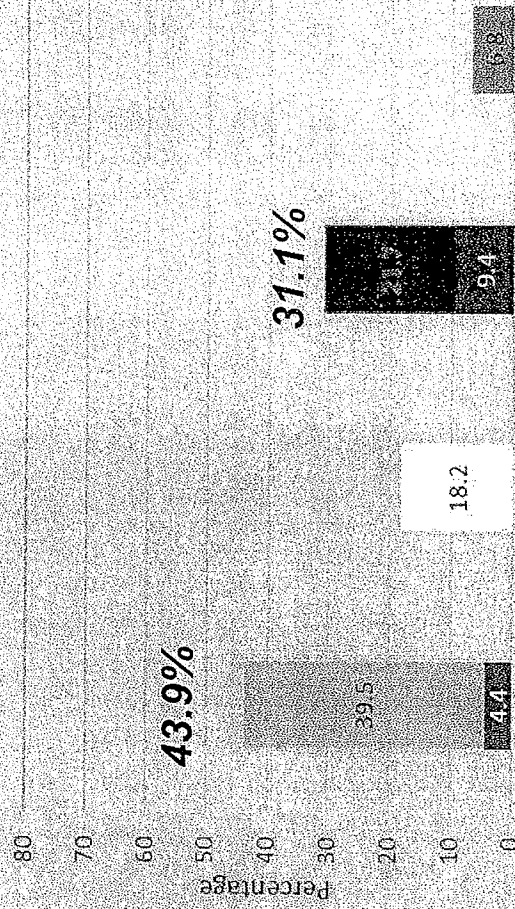
There is moderate to strong support for circuit forums. More attention to those who are undecided may increase support.

Electing Delegates to Conventions

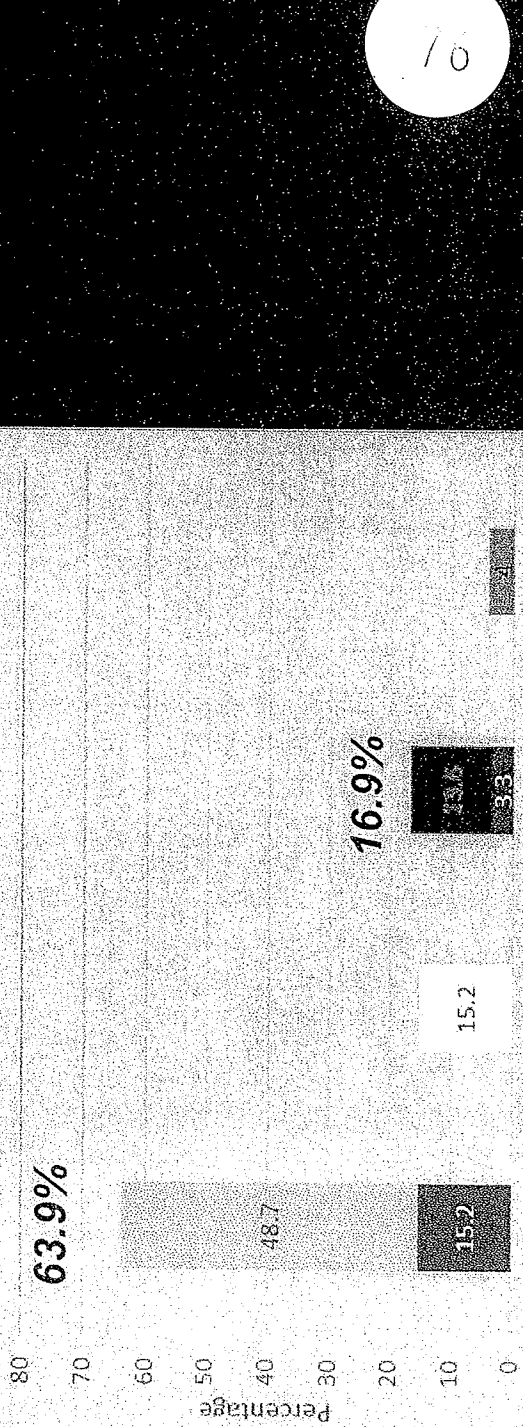
30. If the District Conventions are discontinued, each congregation/parish should send a pastoral and lay delegate to synodical Conventions. (All)



31. If the District Conventions are discontinued, delegates to synodical Conventions should be elected as they are now. (All Responses)

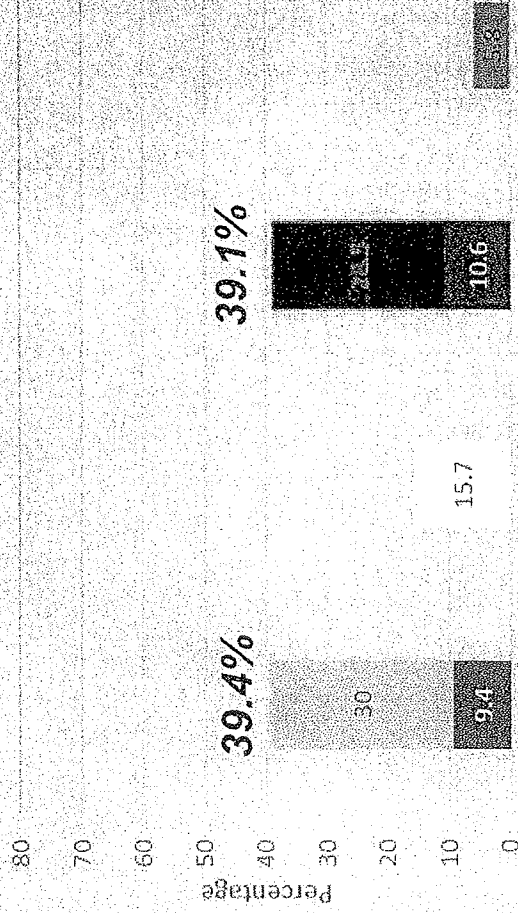


32. Whether or not Districts continue, each congregation should be represented individually at synodical Conventions. (All Responses)

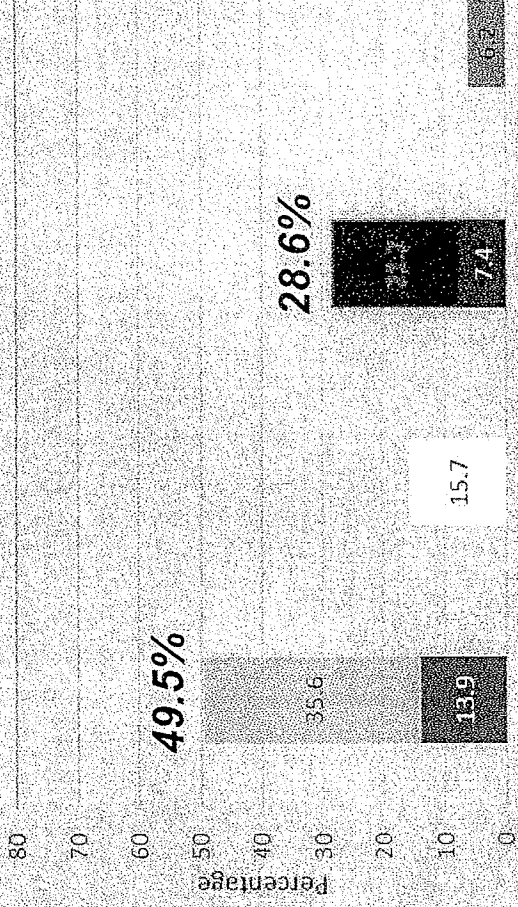


Part Four Restructuring Synodical Leadership

33. The President of the Synod should serve as both Chief Executive Officer and Ecclesiastical Supervisor, as is now the case. (All Responses)



34. The synodical Convention should divide the President's duties into two positions: President and CEO. (All Responses)



Observation

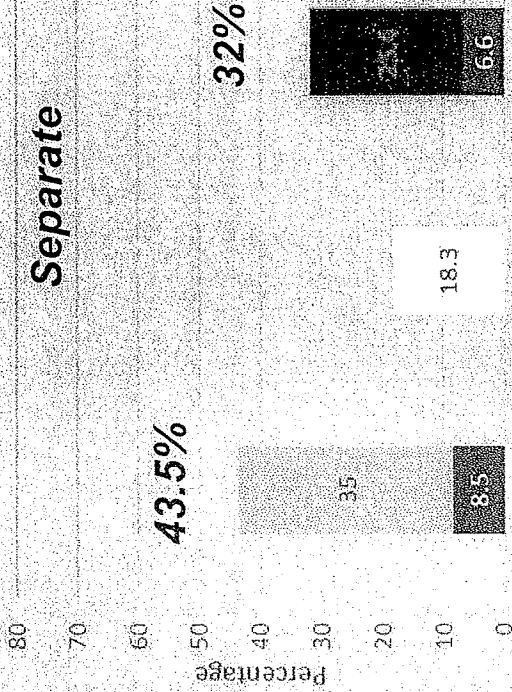
Pastors serving congregations tend to agree that the two positions be separated. Pastors not serving congregations tend to agree that the position continue to be combined.

Observation

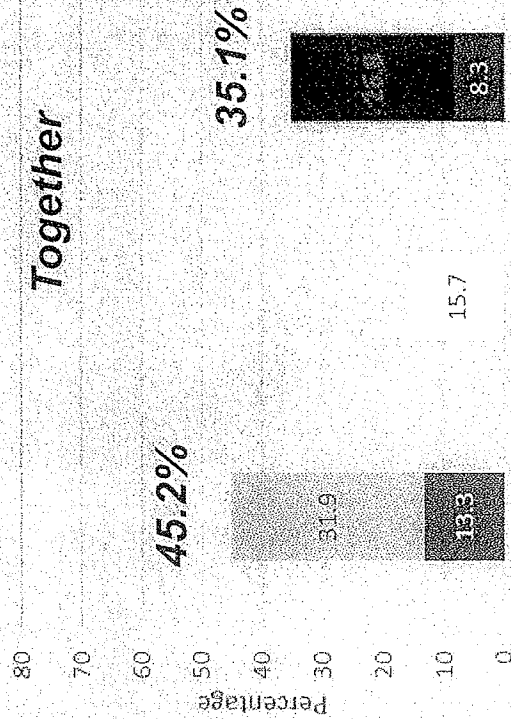
There is variance by District. The East District favours a combination of the two offices. The ABC District favours separation as does the Central District but less strongly. (See the next slide.)

President/CEO – Combined or Separate?

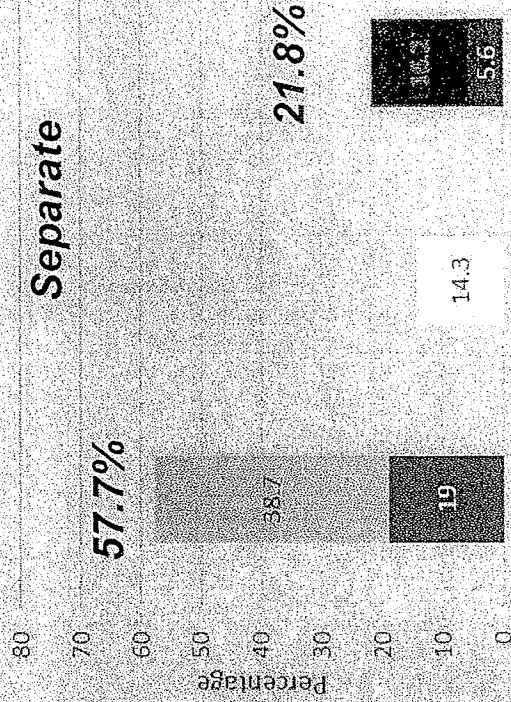
34. The synodical Convention should divide the President's duties into two positions: President and CEO. (Central District)



33. The President of the Synod should serve as both Chief Executive Officer and Ecclesiastical Supervisor, as is now the case. (East District)

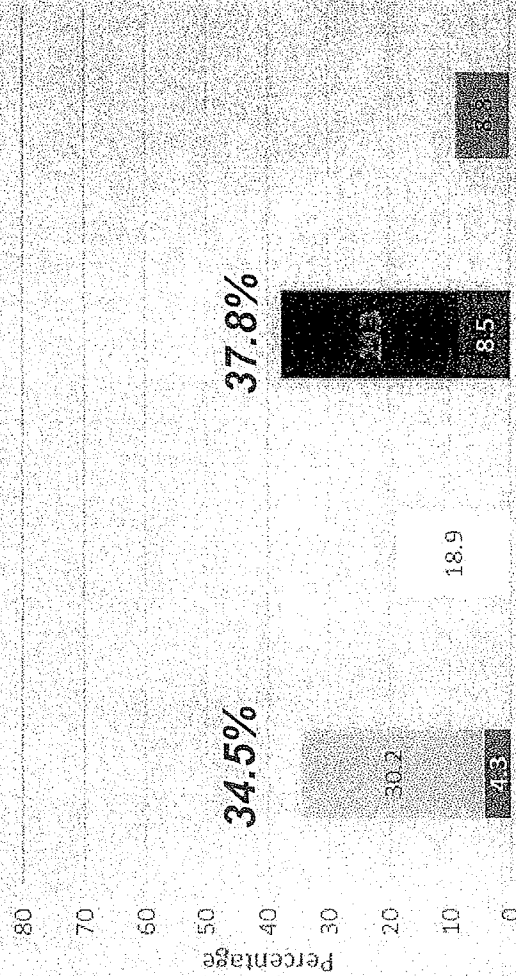


34. The synodical Convention should divide the President's duties into two positions: President and CEO. (ABC District)



LCC Board of Directors/President Relationship

35. The synodical President should be a voting member of the Board of Directors.
(All Responses)



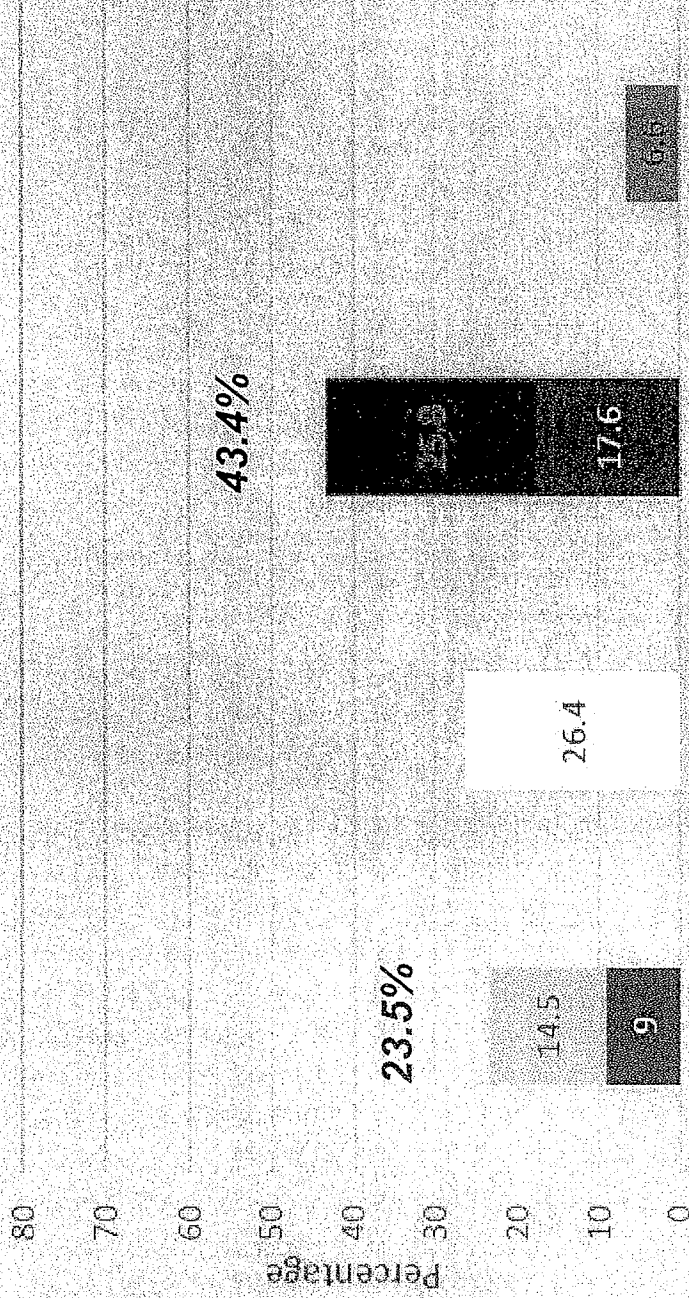
36. The synodical President should not be a voting member of the Board of Directors to which he is accountable between Conventions.



Observation
Members prefer that the President should not be a voting member of the Board of Directors by a narrow margin.

President or Bishop?

37. The titles of the elected spiritual leaders should be changed from "president" to "bishop".
(All Responses)

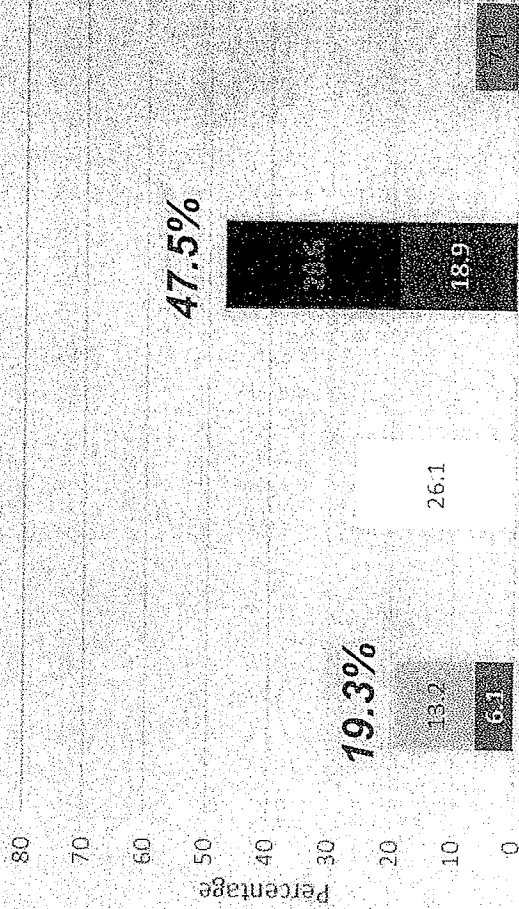


Observation

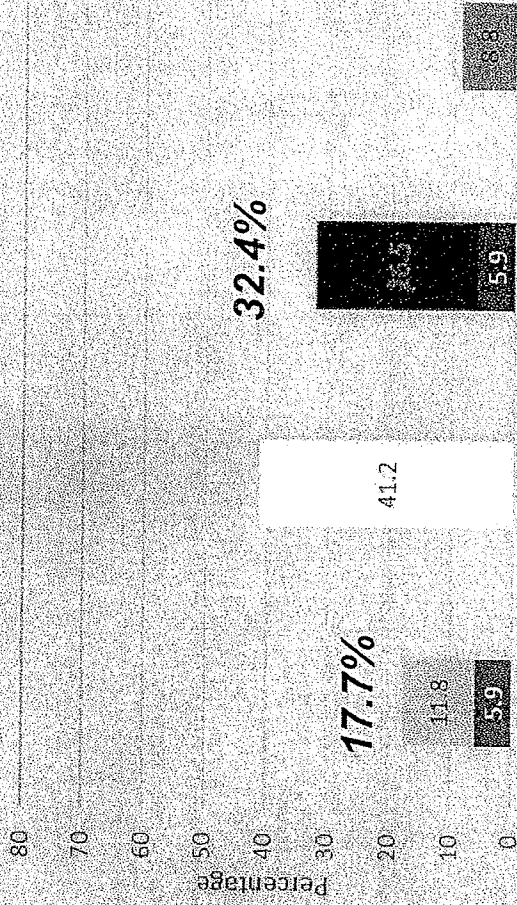
There is no significant variance between Districts with regard to the use of the title "President" or "Bishop", but there is a significant variance by type of member. See the next slide.

President or Bishop?

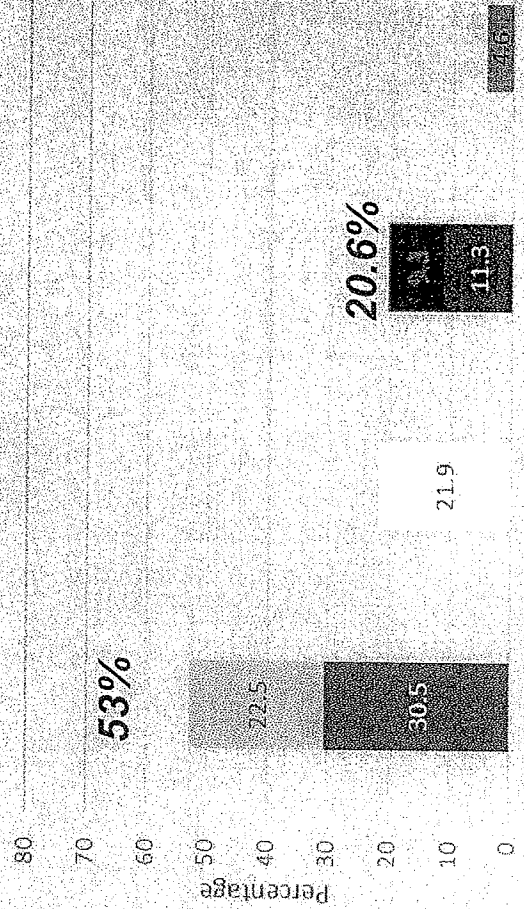
37. The titles of the elected spiritual leaders should be changed from "president" to "bishop". (Lay Persons)



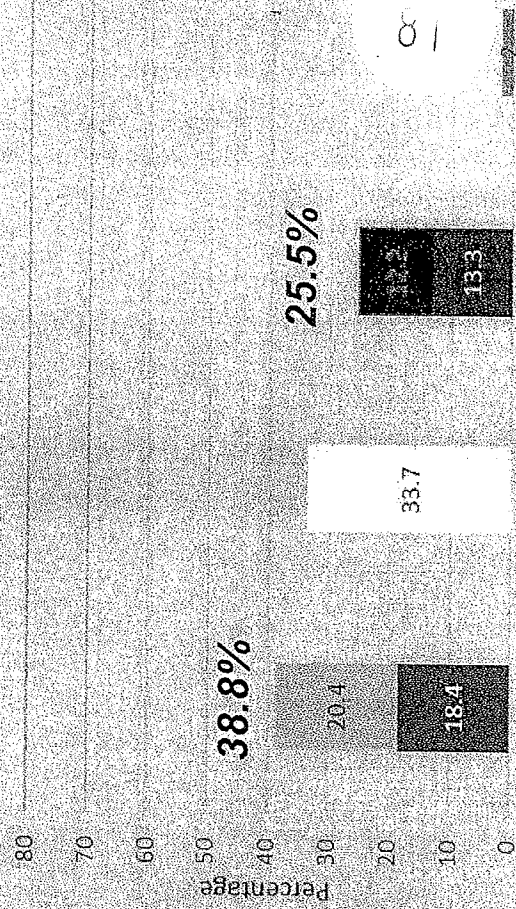
37. The titles of the elected spiritual leaders should be changed from "president" to "bishop". (Deacons)



37. The titles of the elected spiritual leaders should be changed from "president" to "bishop". (Pastors Serving Congregations)



37. The titles of the elected spiritual leaders should be changed from "president" to "bishop". (Pastors Not Serving Congregations)



President or Bishop?

Observation

*Lay persons and Deacons strongly favour the term "president."
Both categories of Pastors strongly favour the term "bishop."*

Observation

There is an unusually high level of "neither agree nor disagree" among lay persons, Deacons, Pastors Not Serving Congregations, suggesting a need for more information and discussion.

Observation

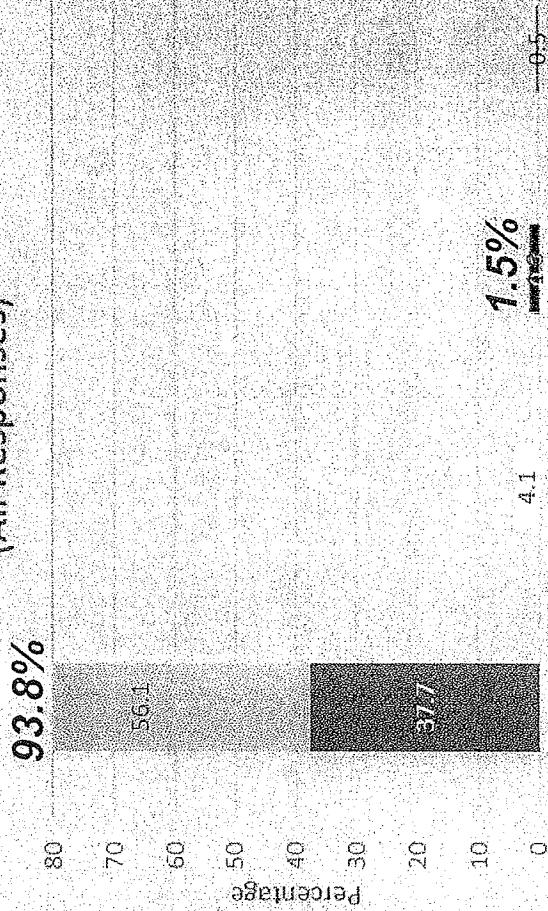
There is no significant variance between Districts with regard to the use of the title "President" or "Bishop".

Change to "Bishop"?	Agree	Neutral	Disagree	No Opinion
ABC	23.4%	27.1%		7.3%
Central	23.6%	25.0%		5.4%
East	23.6%	26.8%		6.7%

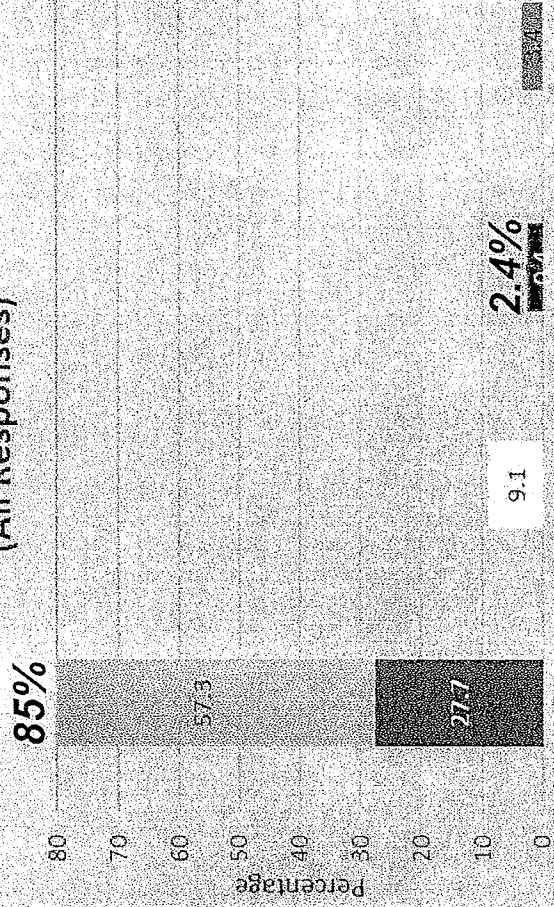
Part Five

Restructuring the Training of Pastors and Deacons, including the number and location of Seminaries.

41. There is value in providing for the continuing education for our Pastors.
(All Responses)



42. There is value in providing for the continuing education for our Deacons.
(All Responses)

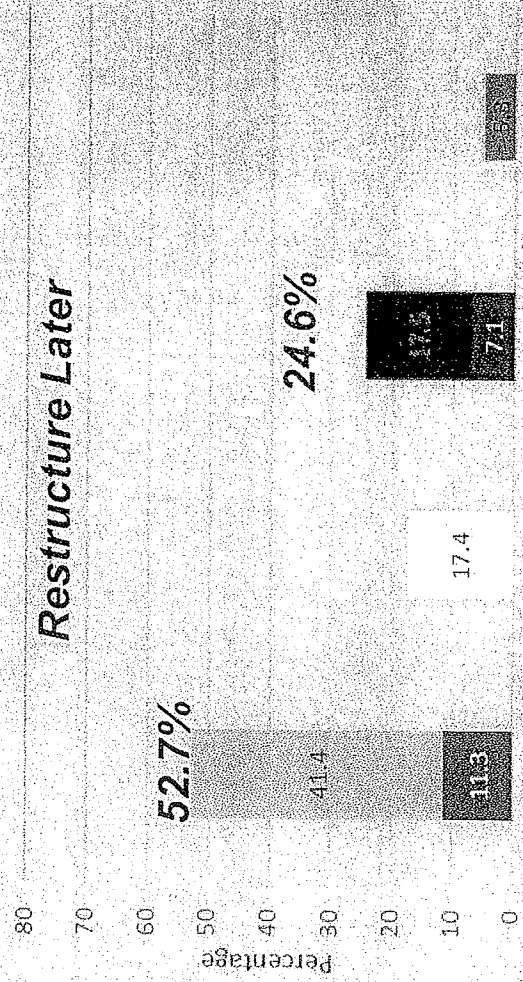


Observation

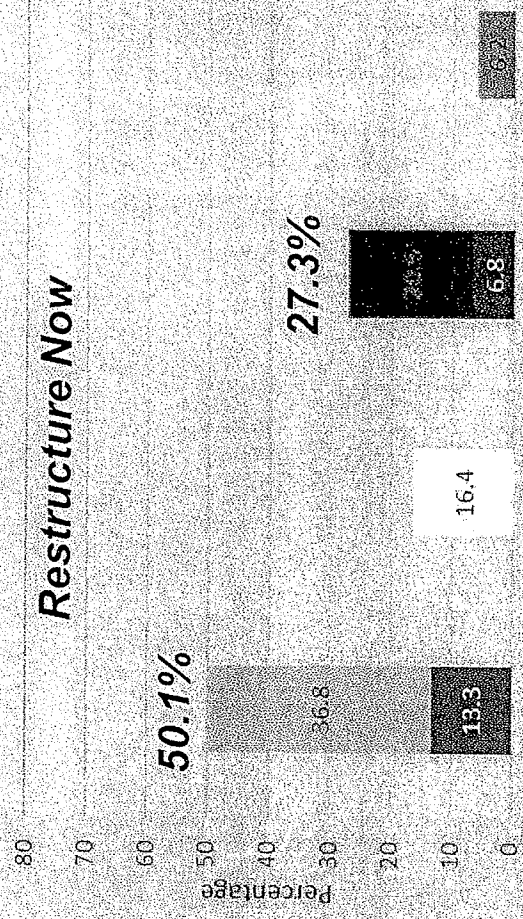
In the two highest levels of agreement in the entire survey, the members confirm the high value they place on continuing education for all church workers.

Process of Restructuring the Training of Pastors and the Seminaries

38. The process of restructuring the training of pastors and the seminaries, should continue after the process of restructuring LCC. (All)



39. The process of restructuring the training of pastors and the seminaries, should continue at the same time as restructuring LCC. (All)



Observation

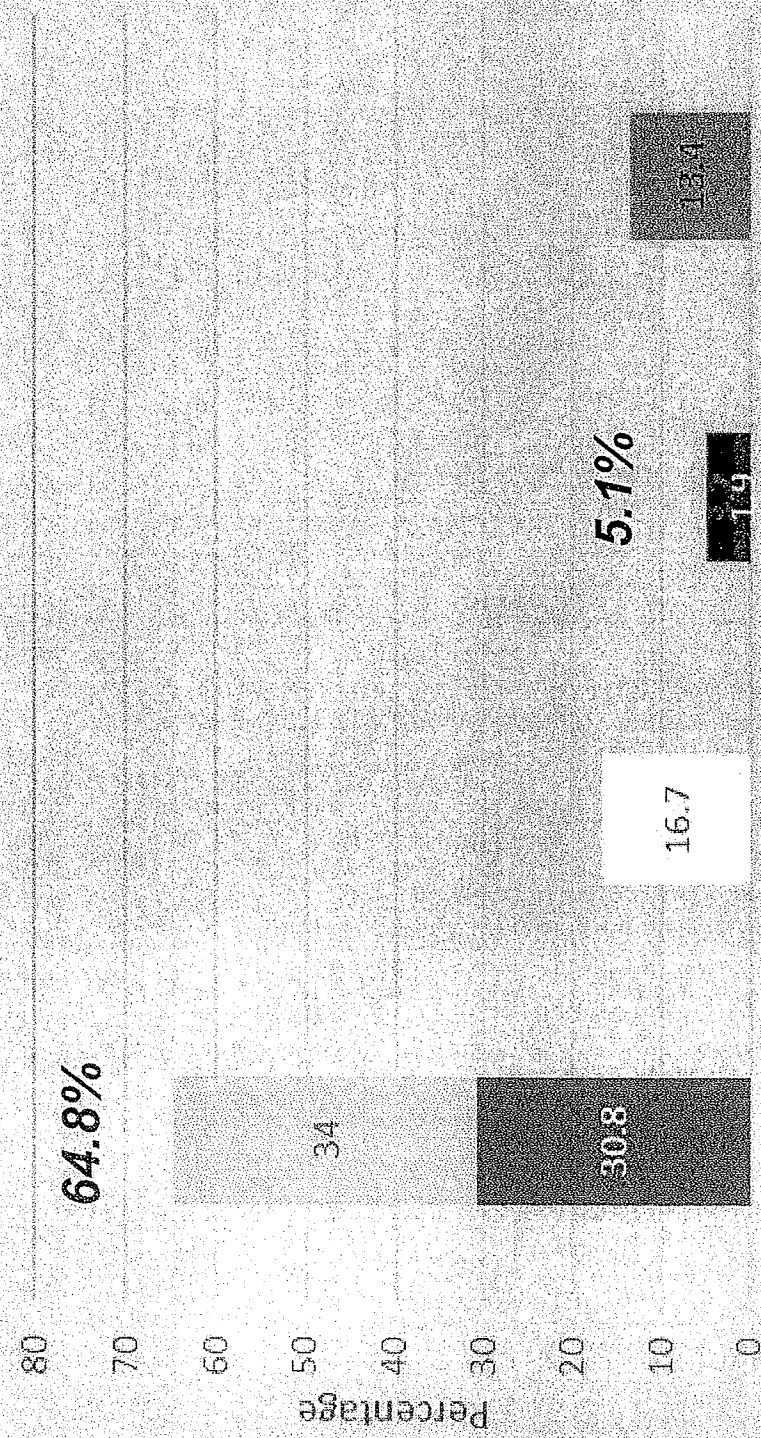
These two options for the timing of dealing with seminary training of pastors mirror one another more perfectly than any other two statements in the survey. The LCC Board of Directors and the seminaries have made significant progress in resolving this issue.

Observation

The comments indicate some variance in understanding what action the Convention has already directed in this matter.

Relationship Between LCC and Concordia University of Edmonton

43. The relationship between LCC and Concordia University of Edmonton requires clarification. (All Responses)



Relationship Between LCC and Concordia University of Edmonton Observations

Observation

By having almost as many "strongly agree" responses as "agree" responses this survey statement reflects the exceptionally strong desire for clarity in this relationship.

Observation

Some of the comments indicate that the recent Canadian Lutheran article has already provided clarification for people.

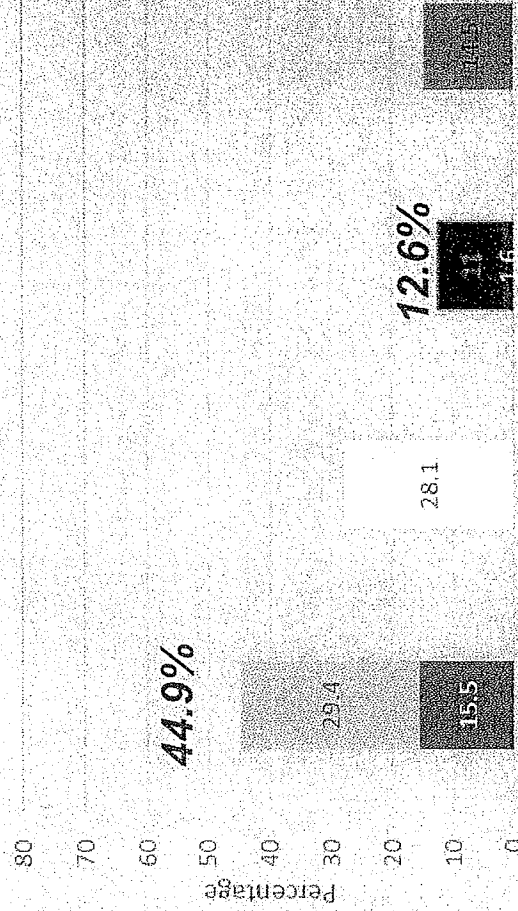
Observation

In this decisive response, those who agree exceed those who disagree by more than twelve times, while nearly one-third are undecided or have no opinion. The comments indicate much confusion, emphasizing the need for clarification.

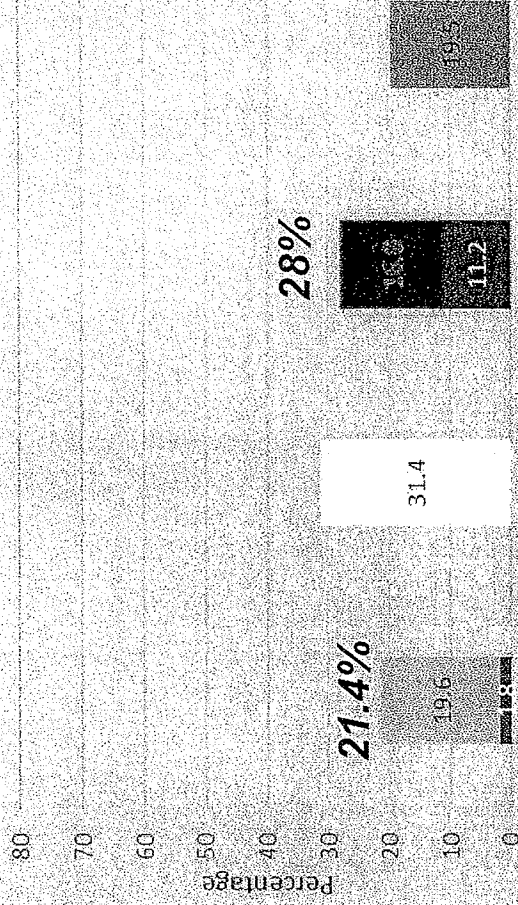
Part Six

Restructuring the Relationship between the Synod and Districts

47. LCC at the district and synodical level is over-governed.
(All Responses)



50. The process for the accountability of our District's Board of Directors to the Synod is adequate.
(LCC - All Responses)

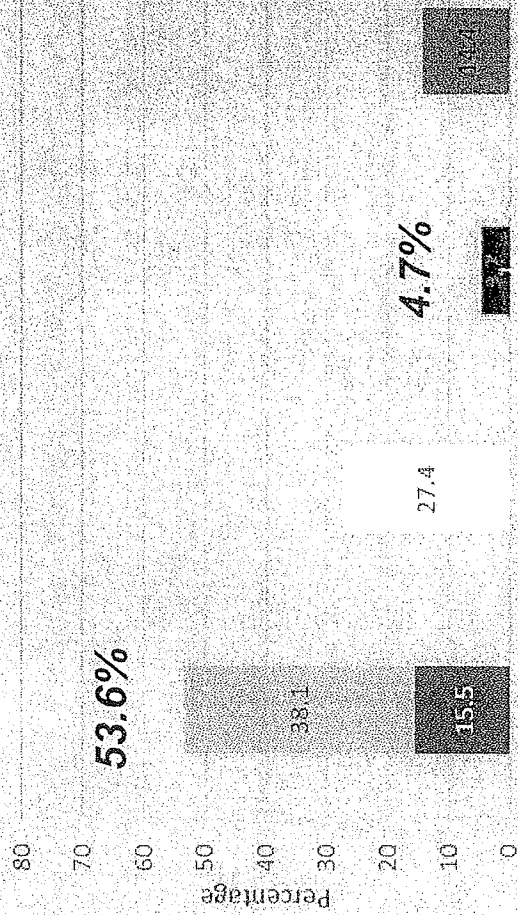


Observation

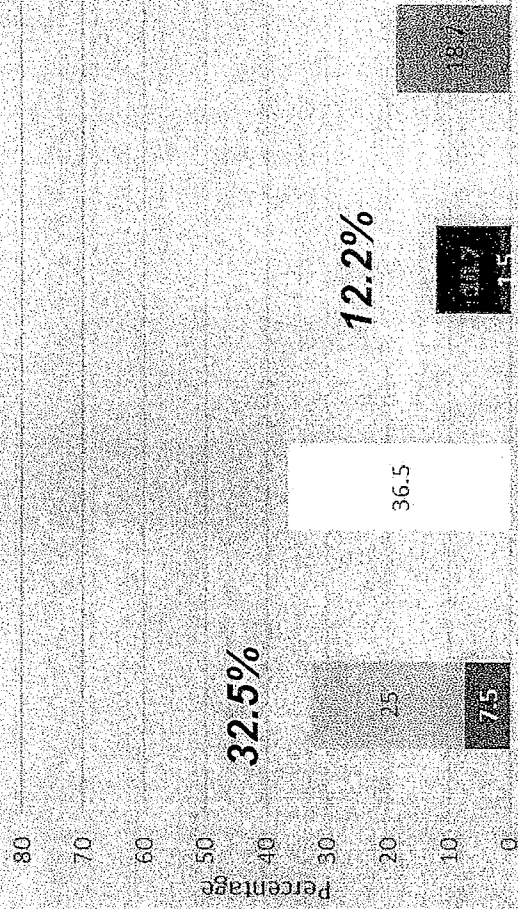
It seems ironic that members would perceive that the Districts and the Synod are over-governed and yet that accountability between the two is weak. Again here, we note that many in the Synod lack information about the Synod/District relationship.

Restructuring the Relationship between the Synod and Districts

45. Some changes in the relationship of the Synod and the Districts are needed. (All Responses)



46. There is overlap in the services that the Synod and the Districts provide our congregation. (All Responses)



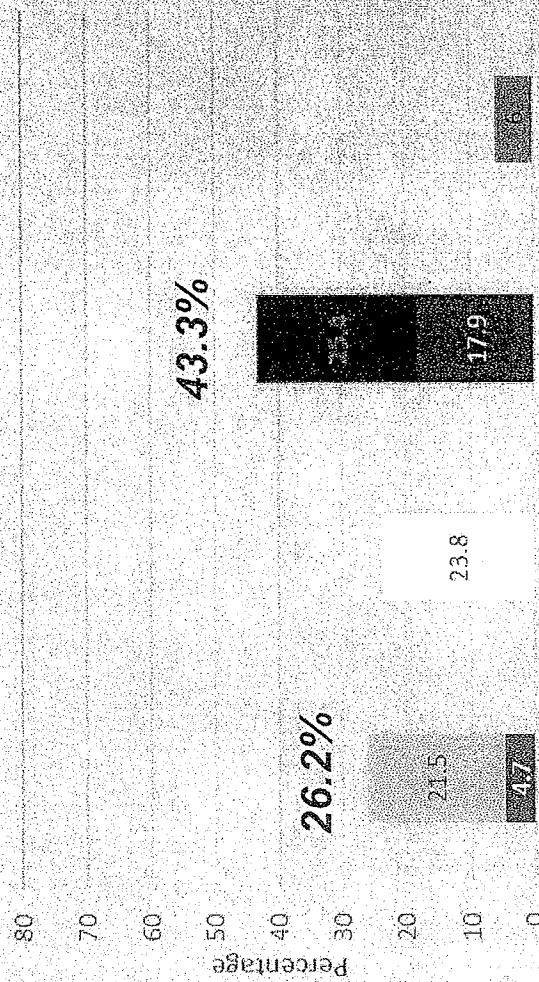
Observation

While there is general agreement that changes are needed and that there is overlap in the services provided by Districts and the Synod, this section regarding the potential overlap has nearly the highest level of "neither" and "no opinion" expressed in the entire survey.

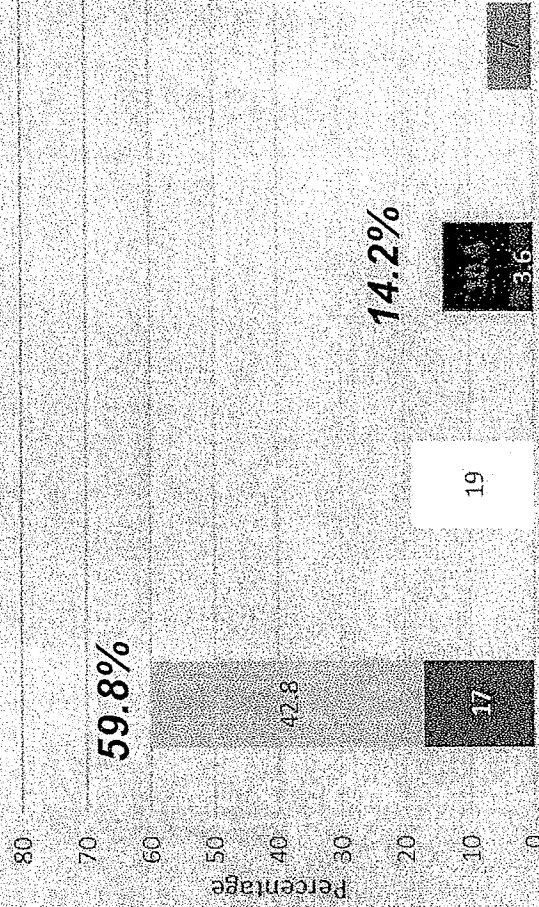
Par Six

Restructuring the Relationship between the Synod and Districts

48. LCC should continue to function as three federated Districts as it does now.
(All Responses)



49. LCC should function as one national administrative structure with regional ministry areas and spiritual leaders living in each area.



Observation

The practice of functioning as three federated Districts is rejected by the members in the survey by a ratio of 3 to 2. The ratio in favour of one administrative unit is 4 to 1.

Observation

74% of Pastors serving congregations prefer one administrative structure with spiritual leaders living in each regional area. Only 11% favour three federated Districts.

Restructuring the Relationship between the Synod and Districts

Observation

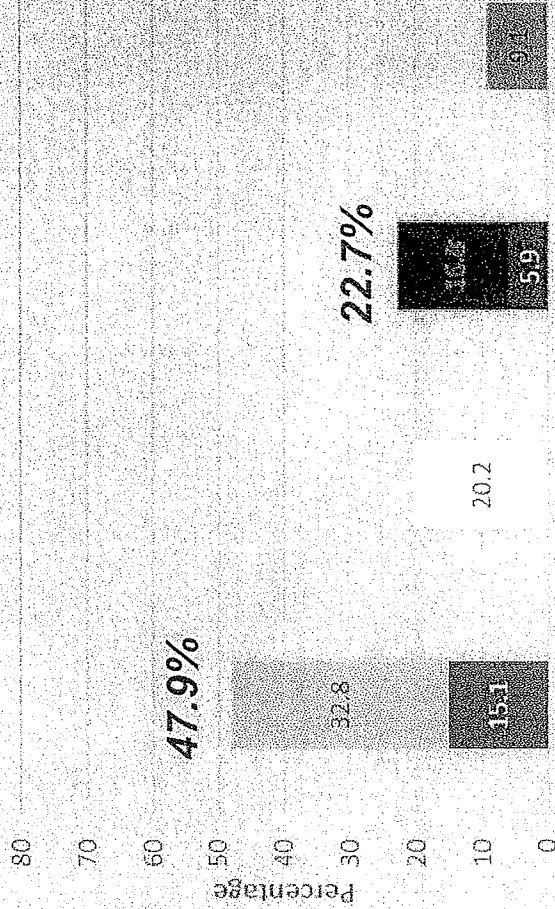
There is a strong preference for dissolving Districts as legally incorporated entities.

Observation

There is no significant variance by District or type of member in the two statements regarding maintaining Districts as legal entities.

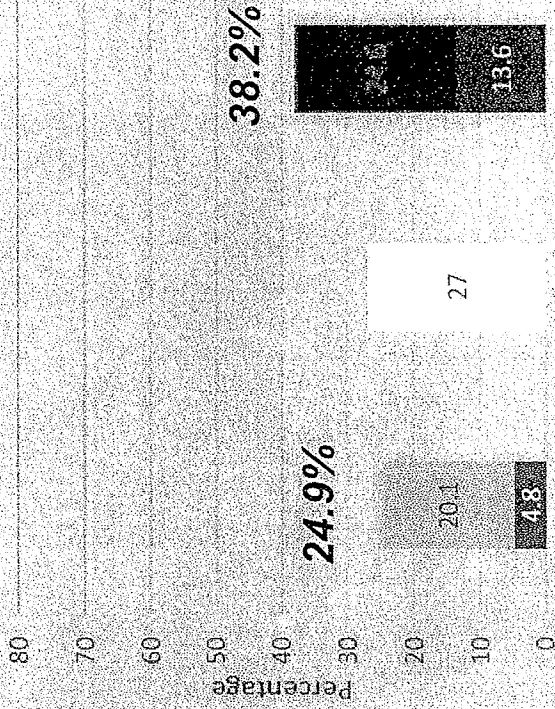
51. I am comfortable with my District ceasing to be a separate legally incorporated entity.

(LCC - All Responses)



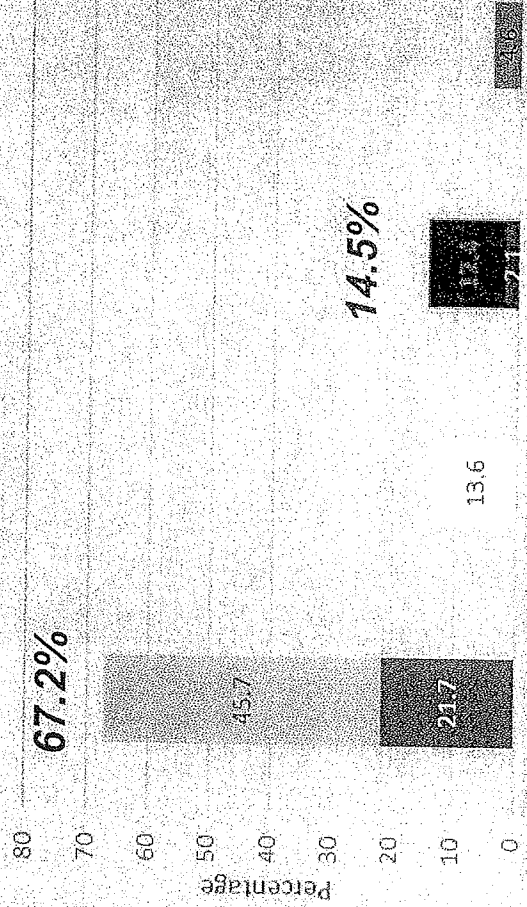
52. Our District should be maintained as a separate legally incorporated entity.

(LCC - All Responses)

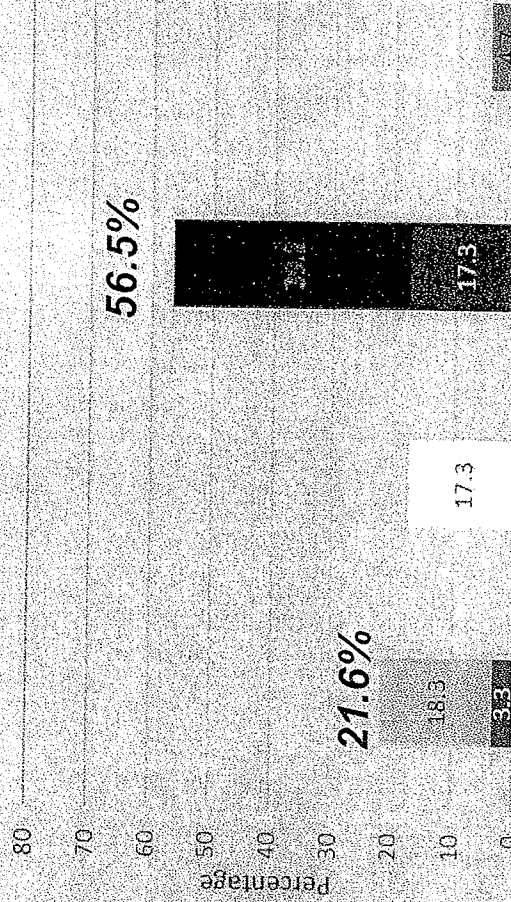


Strategic Planning – Together or Separate?

13. There should be one strategic plan for the Synod and Districts.
(LCC - All Responses)



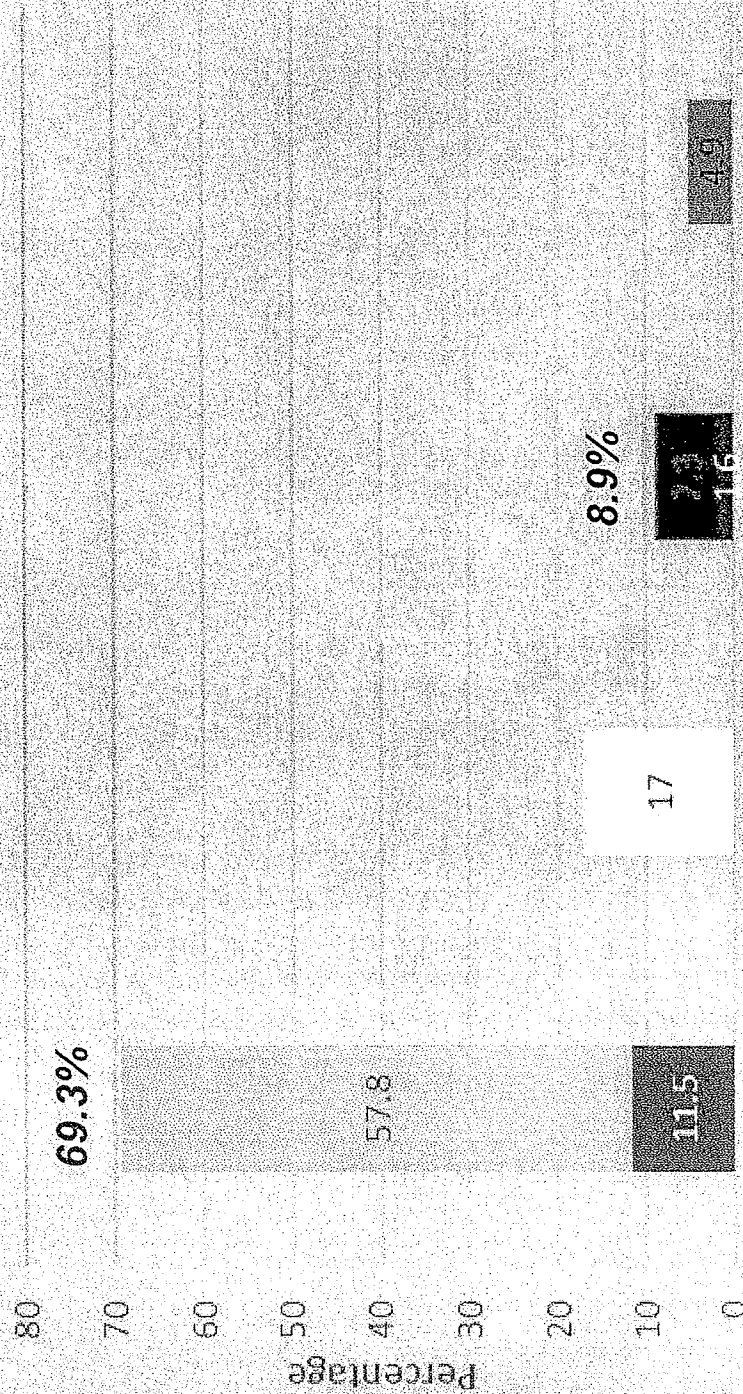
14. The Districts and the Synod should plan separately, as they do now.
(LCC - All Responses)



Observation
Strategic Planning is one of the most important processes of any organizational structure. There is strong expression for having one administrative structure (59.8%), one incorporated organization (47.8%), and one strategic plan (67.9%).

Relationships with Auxiliaries, LSOs, and CLWR

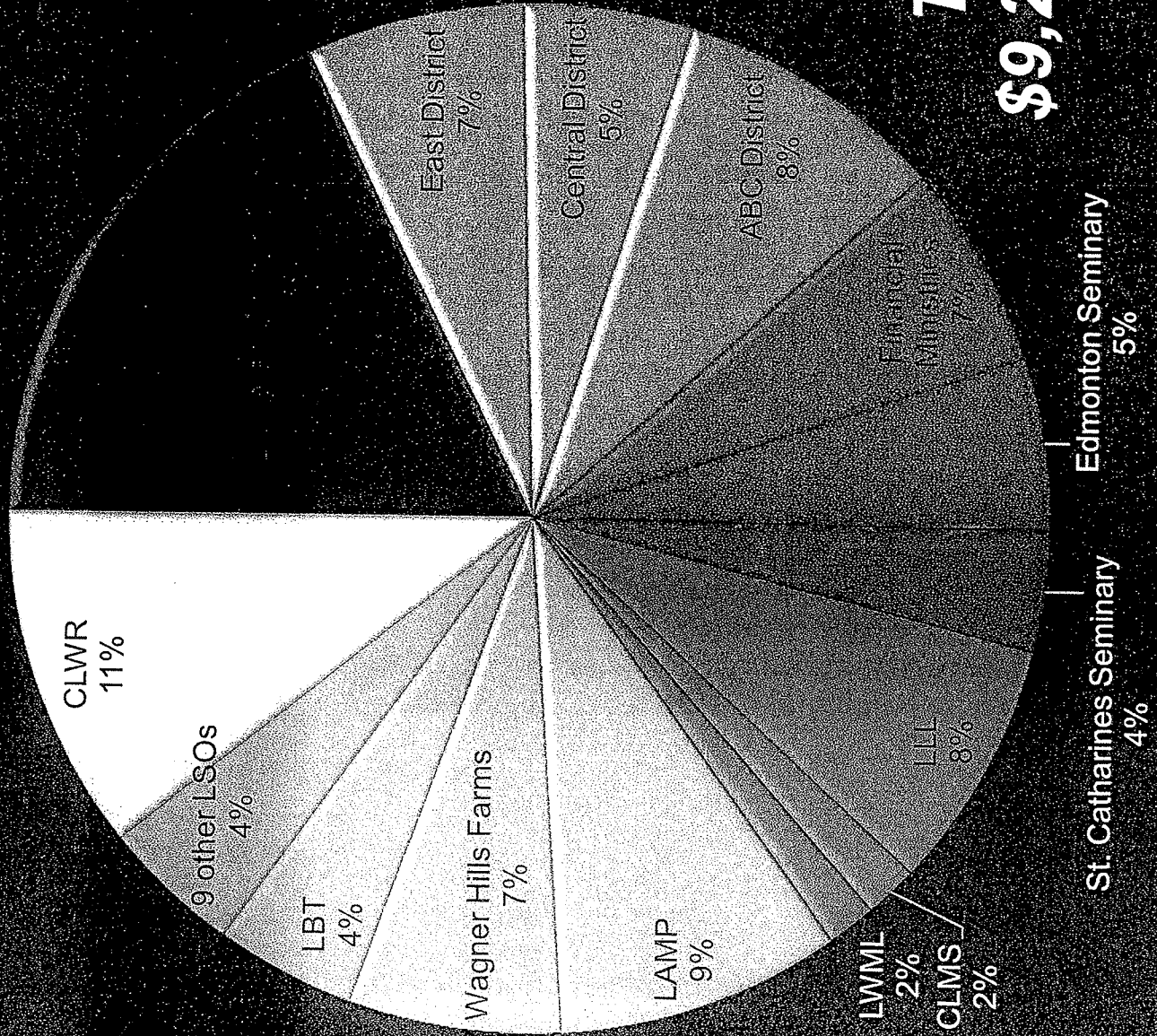
60. I am comfortable with thinking of the synodical family as including all the Auxiliaries and Listed Service Organizations. (LCC - All)



Observation

The positive response to the statements dealing with the Auxiliaries and the Listed Service Organizations are among the highest in the survey.

2014 LCC Income By Organization



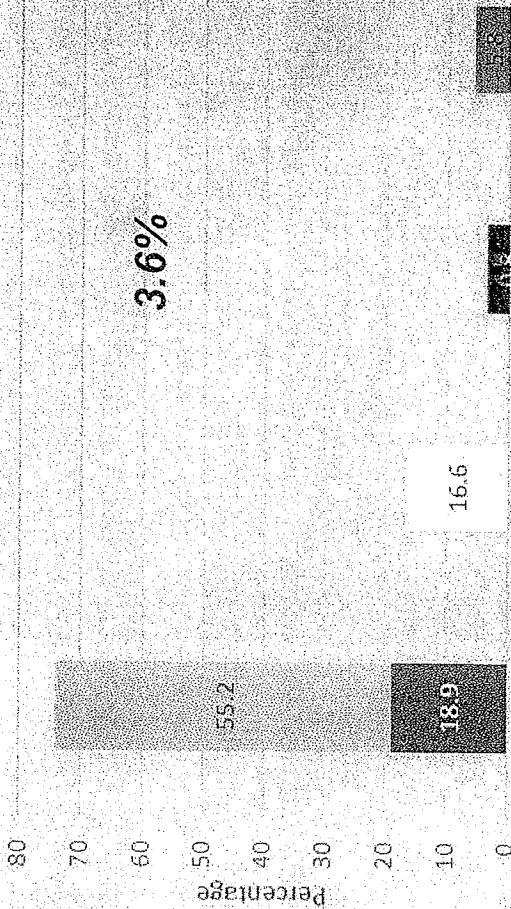
Total
\$9,206,000

Allocation of Resources by Services

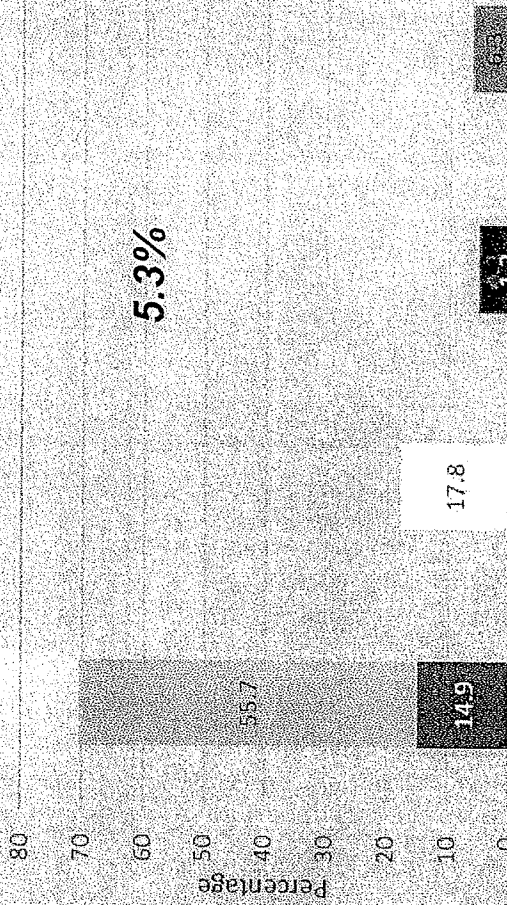
	Doctrinal Supervision	Building Community	Care for Members	Training Workers	Canada Missions	World Missions	Social Ministry	Financial Ministries	Total
LCC	225,000	155,000	65,000	500,000	10,000	550,000	100,000		1,640,000
East D	75,000		30,000	5,000	470,000	40,000			620,000
Cent D	75,000		30,000	10,000	355,000	10,000			480,000
ABC D	85,000		235,000	5,000	450,000	5,000			780,000
Financial Services								600,00	600,000
Edmonton Seminary				500,000					500,000
St. Catharines Seminary				350,000					350,000
LLL			350,000				375,000		725,000
CLMS						155,000			155,000
LWML		50,000	35,000		5,000	50,000			140,000
LAMP					816,000				816,000
WHF							600,000		600,000
LBT						400,000			400,000
9 LSO					95,000	170,000	135,000		400,000
Total	460,000	240,000	745,000	1,370,000	2,201,000	1,380,000	2,210,000	600,000	9,206,000
	5%	3%	8%	15%	24%	15%	24%	6%	100%

Auxiliaries and Listed Service Organizations

53. The Auxiliaries, listed at the beginning of this survey, are valued strategic partners in the overall ministry of LCC.(LCC - All Responses)



54. The LSOs, listed at the beginning of this survey, are valued strategic partners in the overall ministry of LCC.(LCC - All Responses)



Observation
The level of support for the Auxiliaries and the Listed Service Organizations is very strong and almost identical.