

REPORT OF LUTHER COLLEGE OF REGINA

Dear delegates to the 2009 Convention of the Evangelical Lutheran Church in Canada (ELCIC):

Overview

Luther College, Regina, a corporation of the ELCIC, operates two campuses: a high school campus, including a residence, in West Regina, that enrolled over 450 students this past September; and a university program, including a residence, on the University of Regina (“U of R”) campus, where Luther College students can earn degrees in Arts, Fine Arts, and Science, as well as pursue pre-professional studies. Approximately 630 students registered at Luther College at the U of R during the fall semester, and more than 200 students were living in our university-campus residence. In addition, many other university students take courses offered by Luther College’s university faculty. The College continues to dedicate itself to its core mission of providing an excellent “quality education in a Christian context.”

Despite a continuing decline in the number of youth in Saskatchewan, we are pleased to report that our high school enrolment remains at capacity. Meanwhile, overall student registrations at the university campus continue to show modest declines. The outcome is ascribed to the above-mentioned demographic trend, as well as to waning student interest in pursuing “liberal arts” degrees. In spite of the preceding trends Luther’s university campus experienced an over 35 per cent year-over-year increase in newly-admitted students, attributed to a refreshed and more effective recruiting effort.

Our relations with the U of R have shown steady improvement since last reporting to the corporation. After a year-long negotiation, Luther College, along with sister-institution Campion College, and the U of R are on the cusp of signing a new accord which should eliminate future disputes related to the division of tuition revenue on the campus.

In support of our work, the college, particularly the high school campus, continues to receive much-appreciated financial support from alumni and friends, in the form of donations and pledges. The major capital campaign to provide for renewal of the high school campus buildings reached its financial goal since our last report. The purchasing power of this fundraising has been seriously eroded by construction cost inflation, and as a result, we have been limited to completing smaller renovations and repairs. Meanwhile, we have initiated another capital campaign focused exclusively on completing fundraising for a new physical activities complex at the high-school campus.

From an operations viewpoint, both our campuses continue to generate modest surpluses that we have been able to set aside for contingencies, including capital repairs.

While most of Luther College’s students are from Saskatchewan, our high-school campus remains attractive to students from other countries, as well; this year, the high-school campus has students from 12 countries besides Canada. Similarly, the population of our university residence is becoming increasingly diverse, representing 17 countries in addition to Canada. The cultural, social, and economic diversity of our student populations provides a rich context for the educational experience at the college.

The Christian context of the college can be seen in terms of formal programs, such as chapel services, chaplaincy programming, peer support and courses in religion and ethics. We make a concerted effort to hire highly qualified faculty and staff who are committed Christians and who can provide a supportive and caring presence for our students and for each other. The Christian context is further re-enforced by having full-time chaplains at the high school and university campuses. We are grateful for the continuing service of pastors Larry Fry and Cheryl Toth, respectively, in these roles.

High-School Campus

The high-school campus of Luther College continues its tradition of excellence in academic and co-curricular programs. Consistent with recent history, a very high (90+) percentage of our graduates immediately went, or have near-term plans to go, on to post-secondary education, including a significant number as student-intercollegiate athletes. A number of the high school's co-curricular programs continue to capture wide attention from the general public, including the Fall Musical, the Candlelight Service, and the Luther Invitational (senior boys' basketball) Tournament ("LIT"). These events showcase the talents of many of our students, either in front of audiences or behind the scenes.

The high school was in the national media spotlight due to an incident on 23 September 2008. A former student entered the school at the beginning of the daily chapel service wielding a hand gun and held the assembled student body and staff hostage for approximately 40 minutes, before local police officers took the intruder into custody. While it was later determined that the hand gun was in fact a pellet gun the incident was no less traumatic to those held hostage. By the grace of God and because of the prayers of many and numerous acts of bravery, the incident ended peacefully, with no one physically harmed. While some emotional scars remain, most have been able to move on from the incident.

University Campus

At recent convocations, Luther College was once again honoured by its students who received the President's Medal as the top graduate at the U of R. At the spring 2007 and fall 2008 ceremonies Luther College students Ms. Sherry Rapley and Ms. Natalie Fuller, respectively, received the award. In addition to this most prestigious award, a well-above average portion of our students distinguished themselves by achieving Dean's Honour Roll status. Overall, students continue to be highly complementary of the quality of instruction provided by our university faculty, including those hired on a class-by-class basis.

In other significant developments, Luther College's university residence was near capacity this past fall, after a multi-year recovery from lower occupancy rates. The recent surge in residents is attributed, in part, to the scarcity of off-campus rental properties in Regina. Meanwhile, our cafeteria operation thrives with ever-increasing walk-in clientele, while maintaining its service to our residence students. Finally, our residence and cafeteria continue to host a steady stream of visitors during the summer months.

College Personnel

At our high school campus, the summer of 2008 saw the retirement to two teachers with over 30 years of service to the college: Dr. Carl Cherland (Music) and Randy Brooks (Biology). Meanwhile, Cheryl Loeppky (English, Christian Ethics) chose to resign her teaching position to take a job in the private sector. At our university campus, Professor Laura Ambrose, an instructor in Biology for over five years, left to join her husband's business, although she continues to teach for the college as a sessional instructor. Line LeRuyet (University Recruitment and Admissions Officer) resigned to accept a position with the U of R. Amongst our all-college staff, Diane Mossing, treasurer, retired in the fall of 2007, and Darlene Woywoda, director of advancement, retired in the spring of 2008.

Board of Regents

Luther College continues to be well-served by its Board of Regents. Our board is led by newly-appointed Chair Karl Tiefenbach. Other continuing board members are Randy Beattie, Dr. Martin Bergbusch, Shirley Blythe, Carole Bryant (vice-chair), Maryellen Carlson, Murray Hilderman (chair, Governance Committee), Dr. Reid Robinson (secretary and co-chair, Academic and Administration Committee), Gavin Semple, Dianna Waffle, and Justice Peter Whitmore (past chair). We thank retiring members Floyd Manz (2007), Morley Wagner (2007), Helga Hein (2008), and Pastor Trent Felstrom (2008) for their service to Luther College. Over the past two years, the board welcomed Stacey Cattell (chair, Special Purpose Committee), Tamara Emsley, Pastor Lindsay Hognestad, Dr. Don Lee (co-chair, Academic and Administration Committee) and Richard Pedde (chair, Audit and Finance Committees) as new Regents.

The ratification of the appointment of these new Regents and other matters of the board are dealt with in more detail in a supplementary report to the convention.

Respectfully submitted,

Bruce Perlson, Ph.D.
President, Luther College

SUPPLEMENTARY REPORT

LUTHER COLLEGE, REGINA

The primary report from Luther College indicates that the nomination and appointment of new board members and other matters related to the Board of Regents would be dealt with in the supplementary report.

Current Board of Regents membership is comprised of eleven elected and ratified members (plus the president, selected bishops of the church as advisory members, and observing staff members). Elected and ratified members of the board are: Randy Beattie, Dr. Martin Bergbusch, Shirley Blythe, Carole Bryant (vice-chair), Maryellen Carlson, Murray Hilderman, Dr. Reid Robinson (secretary), Gavin Semple, Karl Tiefenbach (chair), Dianna Waffle, and Justice Peter Whitmore (past chair).

In 2008, Justice Peter Whitmore stepped down as chair of the board in advance of completing his term as a Regent in the summer of 2009, and by a unanimously-approved resolution of the board, Karl Tiefenbach was appointed chair. In addition, Carole Bryant was appointed to the position of vice-chair under a separate, unanimously-approved resolution.

Since the last corporation meeting four former members retired from the Board of Regents. As a result of these retirements and one approved, but previously unfilled board position, the board requests the corporation meeting to ratify the board's appointment of the following individuals to the five vacancies:

Mr. Stacey Cattell
Mrs. Tamara Emsley
Pastor Lindsay Hognestad
Dr. Don Lee
Mr. Richard Pedde

Biographical information on these candidates has been provided separately.

In accordance with our constitution and bylaws, the appointment of any new board members after this year's corporation meeting will be reported at the next corporation meeting.

Respectfully submitted,

Bruce Perlson, Ph.D.
President, Luther College

LUTHER COLLEGE

BOARD OF REGENTS NOMINEE BIOGRAPHIES

Stacey Cattell

- Congregation: St Mark's Evangelical Lutheran, Regina SK
- Past Experience: My association with Luther College High School dates back to 1977 when my brother (Morley) attended Luther followed by myself in 1980. My experience at Luther as a student was extremely positive and was influenced by many great teachers and staff over the years. After graduating in 1984 I volunteered as a coach at the college for four years and have worked on reunion and fundraising committees prior to becoming part of the board. My personal experience was the determining factor in having my daughter, Hayley attend the college over the past four years; she will be graduating this spring. Professionally, I believe my experience in marketing, strategic planning, management and volunteerism lend greatly to the role I have undertaken with Luther College.
- Gifts: Over the past 19 years I have been able to learn and develop my skill set as an employee with companies like Sask Sport, the Saskatchewan Roughriders and now with Rawlco Radio. As the national sales manager with Rawlco and lifelong member of the Regina community, I feel my experience, contacts and history with Luther are an asset to the growth and development of the college.
- Areas of Interest: From my personal experience, I believe the values- and faith-based education that Luther College promotes and offers is more valuable today than ever. I am hoping to preserve and grow this approach in the community.

Tamara Emsley

- Congregation: St Mark's Evangelical Lutheran, Regina SK
- Past Experience: I have two sons (Kalen'07 and Derrick'08) who attended Luther College High School and their experiences were well rounded and beneficial to them. During the 5 years that they attended Luther, I volunteered at the school in the front office, in admissions, the school store and on the Gym Floor Committee and the '07 and '08 After Grad Committees. I have also worked in Human Resources (Dept of Highways) and Property Management (SPMC).
- Gifts: I have a masters in business administration, specializing in human resources and marketing. As a parent of former students, I am familiar with the school and staff and would like to work towards ensuring the long-term viability and survival of the school.
- Areas of Interest: I am concerned with the preservation of church values in high-school education as well as at the university level.

Lindsay Hognestad

- Congregation: Trinity Evangelical Lutheran, Regina SK
- Past Experience: Attended and graduated from our other high school, LCBI, Outlook, SK
Currently have two children attending Luther College, Regina
Board member of St. Michael's Retreat, Lumsden, SK
- Gifts: Twenty-two years as Pastor in the ELCIC
Founding board member of the Al Ritchie Health Action Centre, Regina, SK
- Areas of Interest: Those places in which the church that recognizes and attempts to live out its prophetic role in the society, a role that is our response to, among other things, Jesus' sermon in the synagogue in Luke 4:16–19, "*The Spirit of the Lord is upon me, because he has anointed me to bring good news to the poor*"
- Hopes for the Church: That the ELCIC works with the Lutheran and ecumenical groups in Canada and internationally to assist in discerning our calling to be the voice and hands of Jesus Christ in our world today.
That the ELCIC maintains and forms partnerships with non-church groups in Canada and internationally who are working in ministries to which we believe we are called by Jesus Christ.

Don Lee

- Congregation: Our Savior's Lutheran, Regina SK
- Past Experience: I have been a member of the faculties at three Lutheran Colleges/Universities—Camrose Lutheran College, Pacific Lutheran University and Luther College. I have also served as a faculty member and department head at the University of Regina and I have enjoyed visiting appointments on the faculties of three other universities—the University of Oslo, Stanford University and The University of North Carolina. My wife, Marilyn, and I are members of the congregation at Our Savior's Lutheran Church. At various times we have both served on the church council there. Marilyn is also a Stephen Minister and a former Stephen Minister leader. All three of our children are graduates of Luther College.
- Gifts: I received my post secondary education at the University of Saskatchewan, the University of British Columbia and Harvard University. I am a former president of Luther College. Members of our family have been supporters of Luther College for several decades.
- Areas of Interest: I would like to see our church take a greater interest in its remaining educational institutions.
- Hopes for the Church: I hope and pray that our church will continue to share the good news of the gospel with the people of Canada and beyond.

Richard Pedde

- Congregation:** Active adherent in church life at Grace Mennonite, Regina SK
- Past Experience:** Have served on numerous boards, including Board of Finance-Yorkminster Park Baptist Church (Toronto) 1992–94; Board of Directors—BT Bank of Canada (Deutsche Bank)1994–96; Board of Finance—First Baptist Church (Regina) 2004–06. Have 2 children currently attending Luther College High School.
- Gifts:** Retired international financial executive responsible for business development, investment portfolios, risk management with employees worldwide. Currently own and operate significant mixed farming operation and currently serve on 3 boards of directors of farmer organizations. Actively involved in higher level agricultural public policy.
- Areas of Interest:** The need to increase the relevancy of Christianity in modern society, especially amongst the youth attending Luther College. The answer may well be in the church's roots: Christ's call to feed the hungry, cloth the poor, heal the sick and spread the Good News.



**Report from the Lutheran Collegiate Bible Institute
(LCBI High School)
Outlook, SK**

LCBI is a coed residential high school operating as a school of the church for almost a full century, with plans to celebrate the 100 Anniversary in the summer of 2011. LCBI High School offers a high quality education for grade ten, eleven and twelve students. In addition, strong programs in residential life, athletics, fine arts, and service opportunities assist in providing students with a multi-faceted and unique high school experience. An emphasis on the development of positive relationships between students and staff creates a supportive atmosphere on campus in which students are invited to share concerns and questions from their academic studies as well as from their lives outside the classroom. Above all, the message of salvation is emphasized in all that is done—from prayer in the classrooms, daily chapel services, forgiveness offered to those being disciplined for poor behaviour and opportunities to love and serve one another.

The following are highlights from the ministry at LCBI:

Student enrolment stands at 110. Students come from all across Canada including Saskatchewan, Alberta, British Columbia, Manitoba and North West Territories. There are eleven international students registered in the 2008–09 school year coming to us from Colombia, Eritrea, Germany, Japan, Mexico, Norway and United Arab Emirates.

The opportunity to develop servant hearts is emphasized in both students and staff. Two cross cultural mission opportunities are available. A team of 16 students and four adults spend 13 days in travel and service on an annual “Mexico Mission” to the San Quentin Valley region on the Baja Peninsula of Mexico. Daily work assignments at an orphanage as well as participation in evangelistic outreaches to itinerant-worker camps in the region assist in the development of a heart for missions. A second cross cultural mission to the inner city of Vancouver provide a group of students and staff members with an opportunity to meet with and serve people who live in Canada’s “poorest postal code.” Many students describe these events as life-changing and some have determined new directions for their life as a result of their mission work.

A monthly opportunity called “Take Out Tuesday” places every student and staff member in a volunteer capacity in our community and beyond. One Tuesday afternoon each month, students and staff step outside the regular classroom to serve alongside one another at hospitals, senior centres, elementary schools, shovelling ice and snow, projects in private homes and businesses and any opportunity we come upon.

Intern teachers in the academic department and intern dorm parents in the campus life department add new insight into what, how, and why we do the things we do at LCBI. They bring new energy and enthusiasm and challenge all staff members to do their very best as we help to develop new professional skills.

Extracurricular programs in athletics and fine arts include drama, choir, basketball, football, soccer, cross-country running, track and field, golf, softball, badminton, and volleyball. Student clubs on campus include a Cultural Diversity Club, a Social Justice Club, Students Against Dangerous Decisions, music teams, and computer clubs.

Outside of the classroom the students are cared for by a professional and dedicated group of campus-life staff. They are responsible for residential supervision and provide the kind of family structure that gives students a feeling of acceptance and belonging. So often we hear students say “LCBI is a place where you

can just be yourself.” We encourage students to explore and develop their God-given gifts, and we provide programs and opportunities to facilitate that.

Daily chapel services, Wednesday evening student-led worship services, special emphasis speakers, devotions and Bible studies in the dormitories and participation in youth ministry events assist in faith growth in students.

LCBI is the only high school in Saskatchewan to offer Norwegian as a class. Norwegian culture and language are studied.

Post-secondary education bursaries are being awarded to several of our students, ie: Greystone Scholars Society of the University of Saskatchewan, Scholastic Distinction Awards at the University of Alberta, Leadership Awards at the University of Calgary, and many more. LCBI students have been selected as finalists for the prestigious Loran Award for the past two years.

We have attempted to keep tuition, room and board fees as reasonable as possible. The request for bursary assistance has increased relative to the needs of many parents. Many families make personal sacrifice for their students to attend LCBI.

We continue to be blessed with our constituency supporting us faithfully in prayer and through financial gifts.

Thanks to God for His abundance of grace!

**REPORT OF
ELCIC GROUP SERVICES INC. (GSI)
2009 NATIONAL CONVENTION**

1. Who we are

ELCIC Group Services Inc. (GSI) is responsible for facilitating, providing and administering employment benefits and retirement income programs and services for the employees of Evangelical Lutheran Church in Canada (ELCIC), its member congregations, other entities associated with ELCIC.

A board of directors provides strategic direction and oversight for the affairs of the corporation and its management of the pension and benefits plans. GSI has engaged an executive director and support staff to handle day to day administrative matters.

2. Board of Directors

The board of directors consists of ten individuals of whom three are ordained ministers and three are lay persons selected by convention for appointment, with the remaining four directors appointed by National Church Council.

Board members that have served since the last convention are:

Mr John Wolff, Chair	Bishop Richard Smith
Rev Loretta Jaunzarins, Vice-Chair	Mr George Bridge
Mr George Sawatzky, Treasurer	Ms Jackie Dojack
Mr Ken Hanssen, Secretary	Mr Bill Kuehnbaum
Rev Douglas Kramer	Mr Kurt Von Schilling (resigned Oct 2008)

Committees are appointed by the board of directors from among their numbers, in order to gain some depth in discussing issues and provide efficiency to the board meetings. The committees are: Executive, Finance and Audit, Investment, Benefits and Communications. The terms of reference and specific responsibilities are defined in *GSI's Governance Manual*. This manual is reviewed on an annual basis.

The board of directors met for regular meetings in Winnipeg twice and had two conference call meetings in 2007 and met two times in Winnipeg in 2008.

3. Description of the Pension Plan

The Pension Plan is a defined contribution plan for clergy and lay workers of the ELCIC, its congregations, related institutions and agencies. It is registered as a Multi-Unit Pension Plan under the Alberta Employment Pensions Plan Act and Canada Revenue Agency. The Pension Plan is a Registered Pension Trust as defined in Section 149(1)(o) of the Income Tax Act, Canada.

GSI is the Administrator of the Pension Plan. GSI has engaged an executive director and support staff to handle day-to-day administrative matters. GSI as the Pension Plan Administrator has also engaged the services of pension consultants, investment fund managers, an investment consultant, as well as a trustee and custodian.

Accounts

A portion of the Pension Plan's assets is held in the Members' Accumulation Account ("MAA") for the credit of the individual members' accounts. Currently there are 1,077 member accounts, of which 659 members are actively contributing on a monthly basis. At any point in time, the aggregate individual members' account balances equals the value of the assets in the MAA.

The Retired Benefit Account ("RBA") holds the assets set aside to pay the pension annuities for retirees. Prior to July 1, 2003, the Pension Plan entered into annuity contracts with plan members upon their retirement to provide the retirees with a fixed monthly pension income. Currently there are 492 individuals in receipt of a monthly pension. An actuarial valuation is carried out to determine the required reserve for the retirees' annuity commitments. The assets in the Retired Benefit Account together with the retirees' annuity commitments make up the retired life portion of the Pension Plan.

It should be noted that plan members at retirement now purchase a life annuity or other approved registered products from a licensed financial institution. Individual counselling is available regarding options, along with various group arrangements for the purchase of a retirement income.

4. Pension Plan Investment Policy and Performance

The Investment Committee reviews the investment policies and performance of the plan on a regular basis. Highlights of the past two years are as follows:

Member Accumulation Account

RiskMetrics was engaged in 2007, to assist in voting proxies in a socially responsible manner for the corporations that the Pension Plan holds shares in.

The Canadian equities portfolio which was split equally between Jarislowsky Fraser and Phillips, Hager & North, is now (as of December 2008), split equally between Jarislowsky Fraser and MFC Global Investment Management. The fixed-income portfolio which was also split between Jarislowsky Fraser and Phillips, Hager & North, has been consolidated entirely with Phillips, Hager & North.

Retired Benefit Account

After a strategic review in 2007, the investment policy was changed to minimize market volatility and an immunized portfolio was created. This strategy virtually eliminates the future market risk in the retired benefit account and provides certainty to the supplemental fund period required to eliminate the unfunded liability.

Performance

Individual member accounts were credited with an investment return (net of expenses) of -0.2% in 2007 and -16% in 2008.

5. Unfunded Liability in Retired Life Portion of the Pension Plan

The Actuarial Valuation Reports for both December 31, 2007 indicated an unfunded liability of \$9,516,274 in the retired life portion of the pension plan, being the difference between the retirees' annuity commitments and the RBA assets.

The December 31, 2008 Actuarial Valuation Report was not complete at time of submitting this report.

We have completed the fifth year in the original 15 year plan to pay for the unfunded liability by way of additional contributions from ELCIC congregations and other employers participating in the plan. The

investment results in 2004 to 2007 exceeded the expected returns used in actuarial valuations and significant progress was made in reducing the unfunded liability. With the immunization strategy put into place in early 2008 we can reasonably predict that the unfunded liability will be eliminated by the end of 2015 based on the current funding plan of the additional 6% supplemental contribution.

Please read the annual reports of the Pension Plan for more details regarding the valuations.

6. Group Benefits Plans

All employees of participating ELCIC employers are enrolled in the benefit program (based on eligibility). Coverage includes: life insurance, long term disability (LTD), accidental death and dismemberment (AD&D), employee and family assistance programs (EFAP), extended health and dental coverage (H&D).

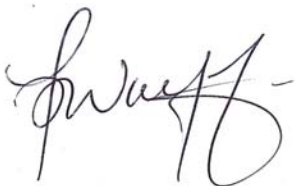
The life insurance, LTD, AD&D and EFAP are fully paid by the employer at a combined premium of 3% (2009 increased to 3.25%) of salary. The first three benefits continue to be insured with Co-operators, while Shepell~fgi provides the EFAP. The H&D plan has been insured with Manulife, since June 2003.

The H&D plan premiums are determined annually based on the claims experience that varies by province of residence. The renewal at January 1, 2007 required an overall increase of 6% and the January 1, 2008 renewal required no change on an overall basis. Premiums for the calendar year 2009 are increased by 7.5% overall. The experience varies materially by province, and therefore the premiums are set specifically for each province.

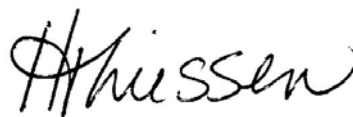
7. Communications

GSI publishes newsletters which provide information regarding decisions made at board meetings, investment performance results, benefit renewal information and other general health articles. An annual report is published for the Pension Plan. All publications are mailed to all members and employers (treasurers) and are also archived on our website for reference.

Respectfully submitted,



John Wolff BA, CMA, CFP
GSI Board Chair



Hildy Thiessen CA
Executive Director

Report of the Evangelical Lutheran Women Inc.

As a Christ-centred community we are committed to nurturing faith and spiritual growth enabling us to be people of God in mission.

When two or three women are gathered, is it quiet? Not in Calgary July 10–13, 2008 when over 200 women gathered at the *Be Not Afraid* Women's Convention. Keynote speaker Kelly Fryer dynamically engaged those in attendance to creatively consider what God is up to in our lives as well as in the corporate life of Evangelical Lutheran Women Inc.

A grand variety of workshops were available all focusing on the *Be Not Afraid* theme. Participants were asked to move outside of their comfort zones and learn something new, do something different. This included making music together and in doing that a large group session involved learning the tune, words and, get this, moving to the music. Wouldn't you know it but by the end of an afternoon 200 Lutheran women were singing and dancing and then, of all surprises, remembered how to do it the next day during the closing worship service.

We also made art together being led by an inspiring artist who encouraged us to *Be Not Afraid* to create and find the place within us that calls us to be in touch with the Creator. We got our hands coated in vibrant colours of paint and contributed to a painting that united women from around the world. Artist Jo Cooper's Red Women series was the cover art of the 2008 *Esprit*.

This activity and the convention business session deliberations (which were kept at a minimum) confirmed that Evangelical Lutheran Women Inc. is a place of life within the church. There is a full supply of determination to develop programming that will inspire and challenge women today.

There are some changes taking place that we hope you will find interesting and will promote in all congregations of the ELCIC. Please take note of the following:

1. *Esprit* and the Bible study

The 2010 *Esprit* will be published solely as a magazine. The Bible study will be published as a separate 9-session volume. This decision was made for several reasons.

There are people who love the magazine for the articles.

There are people who just want to do Bible study.

There are increased opportunities to market both better separately, as they both serve different functions.

There will be opportunities to link *Esprit* articles with the Bible study, create discussion articles, link with an increasingly interactive website and encourage gatherings of women who will use all these resource options.

Although the distribution method for the Bible study is not fully determined at this time, it is hoped that it will be sent with the first mailing of the 2010 *Esprit* in December 2009. In this way, the majority of people who want the Bible study and the magazine will indicate such on the subscription renewal sent out in August. There will be some price adjustments to reflect costs more accurately.

It is hoped that people will embrace and support this change. All efforts are intended to move forward, faithful to our mission and as good stewards of the organizational and personal resources available.

2. ELW is a Christ-centred community committed to nurturing faith and spiritual strength to enable us to be people of God in mission.

The above is the revised ELW mission statement. The word “women” has been removed to be inclusive. However, the mandate remains that this is a women’s organization programming primarily for women.

3. Event-based organizational structure

Being committed to its mission, ELW will place emphasis on its gatherings of women at events that will be diverse in type, style and content. Using the current structure of gathering (Conference Spring Conventions/Fall Leadership events and congregational events), different kinds of events will be phased in over the next few years that will not conform to the same structure. Perhaps this seems confusing, however it will become clearer as we begin to unveil the vision, consult with leadership across the country and begin implementing the ideas.

4. Financial Gifts from ELW to ELCIC and CLWR

ELW has continued to present the ELCIC with \$100,000 Praise Offering annually. This gift is used for the overall mission and ministry of the ELCIC which covers all areas from stewardship to global mission.

Would your congregation like to use the Praise Offering service? The sermon and children’s message for the 2009 service were written by National Bishop Susan Johnson to highlight the five pillars of the ELCIC and is available at www.elw.ca. Please send special offerings to the ELW office.

Over the past two years, ELW contributed just over \$33,000 to the Human Rights and Health Project, Chamanculo, Mozambique. Canadian Lutheran World Relief is a partner in this project that has been realizing positive change in the lives of the residents of the slum. People living with or affected by HIV/AIDS receive counselling and care while others receive small business training and leadership development. We give thanks for all those who work out of The Lutheran World Federation office in Maputo, Mozambique to care for the people in Chamanculo and to all who so faithfully contribute to this project.

If your congregation does not have an ELW presence, consider calling the ELW office (204-984-9163) to discuss the variety of options available to be involved.

Respectfully submitted,
Ruth Vince
Executive Director