



Report to the 2013 ELCIC National Convention

Overview

Luther College, Regina, a corporation reporting to the ELCIC, operates two campuses: a high school campus, including a residence, in west Regina, that enrolled approximately 420 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 450 day students were registered at Luther College at the U of R during the fall semester, and an additional 200+ students are 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 a "quality education in a Christian context."

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 both campuses including pastors Larry Fry (High School) and Cheryl Toth (University). Pastor Fry recently developed a grade 12 religious studies class with a concentration on global justice issues. This course includes a study trip to El Salvador as a key component. Daily chapel continues to be a strong component of the college experience at our high school campus with the community gathering every day in the gymnasium for a short period of prayer, reflection, and community-building. Pastor Toth continues to work with a team of peer chaplains to provide worship, learning, community-building and service opportunities for students at the University of Regina where services are offered at least twice per week. Chaplaincy at the university focuses on providing pastoral support to students and staff in crisis or duress, priestly ministry through engaging worship, and prophetic voice on issues of social justice and engagement.

100th Anniversary Celebration

On Thanksgiving weekend (10–13 October 2013), Luther College will celebrate 100 years of excellence, starting with the Luther Lecture by Dr. Martin E. Marty, noted Lutheran historian and theologian. This will be followed by two days of activities for all alumni and friends of Luther College including a banquet on Saturday night, with master of ceremonies Brent Butt of *Corner Gas* fame. On Sunday, we will conclude with a chapel service presided by National Bishop Susan Johnson and Sask. Bishop Cindy Halmarson with the message delivered by college alum Rev. Dr. Rebecca Larson, chair of the Steering Committee of the International Campaign to Ban Landmines, which was awarded the Nobel Peace prize in 1997. We are looking forward to our weekend of celebrations and hope you will be able to join us.

High School Campus

The high school campus of Luther College continues its tradition of excellence in academic and co-curricular programs. Consistent with historical trends, over 95 per cent of our graduates immediately continue, or have near-term plans to proceed, to post-secondary education. Our student body numbers 420 with a waiting list. Student activities continue to flourish as students engage in athletics, fine arts and various character-building organizations such as Amnesty International, Habitat for Humanity, and the School's Service Club, which works with a local Catholic charity on Saturday mornings.

After intense planning, we have embarked on a \$17,300,000 construction project. This has already resulted in a new stage and green room/classroom as well as upgraded electrical, HVAC, plumbing and fire prevention systems. The next aspect of this building project involves the complete renovation of our locker rooms and new washrooms, followed by a new gym, a student commons area and three new fine arts classrooms. The projected completion date for this construction, for which the foundations have already been laid, is April 2014. Our students and faculty have shown great patience as the sounds and inconvenience of construction have interrupted their routines. Once we have completed and paid for this phase of construction, we will work towards a new worship and performing arts centre.

University Campus

Luther College at the University of Regina (LCUR) is one of three federated colleges at the U of R. Our relationship of federation with Campion, First Nations University of Canada and the University of Regina remains strong as a result of negotiated agreements.

In September 2012, LCUR initiated a Students **first** program whereby dedicated staff are tasked with easing the transition for our students into university life and then, once graduated, into the work force. This program has proven most beneficial to our international students, whom comprise close to 50 per cent of our 219 bed residence and come from 25 countries. The program is under the auspices of our Academic Office, led by our dean, Dr. Volker Greifenhagen; Students **first** also work collaboratively with the University of Regina in developing academic helps for all our students.

College Personnel Changes

At our University campus, Dr. William Stahl, professor of sociology, retired from Luther College after an illustrious career of 32 years and was promptly declared Emeritus by both Luther College and the University of Regina. Darlene Pushkarenko also retired after 10 years as our administrative clerk. At our high school campus, Mark Leupold, history faculty, retired after 30 years of loyal service to the college; his contributions to the college in so many areas including academic and extra-curricular will be greatly missed. We wish these dedicated servants all of God's richest blessings in retirement.

Board of Regents

The members of our board of regents continue to give many volunteer hours in the leadership of our college. Chair Karl Tiefenbach stepped down after 4 years in this very responsible position and has been replaced by Stacey Cattell, a member of St. Mark's Lutheran in Regina. Other continuing board members are Mary-Lynn Charlton (chair, Development Committee), Michael

Fritzler (chair, Building & Facilities Renewal Committee), Tamara Emsley, Pastor Lindsay Hognestad, Dr Don Lee (chair, Academic and Administration Committee), Bob Leurer (vice-chair), Karen Pflanzner (secretary) and David Solheim. New additions to our Board in the last two years include Meredith Cherland, Jeff Christiansen, Antoinette le Roux, Bruce McDowell, and Soren Oberg, all of whom we hope will be ratified in the corporation meeting of the National Convention (see below). By the time of the convention, three board members will have completed their maximum of two terms: Martin Bergbusch (2013), Murray Hilderman (2013) and Karl Tiefenbach (2013). We thank these members as well as Tara Gish (2011) for their years of dedicated service.

Respectfully submitted,

Bryan Hillis, PhD
President, Luther College

(March 22, 2013)

Luther College SUPPLEMENTARY REPORT: March 22, 2013**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 comprises nine 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: Stacey Cattell (chair), Mary-Lynn Charlton, Tamara Emsley, Mike Fritzler, Bob Leurer, Pastor Lindsay Hognestad, Dr Don Lee, Karen Pflanzner, and David Solheim. Of these, the board requests that the following three regents be renewed by the corporation meeting for another four-year term:

Tamara Emsley (2012–16)
Michael Fritzler (2013–17)
Pastor Lindsay Hognestad (2012–16)

Since the last corporation meeting, three members retired from the board of regents; as well, five vacancies arose for a total of eight vacancies. In accordance with our constitution and bylaws, the addition of any new board members since the last corporation meeting is to be reported and hopefully ratified at this corporation meeting. Therefore, the board requests the corporation meeting to ratify the board's appointment of the following individuals to five of the eight vacancies:

Soren Oberg (2011–15)
Meredith Cherland (2011–15)
Jeff Christiansen (2012–16)
Bruce McDowell (2012–16)
Antoinette le Roux (2013–17)

Biographical information on these candidates is available following.

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

Respectfully submitted,

Bryan Hillis, PhD
President, Luther College

**LUTHER COLLEGE
BOARD OF REGENTS NOMINEE BIOGRAPHIES (2013)****Soren Oberg**

Congregation: Lutheran, Boston, MA, USA

Past Experience:

- Graduate of Luther College High School, Harvard College (Applied Mathematics, cum laude), MBA from Harvard Graduate School of Business Administration
- Managing director of Thomas H. Lee Partners, a private investment partnership managing \$22 B in equity capital
- Business services in the areas of media, energy, software, and telecom.
- Board experience with varied organizations such as American Media, Inc., Big Flower Holdings, Ceridian Corporation, Cumulus Media, National Waterworks, and others.
- Non-profit experience with BELL, Friends of Harvard Rugby, Canada-Wide Virtual Science Fair, Habitat for Humanity.

Gifts:

- Father of four sons and wife Caroline is graduate of Princeton and Harvard Business School
- A lot of experience in the finance industry in work with both for profit and non-profit agencies
- has great enthusiasm for Luther College and the experience he had there as a student

Areas of Interest:

- Finance, financing alternatives and budget planning
- Governance models and organizational efficiency
- Travel and outdoor recreation

Meredith Cherland

Congregation: Our Savior's Lutheran Church, Regina, SK

Past Experience:

- Graduate of the University of Connecticut (BA), Boston College (MA), and Arizona State University (Ed.D.)
- Was a professor in the Faculty of Education at the University of Regina for more than 20 years until retirement
- Has published extensively, particularly in the area of literacy and english language teaching.

Gifts:

- Great interest in the goal of providing high quality education within the context of Christian values
- Longtime family association with Luther College where both of her children attended and her husband was the music director at Luther College High School until his retirement
- Interested in questions of teaching quality and high academic standards

Areas of Interest:

- Academics and improving standards of teaching
- Luther Bach Choir
- Co-Editor of *Unbeaten Paths*: The Newsletter of the Saskatchewan Christian Feminist Network

Jeff Christiansen

Congregation: Christ Lutheran Church, Regina SK

Past Experience:

- Graduate of Luther College High School and also attended the university campus. Holds an M.T.S. degree from the Lutheran Theological Seminary.
- Vice-President of Operations, Speers Funeral Chapel and Cremation Services
- Former executive director of Regina Palliative Care Inc. and developer of the Greystone Bereavement Centre.

Gifts:

- Family has a long-standing family connection with the school as his father was the former chaplain and principal.
- Person of deep faith who approaches the world as a theologian.
- Knowledge and experience in community development, fundraising and commitment to the traditions of Luther College.

Areas of Interest:

- Theology and Strategic Development
- Connection of Luther College's past and present
- Fundraising, strategic planning, and governance

Bruce McDowell

Congregation: Christ Lutheran Church, Regina, SK

Past Experience:

- Graduate of the University of Regina (Bachelor of Administration) with CMA designation
- Finance Manager at Viterra, Inc.
- Past treasurer at Christ Lutheran and Prince of Peace Lutheran churches in Regina

Gifts:

- Experience in the finance industry, especially in the agriculture and construction sectors
- Member of board of elders at Christ Lutheran Church

Areas of Interest:

- Financial accounting and reporting
- Volunteers through the Kinookimaw Resident's Association for trail clean up and park lawn mowing

Antoinette le Roux

Congregation: Bread of Life Lutheran Church, Regina, SK

Past Experience:

- Master's degree in family medicine
- Practicing physician for more than 20 years, including multi-disciplinary work for SGI & WCB
- Recently received a faculty appointment through SIPPA (Saskatchewan Immigrant Physician Practical Assessment)
- Became a member of the ELCIC after moving to Canada from South Africa

Gifts:

- Has a son attending Luther College High School and a daughter coming next year
- International experience and collaborative work experience
- Bread of Life welcoming committee and church council from 2006–09

Areas of interest:

- Experience we are providing the students of Luther College
- A desire to use her gifts in the community
- International medical work in Haiti



Report of Lutheran Collegiate Bible Institute to the ELCIC National Convention

Dear delegates to the 2013 National Convention of the Evangelical Lutheran Church in Canada (ELCIC):

LCBI high school, a corporation of the ELCIC, operates a 40 acre campus situated along the south Saskatchewan River in Outlook, Saskatchewan. The school campus is comprised of a classroom and gymnasium building for grades 10 to 12, two dormitories, and a building with the student centre/chapel and cafeteria. Staff housing and maintenance facilities are also located on the campus.

Our student body numbers 65 this year; 57 per cent are from Saskatchewan, 36 per cent are ‘out of province’ students, and 7 per cent are international students from Brazil, Hong Kong, and Barbados.

Although 2012–13 has been a challenging year for LCBI, this year has clearly affirmed the value of a Lutheran high school on the Canadian prairie. LCBI achieved success in a variety of areas this year:

- **Academics:** Of the current graduating class of twenty-five students, 3 are University of Saskatchewan Greystone Scholars (having an average of at least 95 per cent, they win an entrance scholarship to the University of Saskatchewan of at least \$3000). Seventeen of the twenty-five graduates have already been accepted into university or college programs.
- **Athletics:** the athletics program continues to thrive, with the girls’ volleyball team winning a provincial gold medal, and the boys’ basketball team winning a provincial silver medal.
- **Arts:** The spring musical was enthusiastically received by a wide audience of students, “townies”, parents, and alumni. The concert choir competed at the provincial competition and then, during the Easter break, embarked on their annual tour, performing in four Alberta congregations (Hanna, Olds, Red Deer, Edmonton) and in Saskatchewan (North Battleford, Birch Hills, Prince Albert, Saskatoon).
- **Service:** This year’s “Take-out Tuesdays” saw students volunteer for an afternoon each month at various community venues.

- **Mission Experience:** students participated in mission trips, one to Grenada and one to Washington D.C.

Our motto, “*We Would See Jesus*” (John 12:21) is exemplified in all we do at LCBI high School. Our daily chapel worship, chaplaincy, dorm resident assistant programming, and Christian Ethics courses are integral to our Christian community. Through service programs such as Take Out Tuesday program and Mission Experience trips we help our students and staff view the world through the lens of the gospel, and find concrete expression of God’s mission to love and bless the world. We are blessed to have Pastor Chris Bishopp serve as our chaplain; his rapport with the students and messages of grace, love and forgiveness are a gift. Leanne Engen, a longstanding teacher at LCBI has assumed the role of principal this year. Leanne brings a strong commitment to quality education and staff development, and works hard to ensure that LCBI students receive the best education possible.

As a result of two consecutive years of lower than expected enrollment, LCBI experienced financial challenges again this year. In December of 2011, the board had begun a strategic planning process. With low enrollment in September, the board of regents made the difficult decision to lay off former President Roger Haugen. The 3-year strategic plan, completed in December 2012, lays out an approach for financial recovery, including a revised leadership structure, a significant emphasis on recruitment, enhanced programs in music, sports, drama, and weekend activities for students. School oversight was provided from September to March by board members, when a leadership team of Pastor Chris Bishopp, principal Leanne Engen, and business manager Justin Turton assumed those responsibilities.

Initially denied conventional financing, the board of regents developed a mortgage partnership plan, encouraging alumnae to lend funds to the school. Sufficient funds were raised to support the school until the bank endorsed the strategic plan, and issued a conventional mortgage on our property. We are still seeking funds through this partnership agreement which will reduce our borrowing costs and enable improved financial stability into the future. The school is focused on recruitment efforts and with cost-cutting efforts we are able to maintain a break even budget with approximately 85 students.

The board held three meetings with our alumnae and friends this last year to keep them up to date on the status of finances and current initiatives.

A well-attended Gala event was held in Saskatoon in the fall. It was a time to renew friendships, enjoy an evening of entertainment and celebration of the school’s 101 year history.

Our constitution allows for “Associate Membership” from non-ELCIC congregations. We have received two such requests, and the board is recommending acceptance during the Corporation Meeting.

The school is guided by hard-working and dedicated board members who are committed to the mission and work of the school. Members of the board of regents include Joe Stolee (chair), Curt Satre Jr. (vice-chair), Phil Berg (secretary), Rev. George Hind, Phil Johnson, Rev. Rick Johnson, James Lokken, Joanne Sorestad, and Rev. Kristin Soveran. The board is seeking

additional members to strengthen and diversify the experience and gifts available to support its ongoing work.

We thank those who have entrusted the education of their children to LCBI over the past few years. We seek the support of the broader constituency of LCBI and its alumnae through prayer, financial gifts and students. We are thankful to God for sustaining this important ministry for over 101 years and we are confident in God's continued grace. Thanks be to God!

Respectfully submitted,

Leadership Team of Leanne Engen, Pastor Chris Bishopp, and Justin Turton

Board of Regents

REPORT OF ELCIC GROUP SERVICES INC. (GSI)

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 and other entities associated with ELCIC. GSI is governed by a board of eight directors.

2. Group Benefits Plan

All eligible employees of participating ELCIC employers are enrolled in a comprehensive benefits plan. A new national retiree health plan was rolled out January 1, 2012 for retired members where premiums are paid at their own cost. Details of coverages and premiums are listed on our website (www.elcicgsi.ca).

3. Retiree Pension Unfunded Liability

Since 2003 the ELCIC has been dealing with an unfunded Liability in Retired Life portion of the Pension Plan. Congregations and other ELCIC organizations faithfully made their monthly supplemental contribution payments through to the end of 2012.

In May 2012, the annuity investment with Sun Life was increased from 91% to 98%. Then in December 2012 the last 2% of the annuities were purchased and the pensions were fully funded and transferred to Sun Life.

Pension Plan

The Pension Plan is a defined contribution plan registered with Canada Revenue Agency and with the Financial Services Commission of Ontario. Currently there over 900 member accounts, of which 575 members are actively contributing on a monthly basis.

Contribution Policy

Contribution rates have evolved over the past decade. Here is a chart to assist with clarity.

	Pre 2004	2004–12	2013 and beyond
Member Contributions	5%	5%	7%
Employer Contribution for Member	5%	5%	8%
Employer Contribution for Member when NO unfunded liability	2%		
Employer Supplemental Contribution when unfunded liability		2%	
Employer Additional Contribution required for unfunded liability		4%	

Total Employer Contribution	7%	11%	8%
Total to Member Account	12%	10%	15%

Investment Policy and Performance

The GSI Board regularly reviews the investment policies and monitors investment performance. Pension contributions are invested in a balanced fund, with the asset allocation for the last several years being 35% fixed income, 30% Canadian equities and 35% global equities. The balanced fund earned (2.1%) in 2011 and 6.8% in 2012, net of expenses.

Socially Responsible Investing

At the 2011 National Convention, a motion was passed encouraging GSI to consider socially responsible investment policies and practices. In March of 2012 the GSI Board engaged in a professional development session to better understand responsible investing, review what other faith based organizations are doing and explore what options might be available to ELCIC. Since then a number of steps have been taken:

- the investment policy statement was amended to strengthen the language regarding socially responsible investing:
The Administrator believes in the importance of investing prudently in corporations that demonstrate environmental responsibility, social justice, and strong governance practices. ELCIC Pension Plan investments should be made in accordance with the social conscience of the community of the plan membership, as determined by the Administrator.
- the bond portfolio representing 35% of the pension assets are now in a Community Values Fund which has the following investment objective:
The fund seeks to provide stability of capital and generate interest income by investing primarily in a well-diversified portfolio of fixed income securities issued by Canadian governments and corporations that conduct themselves in a socially responsible manner.
- the investment managers are required to report on the socially responsible investment factors taken into consideration when making decisions, and
- joined as signatory on a number of socially responsible projects, such as Investor Carbon Disclosure Project, CDP Water Project and the Forest Footprint Disclosure.

GSI continues to work on the action plan and review additional opportunities.

We look forward to seeing you at convention and encourage you to visit our website at www.elcicgsi.ca for more information regarding any aspect of GSI.

Respectfully submitted,

Jackie Dojack
GSI President

Hildy Thiessen CA
Executive Director