



2024 Annual Report

LUTHERAN CHURCH—CANADA

Mission & Vision



LUTHERAN CHURCH-CANADA
ÉGLISE LUTHÉRIENNE du CANADA

Our Mission

Serve, strengthen, and equip congregations for bold, faithful, Christ-centred witness.

Our Vision

A unified, confessional body of believers fulfilling the Great Commission.

Our Values

Truth

We value Scripture as the inerrant, written Word of God and the only rule and norm of faith and practice.

Grace

We value Grace as the free and undeserved gift of God through Christ Jesus which empowers believers to show forgiveness and mercy to others.

Unity

We value unity in doctrine, proclamation, and practice, as expressed in Scripture and the Lutheran Confessions.

Vocation

We value each person's unique God-given gifts, talents, and abilities, enabling them to witness Christ's redeeming love in all aspects and stations of life.

Sanctity of Life

We value life as a gift of God to be cherished, nurtured, and protected from conception to natural death.

Trust

We value telling one another the truth in love, doing what we say we will do, and stewarding all ministry resources to the glory of God.

Relationships

We value and respect one another as children of God, demonstrating love in all things because He first loved us.

Strategic Goals

DISCIPLE MAKING CULTURE

Serve, support, and equip congregations and partner ministries for mission and discipleship

MISSION OUTREACH

Pursue bold domestic and international outreach and ministry

EQUIP LEADERS

Recruit, educate, and support ecclesiastical, diaconal, and lay leaders for the Church

ORGANIZATIONAL EFFECTIVENESS

Use and strengthen Synodical structure, services, and processes to foster unity, transparency, and relationships

FISCAL RESOURCES AND RESPONSIBILITY

Gather, manage, and allocate financial resources to increase and optimize mission impact

STRATEGIC COMMUNICATIONS

Cultivate open, consistent communications to inform, engage, and encourage awareness and response throughout the Synodical family

Walking Together as a Synod

Committed to a common confession and mission, congregations of Lutheran Church–Canada join with one another as a Synod to share an ecclesiastical bond and to support and work with one another. In this way, we seek to serve our Lord Jesus Christ, the members of His body, and the world which stands in need of the Word and the impact of His redeeming love.

Stand firm in the faith (1 Corinthians 16:13) is the current quadrennial mission emphasis of Lutheran Church–Canada adopted in 2022.

From The President

Rev. Timothy Teuscher

LCC President

Greetings in the name of our crucified, risen, and ascended Lord Jesus Christ.

"It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of light, it was the season of darkness, it was the spring of hope, it was the winter of despair." So wrote Charles Dickens in his 1859 novel, 'A Tale of Two Cities.'

Those words sum up well our own times, don't they? Violence and conflicts continue to rage in Ukraine and the Middle East. Contrary to God's Law and even to natural law, social and moral issues such as gay marriage, abortion, and euthanasia have become common place and acceptable. Adherents of the Christian faith are becoming fewer and fewer. Aging and declining congregations is the norm across most if not all denominations, along with a shortage of pastors. The effects of Covid are still being felt in businesses, schools, and also in many a congregation. Inflation is causing financial difficulties for many people. The list goes on and on. In short, as Dickens said: "the worst of times, the age of foolishness, the epoch of incredulity, the season of darkness, the winter of despair."



And yet, here stands the sure and certain Word of God, as St. Paul writes concerning the Ascension of Our Lord: "The God of our Lord Jesus Christ, the Father of glory . . . raised Him from the dead and seated Him at His right hand in the heavenly places, far above all rule and authority and above every name that is named . . . And He put all things under His feet and gave Him as head over all things to the church, which is His body, the fullness of Him who fills all in all" (Eph 1:17, 20-23).

In this annual report of Lutheran Church—Canada, you will read, in spite of what I mentioned above, that Jesus is still Lord of all . . . is still present among us by means of His Word . . . is still building His church even through our meager means and efforts.

Across this vast land and in various places throughout the world, the Gospel continues to be proclaimed by our pastors. More and more young adults have become members of our congregations. Our international missions are growing both spiritually and numerically, and new mission opportunities here in Canada have emerged. Our two seminaries continue to form pastors and deacons even in a changing religious landscape. Members of our congregations continue to give generously for the financial support, not only of their home congregation, but for other congregations in our Synod who are in need. The office staff here in Winnipeg, our regional pastors and members of our Regional Mission and Ministry Councils (RMMCs) continue to work together for one purpose; as our Synod's constitution puts it: "to facilitate our witness to the Gospel of Jesus Christ in our country and throughout the world." In short, as Dickens would say, "the best of times, the age of wisdom, the epoch of belief, the season of light, the spring of hope."

May God continue to bless all of you,

Rev. Timothy Teuscher, President

Where We Serve

Our Congregations

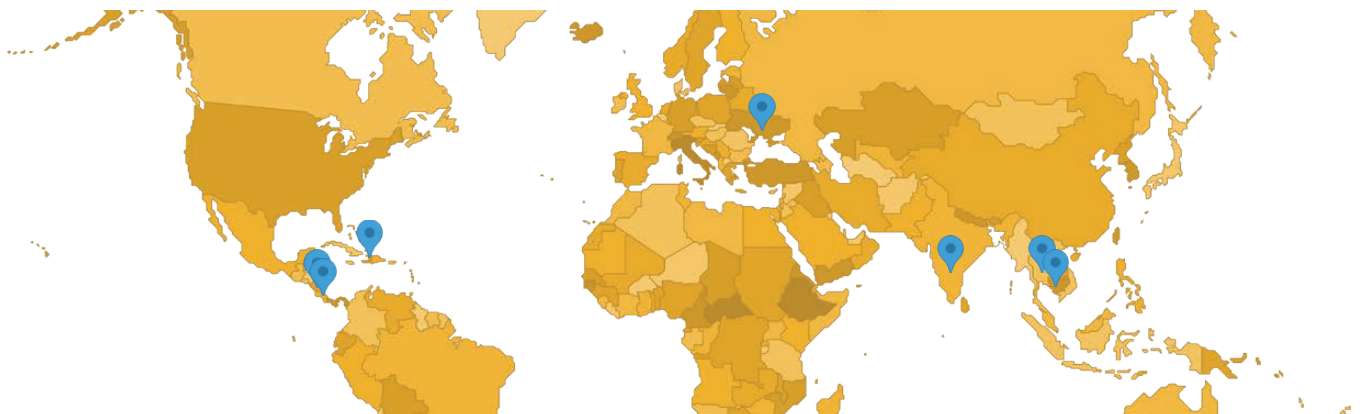
Across our nation, LCC members from our 270 congregations faithfully live, worship, serve, and give to the work of the Lord.



Domestic Missions



International Missions



From International Missions

Rev. Mark Smith

LCC Director of Missions

"Declare His glory among the nations, His marvelous works among all peoples."

Psalm 96:3

In the past year, as we strove by the Spirit's guidance to declare the glory of God among the nations through the faithful proclamation of the Life-giving Gospel of our Lord Jesus, we faced several challenges and experienced many great blessings. Our objective in all that we do in our mission work together is to bring Christ Jesus into people's lives. We bring the love of Jesus through our various works of mercy, such as the Pan de Vida/Bread of Life Feeding Program in Nicaragua where we provide nutritious meals to hundreds of disadvantaged children in eight communities. Most vitally, we aim to bring the Life-giving Gospel of Jesus wherever the Lord leads us, whether it's through the pastors and deaconesses sharing the Gospel with the children that come to the Feeding Program; the continuing theological education that is provided to the church workers in all of our mission-fields; training new church workers and missionaries; or the evangelism work that we do alongside our sister and partner churches.



Pan de Vida/Bread of Life Feeding Program - Rancheria Chinandega, Nicaragua

Our works of mercy often open new doors to proclaim the Gospel as exemplified through our work in Ukraine during the past year. Thanks to the generous donations from LCC members to the Ukraine Aid Fund, our Missionary, Rev. Olexsiy Navrotsky, has been able to provide basic care packages and clean water to people in need out of his congregation in Nikolaev. In the early days of the war, nearly 80% of his church members, including his wife and two sons, left Nikolaev for safer areas in the country or abroad. With only a few members remaining, Rev. Navrotsky devoted much of his time reaching out to people in various nearby communities, particularly engaging with those displaced by the war. He invited them to come to his church if they needed food, water, or clothing. Through these interactions, he quickly recognized that people were looking for more than humanitarian aid, they were searching for hope.



Rev. Navrotsky sharing the Gospel - Nikolaev, Ukraine

Sharing in their sufferings, Rev. Navrotsky was able to bring them the hope of the Gospel. As people came to his church to receive aid packages, many would stick around for pastoral care. This gave Rev. Navrotsky the opportunity to comfort them with the peace that the world cannot give, the peace that is only found in Christ Jesus. Despite the vast majority of his members still living elsewhere, the Church of Nikolaev is filled every Sunday with new members, illuminated by the Light of Christ amid the darkness of war.



Rev. Mark Smith teaching a course for Church workers - Cambodia

In Southeast Asia, we have been providing continuing theological education for Church workers of our sister churches, Thailand Concordia Lutheran Church and Cambodia Lutheran Church. These young church bodies recognize that the most fruitful way Lutheran Church-Canada can assist them is through the education and training of their pastors, deacons, and lay leaders, to better equip them for ministry to build up the body of Christ. Responding to their request, we have offered several courses throughout the past year and hope to expand this offering moving forward.

Your prayers and support are an integral part of our work together as members of Synod throughout our mission fields in Thailand, Cambodia, Ukraine, Nicaragua, Costa Rica, Honduras, Israel, and Haiti.

From Domestic Missions



Oromo members at Faith - Surrey, BC

Domestically, the Lord has richly blessed our mission work across Canada leading us to establish new mission congregations in the last few years. I encourage you to visit the interactive mission map on our website to learn more about these missions and the work we are doing together. We continue to add content, further developing this resource for our members.



MAL, Rev. Asefa Aredo performing a baptism at Shalom Oromo - Winnipeg, MB

One notable domestic mission I would like to highlight is our Ethiopian outreach and ministry. We are now actively engaged with several Ethiopian communities across the country, ministering to them in a variety of ways. We are currently working with communities and mission congregations in Winnipeg, Regina, Edmonton, Calgary, Fort McMurray, and Vancouver. In the past year, we have expanded into the Greater Toronto Area (GTA), Halifax, and Victoria.

One such mission congregation, initiated just a few years ago in the Lower Mainland, started with only five adults and has since experienced a great deal of blessing. We connected them with a local pastor, Rev. Gerhard Wilch, who invited them to use the facilities at Faith LC in Surrey. Within a few months, Rev. Megarsa, a former pastor of Mekane Yesus in Ethiopia, joined the mission and was accepted by LCC for Colloquy; he is now a rostered pastor. This mission has since grown to over seventy active adults thanks to the dedication of its members reaching out into their community.

This ministry, along with a growing number of other language ministries, enables us to reach out to diverse cultural backgrounds. Today we have missionaries and evangelists connecting with numerous language communities and newly arrived immigrants across our country. These include the Haitian community in Quebec City, Hindi and Urdu communities in the GTA, Mandarin and Cantonese



communities in the Lower Mainland, the Amharic community in Calgary, and Farsi speakers in the Niagara region, to name a few. As on Pentecost, the Lord is allowing us to reach out with His Life-giving Gospel in various languages and the Spirit is drawing new people into His Church. We give thanks to God for these opportunities and we pray that He will continue to bless our evangelism work among His people here in Canada.

We also rejoice in the support God provides through the generosity of our LCC members. Thanks to the gracious outpouring of contributions from donors, including the support we receive from our auxiliaries, CLMS, LWMLC, LLL, and all our other partners in the Gospel, we are able to support several ministries here in Canada and around the world. I am grateful that LCC has been blessed with gifted servants of the Church. I especially give thanks to the Lord of the Church for Calling Rev. Jacob Quast to serve as our Director of Domestic Missions. May our gracious and merciful Lord richly bless their service to His Church and may He guide and bless our mission work so that we may continue to "declare His glory among the nations and His marvelous works among the peoples."

MAL, Rev. Dr. David Somers at L'Église Évangélique Luthérienne de l'Ascension - Montreal, QC



Javed & Nighat Khan at WECLC - Windsor, ON

From The Regions

Rev. Robert Mohns
West Region

Rev. David Haberstock
Central Region

Rev. Marvin Bublitz
East Region

"Behold, how good and pleasant it is when brothers dwell in unity."

Psalm 133:1

The primary work of the Regional Pastors is to support or pastor LCC members in our three Regions. However, we also delight in looking beyond our own Regions to the advancement of mission and ministry across our Synod. A good example of this is when placement of new candidates for ministry occurs. We have been blessed to look at the needs of the broader Church and seek what is best for the welfare of all in the Body of Christ. That spirit of brotherhood in the salvation Christ grants us has been a great gift and strength in the many long hours helping congregations, pastors, and deacons through the challenges of life together in the Church.

There are definitely challenges before our Synod in these days, such as demographic decline across the country and a shortage of pastors for congregations wanting to call. The temptations and attacks of Satan are always prevalent wherever the Word of God is proclaimed in truth and purity. But there are also many bright spots. We delight in congregations and circuits seeking to work together to ensure that each can receive our Lord's blessings in His Word and His Sacraments. We rejoice in the increasing Young Adult focused ministry occurring across our Regions and the intentional conversations to establish national Young Adult conferences. We are gladdened by the increase in numbers of a younger generation walking through the doors our congregations across the country. Many pastors have shared stories of soon-to-be new members, already having read the Book of Concord and having a strong understanding of Lutheran Biblical teaching. Truly the Lord is working on this generation as they look for truth and a solid foundation of faith to build their lives on.



Young Adults Retreat at Mount Olive - Regina, SK



150th Anniversary Service at Zion - Dashwood, ON

Working through the President's Ministry Council (PMC) which includes ourselves, the President, and Vice President of Synod, we continue to implement the various strategic initiatives developed through LCC's Purpose and Priority Planning Process. These include initiatives to strengthen and revitalize congregations and enhance the structure and function of our Regional Mission and Ministry Councils (RMMCs) in support of our overall ministry. A significant focus of our work with the PMC has been on addressing the present pastoral shortage. Working with the Seminaries, (and we are very close!) we are identifying improved methods for equipping our ecclesiastical leaders to work within the current ministry paradigm. This includes overall pastoral formation and the development of new protocols within the Pastors with Alternate Training (PAT) program, to address the various needs and circumstances of our congregations.

The ongoing development of our sense of unity as Synod, highlighting the work of our domestic mission and ministry across all regions, remains important. These and other bright spots are encouraging, however there is always more work than can be done. Please pray, as our Lord commands, for workers in the harvest, for the fields are ripe and waiting!



Installation Service of Rev. Gregory Heidorn at St Peter's - Estevan, SK

From Mission Advancement

David Friesen

LCC Director of Advancement

The primary responsibilities of the Director of Advancement fall under two distinct areas:

1. Cultivation and enhancement of congregation relations across synod.
2. Identification and development of ongoing sources of funding to help achieve the mission and ministry of our church today and into the future.

To fulfill these goals, Advancement considers the overall needs and direction of the organization, works with organizational leadership to develop strategic plans to address these needs, communicates those plans to its members, fosters improved relationships, and encourages strong stewardship principles to bring about positive change. Applying this to LCC, the role of advancement encourages members in their spiritual growth, challenges them to become greater stewards of all God's richest blessings, and develops needed resources to accomplish the Lord's work. These functions work hand-in-hand to strengthen the sustainability of our synod, enhance unity between our regions and congregations, and position LCC for mission expansion and congregational vitality.

When we consider the work of the church, it is easy to see there are always more opportunities than there are resources. However, through faithful stewardship of the blessings our Lord provides to us, we are able to accomplish much. Just over 50% of our total financial requirements to accomplish our work together comes from our congregations through remittances. Additional gifts from congregations and individuals contribute approximately another 30%. Our auxiliaries, LCCFM, and a few other sources contribute the balance to meet our budget.

Much of my time has been in front of congregations sharing the mission and ministry work of our Synod. The primary purpose is to build awareness of all that is happening so that there is a greater willingness to support this work. During the Purpose & Priorities Planning Process and at the last Synodical Convention, there was a resounding call to grow our mission and ministry, especially domestically. We pray that congregations will respond to these new opportunities to share the Gospel by increasing what they give to support their brothers and sisters in Christ. Looking ahead to FY2025 and beyond, we have budgeted an increase in congregation remittances in order to address additional financial requirements for greater mission. At the same time, the LCC Mission and Ministry Endowment Fund has been in place for a couple of years and currently has just over \$4 million in it, which has started to produce an annual disbursement for the support of domestic mission. We encourage all our members to consider contributing to this endowment fund, especially through end-of-life gifts in their Wills.

FISCAL YEAR 2024 (February 1, 2023 - January 31, 2024)

Revenues and Designated Revenue Released	Budget	Actual
Congregations - Unrestricted	2,200,000	2,114,765
Specific Purposes - Restricted	1,237,863	1,454,417
Missions - Designated	486,153	707,191
Investment Income	104,300	68,961
Total Revenues	\$4,028,316	\$4,345,334

From the Chief Administrative Officer (CAO)

Dwayne Cleave

LCC Chief Administrative Officer

As authorized by the LCC Board of Directors, the CAO has responsibility for executive oversight and management of non-ecclesiastical activities related to the LCC Corporation. The CAO functions as a bridge to help connect the accounting department with the Board of Directors, LCC Executive leadership, and other Synod entities with whom he interacts. The ability to take financial information and convey it to people so that they can make wise decisions to run their departments is an important aspect of the position. We endeavour to be good stewards of the money that has been given to the Synod.

A Look Back at Fiscal 2023- 2024 Financial Results

LCC finished the 2023-24 fiscal year with an operating surplus of \$159,875. The primary reasons for this outcome were unrestricted major gifts received near the end of the fiscal year, including a substantial bequest gift designated to support international missions. This very generous gift will be utilized as needed in the upcoming years to help stabilize funding for our core international mission program and to provide funding for new mission opportunities.

Our actual expenditures for the fiscal year were generally in line with what was budgeted. We give thanks to God for the faithful offerings from our members. This enabled us to achieve our financial commitments towards international and domestic mission initiatives and higher education support (Training of Pastors). These undertakings form the vital collective objectives of our congregations coming together as a Synod.

Looking Ahead to the 2024-25 Fiscal Year

The Board of Directors has approved an operating budget of \$4,167,728, which is just over \$139,000 or 3.5% higher than last year's budget. We are planning that congregation remittances will provide \$2,350,000 of the needed revenue to support the budget. This expectation is about \$200,000 higher than what congregations have been remitting to LCC in recent years. We are optimistic that our congregations may have more capacity to give, since the extra cost of paying off a funding deficit in the DB pension plan will be completed. This will create aggregated annual savings to congregations in the \$1.7 million dollar range. If congregations were to prayerfully consider passing along 10% to 15% of these savings as additional mission remittances to LCC, the budgeted revenue would be achieved.

Other matters relevant to our work together

Work on the strategic initiatives that came about as a result of the Purpose and Priorities Planning Process was an important focus during FY2024. Goal Four: Organizational Effectiveness, Goal Five: Fiscal Resources and Responsibility, and Goal Six: Strategic Communications each had various initiatives that were begun and some completed during the year. In fact this annual report, the first of its kind, is a direct result of one of the initiatives. Another significant initiative was calling a Director of Domestic Missions. This process began in FY2024 and is now completed with the calling of Rev. Jacob Quast who started in his position on May 1.

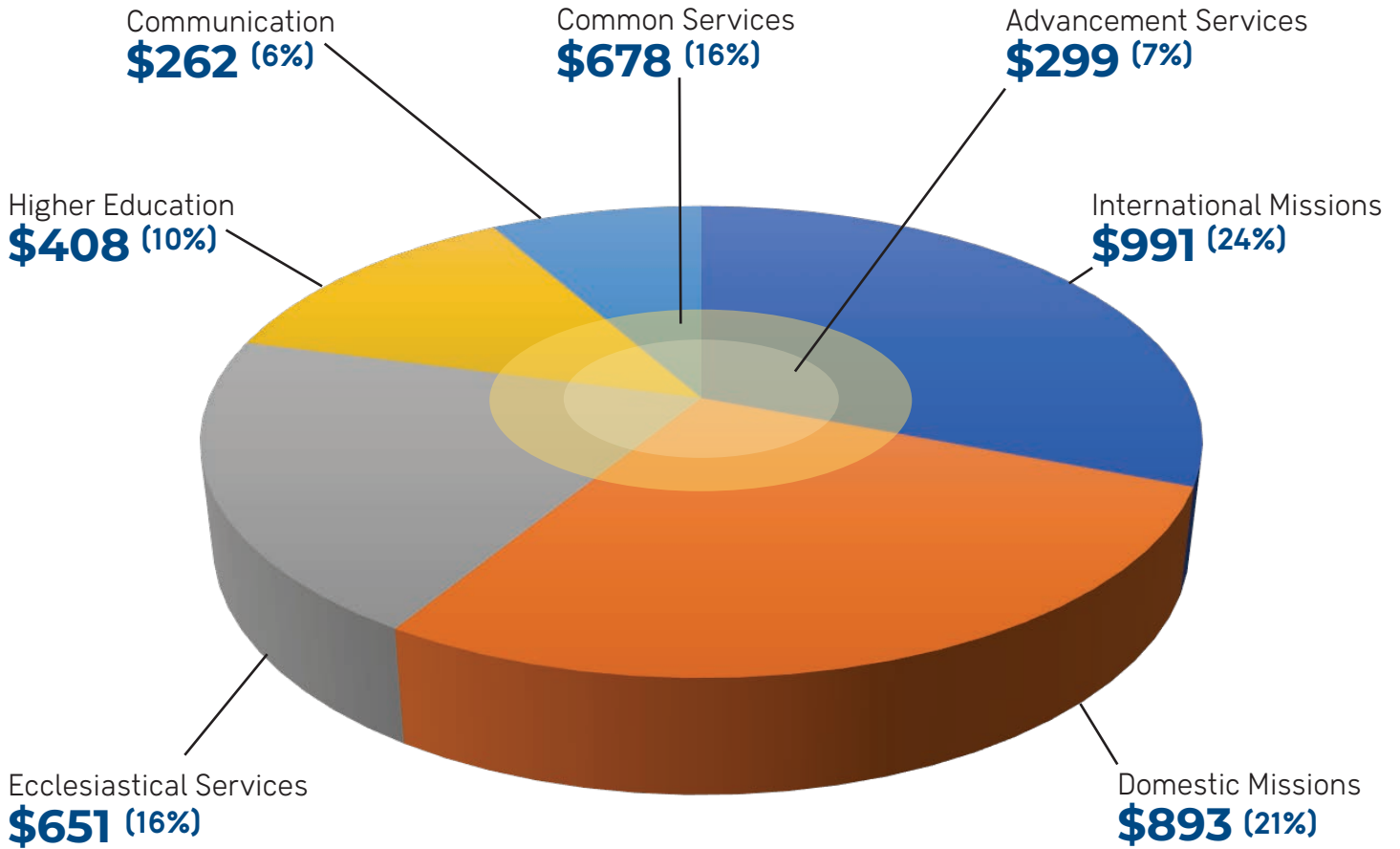
Please continue to keep the work of your Synod and the employees of our synodical office in your prayers.

How Dollars Were Put To Work

Total \$4,185

(\$s in thousands)

FISCAL YEAR 2024 (February 1, 2023 - January 31, 2024)



Program Area	Direct Services	Indirect Services		Combined Costs	
		Common	Advancement		
International Missions	\$991,866	\$209,684	\$92,624	\$1,294,174	31%
Domestic Missions <small>includes youth gatherings</small>	\$893,254	\$188,837	\$83,415	\$1,165,506	28%
Ecclesiastical Services	\$651,880	\$137,810	\$60,875	\$850,565	20%
Higher Education <small>(incl pastoral confs)</small>	\$408,684	\$86,397	\$38,164	\$533,245	13%
Communication	\$262,087	\$55,406	\$24,475	\$341,968	8%
Sub-total	\$3,207,771	\$678,134	\$299,553		
Total	77%	16%	7%	\$4,185,458	100%

Budget & Spheres Of Mission

FISCAL YEAR 2024 (February 1, 2023 - January 31, 2024)

Expenditures	Budget	Actual
President's Office		
Ecclesiastical Services	663,956	651,880
Sub-total President's Office	663,956	651,880
Director Of Missions		
International Missions		
Central America	569,151	657,945
South East Asia	95,945	80,690
Ukraine	63,744	53,757
Ukraine Relief Aid	250,000	199,474
Domestic Missions		
Congregation Support	316,695	307,440
Language Ministries	250,177	253,294
Mission Outreach	344,604	332,520
Sub-total Director Of Missions	1,890,316	1,885,120
Higher Education		
Seminary Subsidies	272,000	272,000
Student Aid	20,000	20,050
Pastoral Conferences	0	106,134
Alive In Christ Scholarships	0	10,500
Sub-total Higher Education	292,000	408,684
Communications		
Communications	216,825	262,087
Sub-total Communications	216,825	262,087
Chief Administrative Officer (CAO)		
Common Services	648,321	678,134
Mission Advancement	316,898	299,553
Sub-total CAO Office	965,219	977,687
Total Expenditures	\$4,028,316	\$4,185,458

Assets & Activities

Statement of Financial Position (Condensed)

As of January 31	2024	2023
Assets		
Cash & Receivables	2,509,166	2,094,905
Investments	1,712,453	1,660,672
Property, Other	317,289	551,450
Total Assets	4,538,908	4,307,027
Liabilities		
Payables	78,757	59,855
Deferred Revenue	2,979,677	2,926,572
Total Liabilities	3,058,434	2,986,427
Fund Balances (Assets Minus Liabilities)		
Unrestricted	839,222	693,724
Capital Assets	295,027	309,611
Internally Restricted	346,225	317,264
Total Fund Balances	\$1,480,474	\$1,320,599

Statement of Operations (Condensed)

Year Ended January 31, 2024 With Comparative Information for 2023

Revenues and Deferred Revenue Released	2024	2023
Congregations - Unrestricted	2,114,765	2,147,250
Specific Purposes - Restricted	1,263,366	1,053,550
Missions - Designated	707,191	697,088
Assessments - Convention, Conferences, Youth Gatherings	195,351	952,412
Investment and Rental Income	64,661	10,147
Sub-total LCC Revenues	4,345,334	4,860,447
Online Donations Received for Congregations	172,862	180,360
Total Revenues	\$4,518,196	\$5,040,807
Expenditures	2024	2023
Direct Services - Program		
International Missions	991,866	949,591
Domestic Missions - (Includes RMMCs & Youth Gatherings)	893,254	998,999
Ecclesiastical Services - (Includes Synod Convention)	651,880	1,293,092
Higher Education - (Includes Pastoral Conferences)	408,684	353,322
Communication	262,087	236,880
Total Direct Services - Program	3,207,771	3,831,884
Indirect Services - Program Support		
Common Services	678,135	679,275
Mission Advancement	299,553	362,633
Total Indirect Services	977,688	1,041,908
Sub-total LCC Expenditures	4,185,459	4,873,792
Online Donations Distributed to Congregations	172,862	180,360
Total Expenditures	\$4,358,321	\$5,054,152
Changes in Fund Balances	2024	2023
Fund Balances - Start of Fiscal Year	1,320,599	1,441,301
Excess (deficiency) of Revenue Over Expenses	159,875	-13,345
Re-measurement of Accrued Benefit Asset*		-107,357
Fund Balances - End of Fiscal Year	1,480,474	1,320,599
Change - Increase (Decrease)	\$159,875	-\$120,702

* Past Service Pension Liabilities

Our Synod At A Glance

Membership

Congregations	270
Baptized Members	44,936
Communicant Members	34,294
Reported Attendance (average/Sunday)	11,548

Church Workers

Synod President	1
Regional Pastors	3
Director of Missions	2
Active Pastors	218
Emeritus Pastors	143
Candidate Status	12
Deacons/Deaconesses	26
Emeritus Deacons/Deaconesses	15
Candidate Status	15
Armed Forces Chaplains	7

LCC Missionaries-at-Large

Domestic (Ordained)	8
Domestic (Lay)	3
International (Ordained)	3

Education

LCC Schools and Preschools	24
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Synodical Office

Lutheran Church–Canada	10
Lutheran Foundation Canada	3
LCC Worker Benefits	1

Partners in Mission

LCC Auxiliaries	4
LCC Listed Service Organizations	13

LCC Board Of Directors & Executive Officers

The composition of the Board of Directors is defined in Synod Bylaw Article XI

Executive Committee

Rev. Dr. Timothy Teuscher

President

Rev. Michael Schutz

Vice-President

Arnold Drung

Chairman

Doug Petersen

Vice-Chair

Grace Henderson

Secretary

Clergy, Diaconal, & Lay Members

Rev. Theodore Giese

Dcn. Amanda Hastings

Lois Griffin

Rev. Mark Hennig

Kirsten Guggenmos

Rev. Thomas Kruesel



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