




	ELCA <i>Evangelical Lutheran Church in America</i>	LCMC <i>Lutheran Congregations in Missions for Christ</i>	AFLC <i>Association of Free Lutheran Congregations</i>
Finances			
Employee Benefits and Insurance	<ul style="list-style-type: none"> - Retirement plans - Long-term disability - Short-term disability - Survivor benefits - Life insurance - Accidental death and dismemberment - Group medical - Dental - Health Reimbursement Arrangement - Flexible Spending Account 	<ul style="list-style-type: none"> - Retirement plans - Long-term disability - Life insurance - Accidental death and dismemberment - Group medical - Dental - Health Spending Account. 	<ul style="list-style-type: none"> - Retirement plans - Long term disability - Survivor benefits - Life insurance - Accidental death and dismemberment - Health Reimbursement Arrangement - Flexible Spending Account.
Pension	<ul style="list-style-type: none"> - Number of retirement options - Transfer of former balances allowed 	<ul style="list-style-type: none"> - Pension fund with great deal of individual control 	<ul style="list-style-type: none"> - Pension fund defined by congregation - Congregational matching contribution - Transfer of former balances allowed
Disability	<ul style="list-style-type: none"> - Short-term paid up to 2 months; long-term thereafter - Covers monthly income, retirement contributions, health/survivor benefits 	<ul style="list-style-type: none"> - Long-term disability only (short-term not provided) 	<ul style="list-style-type: none"> - Long-term disability only (short-term not provided)
Continuing Education	<ul style="list-style-type: none"> - Multiple continuing education opportunities - Provision of grants in certain circumstances 	<ul style="list-style-type: none"> - None offered through LCMC - Congregations use own discretion on budget 	<ul style="list-style-type: none"> - None offered through AFLC - Congregations use own discretion on budget
Property	<ul style="list-style-type: none"> - Control of property defined by congregational constitution 	<ul style="list-style-type: none"> - Each congregation retains its own property/assets 	<ul style="list-style-type: none"> - Each congregation retains its own property/assets
Benevolence	<ul style="list-style-type: none"> - Not mandated, but expectations shared by synod 	<ul style="list-style-type: none"> - Not mandated, but 10% tithe encouraged 	<ul style="list-style-type: none"> - Not mandated; congregational discretion/free will
Governance			
Constitution	<ul style="list-style-type: none"> - ELCA has constitution and model for congregations - Congregation constitution needs ELCA approval 	<ul style="list-style-type: none"> - LCMC has constitution and bylaws - Congregation constitution at congregation discretion 	<ul style="list-style-type: none"> - AFLC has no constitution - Congregation constitution needs AFLC review
Process of Affiliation	<p><i>Not applicable given we are currently affiliated.</i></p>	<ul style="list-style-type: none"> - LCMC is intentionally easy to join and leave. - Congregation may belong to both ELCA and LCMC 	<ul style="list-style-type: none"> - AFLC leadership visits first - Constitution submitted for approval to AFLC
Accountability of Pastors	<p>Pastors are governed by two principal documents:</p> <ul style="list-style-type: none"> a) Visions and Expectations for Ordained Ministers b) Definitions and Guidelines for Discipline 	<ul style="list-style-type: none"> - All pastors must subscribe to Statement of Faith - Criminal convictions warrant removal from roster 	<ul style="list-style-type: none"> - Adhere to Fundamental Principles & Rules for Work - Mostly left to congregational discretion
Representation/Voting	<ul style="list-style-type: none"> - 2 voting members to Synod assembly 	<ul style="list-style-type: none"> - 2 delegates for <=500 members, 1 for 200 after that 	<ul style="list-style-type: none"> - Left to congregational discretion
Accountability of Congregation	<ul style="list-style-type: none"> - Congregations accountable to own constitutions - ELCA outlines some conditions for discipline 	<ul style="list-style-type: none"> - Congregations agree to the basic tenants of LCMC - LCMC may suspend a church for cause 	<ul style="list-style-type: none"> - Must adhere to Fund Principles and Rules for Work - Discipline process unclear
Structure/Hierarchy	<ul style="list-style-type: none"> - 10,500 Congregations, 65 synods, 1 churchwide org 	<ul style="list-style-type: none"> - Congregations, Districts (<i>optional</i>), Board of Trustees 	<ul style="list-style-type: none"> - AFLC is free association - Each local congregation is a separate corporation - Several add'l corporations direct common endeavors
Pastoral Calls & Ordination Process	<ul style="list-style-type: none"> - Ordination at local congregation by bishop - 21-step call process involves call committee, church council and local synod - Women allowed as pastors 	<ul style="list-style-type: none"> - Congregations authorized to ordain/call per LCMC standards - Pastors may belong to other assn/church rosters - Congregations can call without LCMC approval - Women allowed to as pastors. 	<ul style="list-style-type: none"> - Ordination candidate must be approved for call by AFLC Coordinating Committee - Congregation selects and calls own pastor - Women not allowed as pastors

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Resources/Practices			
Overall	<ul style="list-style-type: none"> - Has own publishing house - Website offers a huge variety of resources 	N/A	N/A
Liturgy	<ul style="list-style-type: none"> - No required liturgy - Provides liturgy, reading and sermon suggestions 	<ul style="list-style-type: none"> - No required liturgy - Worship style determined by congregation 	<ul style="list-style-type: none"> - No liturgy required - Simplicity encouraged
Worship/Sunday School	<ul style="list-style-type: none"> - Printed worship resources/hymnals - Various educational materials for all ages 	<ul style="list-style-type: none"> - No official worship or Sunday School materials exist - Many congregations use previous materials 	<ul style="list-style-type: none"> - Sunday School curriculum
Pastoral Supply	<ul style="list-style-type: none"> - List of available supply pastors, 62 at present 	<ul style="list-style-type: none"> - List of rostered clergy available on website - Local pulpit supply at congregation discretion 	<ul style="list-style-type: none"> - No information available
Camps/Colleges/Seminaries	<ul style="list-style-type: none"> - 8 seminaries, 28 colleges, 2,000+ schools/camps 	<ul style="list-style-type: none"> - No seminary, but cooperates with other seminaries - Seminary Dept Relief fund. 	<ul style="list-style-type: none"> - 1 seminary, 1 Bible School, 1 boot camp
Theology/Doctrine			
Family	<ul style="list-style-type: none"> - Blessed and ordained by God - Indispensable social institution based on trust 	<ul style="list-style-type: none"> - Blessed and ordained by God 	<ul style="list-style-type: none"> - Blessed and ordained by God
Marriage/Divorce	<ul style="list-style-type: none"> - Permits cong's to support same-gender marriage - Divorce discouraged 	<ul style="list-style-type: none"> - Marriage between 1 man / 1 woman only - Divorce discouraged 	<ul style="list-style-type: none"> - Marriage between 1 man / 1 woman only - Divorce discouraged
Sin	<ul style="list-style-type: none"> - Defined per Augsburg Confession. 	<ul style="list-style-type: none"> - All are born into sin, but also have free will and are still responsible for own sins. 	<ul style="list-style-type: none"> - Sin against God's law separates one from God
Sacraments	<ul style="list-style-type: none"> - 2 Sacraments: Holy Communion and Holy Baptism - Open communion sanctioned - Infant baptism sanctioned. 	<ul style="list-style-type: none"> - 2 Sacraments: Holy Communion and Holy Baptism - Open communion sanctioned - Infant baptism sanctioned 	<ul style="list-style-type: none"> - 2 Sacraments: Holy Communion and Holy Baptism - No open communion policy, but must self-examine - Infant baptism sanctioned.
Salvation	<ul style="list-style-type: none"> - Saved by grace through faith in Jesus Christ 	<ul style="list-style-type: none"> - Saved by grace through faith in Jesus Christ 	<ul style="list-style-type: none"> - He who believes in and accepts the sufficient work of Jesus for his salvation and is baptized, is saved
Bible Version/Translation	<ul style="list-style-type: none"> - Value in reading a various translations 	<ul style="list-style-type: none"> - No one version preferred - At congregational discretion 	<ul style="list-style-type: none"> - No one version preferred - At congregational discretion
Pastoral & Lay Leadership	<ul style="list-style-type: none"> - Men or women allowed - Same-gender allowed if monogamous relationship - Rostered pastors must graduate from ELCA seminary or affiliate with an ELCA seminary for some parts of the education process 	<ul style="list-style-type: none"> - Men or women allowed - Same-gender not allowed 	<ul style="list-style-type: none"> - Men only; women not allowed - Same gender not allowed
Sexuality	<ul style="list-style-type: none"> - Opposes non-monogamous, promiscuous or casual sexual relationships of any kind 	<ul style="list-style-type: none"> - God's intent for marriage was 1 man / 1 woman 	<ul style="list-style-type: none"> - God's intent for marriage was 1 man / 1 woman
Authority of Scripture	<ul style="list-style-type: none"> - Bible inspired Word of God and sole authoritative source - Individual interpretations respected, yet always through the lens of Jesus' person, life and witness - Studying various versions/scholars encouraged 	<ul style="list-style-type: none"> - Bible inspired Word of God and sole authoritative source 	<ul style="list-style-type: none"> - Bible inspired Word of God and is authentic/inerrant

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Identity			
Marketing/Promotion	<ul style="list-style-type: none"> - Websites, county-wide resource centers, TV/video productions, radio ministry, TV ads, newsletter, news 	<ul style="list-style-type: none"> - Website, social media, some printed materials 	<ul style="list-style-type: none"> - Marketing includes primarily newsletters, brochures and pamphlets.
Logo/Signage	 <p>Evangelical Lutheran Church In America God's work. Our hands.</p> <ul style="list-style-type: none"> - No formal requirement; congregations asked to use ELCA brand 	 <p>No requirement to use LCMC logo and/or signage.</p>	 <p>AFLC Association of Free Lutheran Congregations</p> <ul style="list-style-type: none"> - No requirement to use LCMC logo and/or signage.
Outreach/Ministries/ Evangelism (e.g. Missionaries)	<ul style="list-style-type: none"> - Many connections with outreach organizations - Campus/outdoor ministries, social service agencies - Establishes mission congregations 	<ul style="list-style-type: none"> - Congregations deal directly with missionaries and mission churches. - Local outreach determined by the congregation 	<ul style="list-style-type: none"> - Several outreach entities
Other			
	<p><u>ELCA Social Statement</u></p> <ul style="list-style-type: none"> - Recently adopted social statement (2/3 vote) - Stresses building of trust is central to relationships regardless of gender mix <p><u>Bound Conscience</u></p> <ul style="list-style-type: none"> - Respecting convictions of others who may have different convictions/understandings of Scripture and tradition 		