

Mount Zion

Annual Reports

Annual Congregation Meeting February 5, 2012

Mount Zion Evangelical Lutheran Church
29 Westmount Road South
Waterloo, Ontario N2L 2K4
www.mzlc.ca

AGENDA

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☐ Minutes of Cong. Meetings

Minutes of Annual General Meeting February 6, 2011

Our Mission Statement: We are a welcoming, caring community, called by Christ, and enabled by the Spirit to share God's love by living our faith.

Call to order/Opening Devotions

- Dave Heldman, Congregational President, called the meeting to order at 11:15 a.m. with an opening devotion and reading
- Dave remarked that a great deal of work went into the preparation of the AGM report with 27 reports written and the involvement of 127 volunteers named in the report. However, there are numerous other groups/committees active at Mt. Zion that were not mentioned such as the funeral committee, quilting group, monthly birthday committee, altar committee, and the volunteers who prepare the large print book, plus many more informal groups.
- 114 congregation members were in attendance at the meeting and a quorum was present
- Hank Bax, Church Treasurer, was introduced to the congregation

Adoption of the Agenda

- Motion was made to adopt the agenda as provided
- M/S/C: Gilles Lamothe/Marg Waechter/All

Minutes of the 2010 Annual General Meeting

- Motion was made to accept the 2010 AGM minutes as provided
- M/S/C: Art Schelter/Jim VanHemmen/All

Reports

- Motion was made to accept the reports as provided and for information:
 - Council President report
 - Pastors' reports
 - Worship Ministry report
 - Learning Ministry report
 - Witness Ministry report
 - Service Ministry report
 - Support Ministry report

- Parish Statistics report
- M/S/C: Henriette Stumper/Tim Ehrlich/All
- Judi Harris commented that Committees are struggling to find volunteers, as there have been numerous calls for volunteers especially Stewardship and Health Council. As a congregation, we all need to be aware of these struggles and do more where we can.
- Judi Harris asked for clarification regarding the membership of the Mutual Ministry Committee. Pr. Krister identified the Committee members as Jim Widdecombe, Pauline Poole, Karen Gastmeier, and Kirk Swanson who is the Council Liaison.
- Ed Riegert asked for clarification on the responsibilities of the Staff Support Committee and how these are different from the responsibilities of the Mutual Ministry Committee. Ed also asked if the creation of this new committee was brought to Council or the congregation for comment since Mutual Ministry used to do what Staff Support is now doing. Dave Heldman explained Mutual Ministry brought the suggestion of a Staff Support Committee to Council. Mutual Ministry felt their responsibility was to help the Pastors with concerns and to take these to Council or the congregation. The Staff Support Committee was created so all paid staff would have someone to speak with and to bring their concerns forward as needed. Chris Kosumovic and Donna Harris make up the Staff Support Committee.
- Richard Crossman asked for clarification regarding the procedures that were followed for the creation of the Staff Support Committee and the change in terms of reference for the Mutual Ministry Committee. Dave Heldman reported these changes brought forward to Council and Council approved the change. Richard asked why the congregation had not been notified of the proposed change.
- Dennis Eaton commented he was a member of Mutual Ministry at the time of the proposed change and it was identified that a

great deal of the Committee's time was spent on salaries and contracts and not on mutual ministry. Dennis explained this was the reason Mutual Ministry suggested the creation of a Staff Support Committee to handle issues dealing with staff salaries and contracts. Dennis reported that since Council is representing the congregation there was no need to bring the discussion to the entire congregation.

- Richard Crossman commented he felt for the sake of transparency the change in terms of reference for Mutual Ministry and the creation of a Staff Support Committee should have been brought to the entire congregation for discussion.
- Ginny Ehrlich commented that the creation of a Staff Support Committee should have been brought to attention of the congregation since Mutual Ministry should not be just for the pastors, as all staff require mutual ministry.
- Chris Kosumovic read the Staff Support Committee terms of reference for clarification. Chris explained the Committee is charged with providing support to the non-pastoral staff. These individuals in the past have not had a place to go for support or a process for bringing their questions or concerns to Council or the congregation.
- Dave Heldman also notified the congregation that the full complement of Council members has been made for 2011 however the finance committee will need a chairperson and many committees need volunteers/members.
- Judi Harris asked for clarification regarding the parish statistics report. Judi wondered why some members were removed from the roster and was this at their request. Pr. Krister explained these individuals were removed either at their request or because they had not received communion or made a donation in the last two years as outlined in Mt. Zion's constitution requirements to be a member.

- Judi Harris asked for clarification regarding the 2010 statistic of 240 children as members. Pr. Krister explained there are actually four different lists of church members. The number of children was based on the ELCIC list submission of baptized children, but some may not necessary attend services regularly. Pr. Krister reported that a more accurate is list being worked on and will be available next year. Dave Heldman reported there has been no formal role for Mt. Zion to follow-up with baptized children. Pr. Krister reported that Betty Behm, Parish Nurse, would be restarting a group for mothers of newly baptized children this spring. She has previously run this group in the congregation.

2010 Financial Report

- Motion was made to accept the 2010 financial report as provided
- M/S/C: Mel Schmidt/Cam Ballantyne/All
- Jim VanHemmen reported that 2010 was a challenging year financially for Mt. Zion as the deficit increased from 2009. The deficit at the end of 2010 was \$17,258. Jim thanked everyone for increasing their offerings this past year to help reduce the deficit.
- Jim reported the 2010 actual receipts has been the second best year for Mt. Zion and most Committees stayed within budget. The introduction of the HST has had an impact on increasing some expenses but overall expenses were kept under control. All expenses were normal operating expenses.
- Richard Brubacher asked for clarification on the \$23,623 line item labeled "other receipts". Jim explained this is a miscellaneous line item for all uncategorized income and unexpected items where there is no line for the item. Jim identified that Council has asked for a finer breakdown of this line item in future financial reports. A similar line item exists in the expenses column and this included food vouchers and Pr. Krister's moving expenses that had been paid in 2010 even though he arrived in 2009.
- Melissa Dolbeer asked for clarification of the difference between honoraria and

pastoral supply/extra staff costs in Ministry Support expenses. Dave explained honoraria expenses go to the Schweitzer sisters for collating and distributing the Mountaineer and pastoral supply/extra staff costs is for pastoral coverage.

- Jim noted a correction to page 29 of the report under Special Appeals. The dates should be 2009 and 2010 not 2010 and 2011.
- Jim explained there was a shortfall in benevolence disbursements in 2010 and envelope receipts were lower than expected. Council approved that the endowment earnings for 2010 be used to cover the shortfall.
- Jim noted a correction on page 30. The \$26,040 should be in the line capital improvements and not equipment purchases. A roof repair of \$12K and renovations to the Dawson Street homes was needed resulting in the \$26K expenses.
- Jim explained the summary of special funds which included Music on the Mount, mortgage, and youth funds. The mortgage has been paid so any remaining funds to the mortgage were transferred to capital resulting in a zero balance.
- Jeff Harris asked for clarification regarding the \$5K held for prepaid refugee expenses on page 31. Jim reported this money was held in a separate account is not reflected in Mt. Zion's overall deficit.

New Business

a. Proposed 2011 Budget

- Motion to approve the 2011 "expected" budget as provided.
- M/S/C: Jim VanHemmen/Tim Erhlich/All
- Jim VanHemmen explained the finance committee advised an expected budget and a maximum budget be created to more accurately reflect 2011 expenses since Pr. Tanya will be on maternity leave until August 31, 2011 but to also not lose sight of what will be needed in 2012 when Pr. Tanya returns full-time.

- Jim reported that all pastoral salaries were increased according Synod recommendations and benefits were calculated based on salaries. Scott's salary was increased to maintain the commitment for his salary to be at a certain level and that is shown in the budget line for his salary. Overall, Committee budgets were maintained in the 2011 budget except for a few exceptions as noted in the proposed budget.
- Jim reported a \$100K line of credit was obtained to cover any expenses in emergency situations. Overall, an additional \$646 will be needed in 2011 to meet the "expected" budget.
- Gerry Roeder asked for clarification on behalf of his mother if custodial staff has a list of duties or job description and who is responsible for performance review of custodial staff. Mrs. Roeder then asked why the auditorium has not been scrubbed in 18 months. Chris Kosumovic explained there is an outline of duties for custodial staff and performance reviews are conducted for staff who request a review. Chris indicated she will look into the auditorium cleaning.

b. Proposed Bylaw Change

- Motion was made to bring forward the motion to change the original proposed bylaw that had been tabled for discussion at the AGM last year.
- M/S/C: Alfred Brunger/Judy Penteker/All
- Alfred Brunger brought to the attention of the meeting items on page 1,2 and 34 in the Bulletin of Report and explained that the proposed By-law # 1 presented at last years Annual General Meeting had been tabled for review and reworking to be brought back again this year. In particular the meeting last year had asked that Section 9.31 be rewritten. Council proposed the new wording of 9.31 (page 34 in the Bulletin of Report) as outlined in the approval letter from the Eastern Synod.

- Motion was made to adopt the new wording of 9.31 to read as stated on page 34 in the Bulletin of Report.
- M/S/C: Alfred Brunger/Gerry Roeder/All
- Alfred explained the proposed Bylaw # 1 will replace the existing Bylaw # 1 if the motion to adopt is passed. The changes to the different by-laws were explained in detail at last years Annual General Meeting.
- Motion was made to adopt the amended Bylaw # 1 as proposed.
- M/S/C: Alfred Brunger/Gerry Roeder/All

Zion because much of their work is “behind the scenes” and many people probably do not see all the extra things they do to ensure Mt. Zion functions effectively.

- The Installation Service for the new Church Council took place.
- Hymn # 546 To Be Your Presence was sung

Adjournment

- Motion was made to adjourn the Annual General Meeting.
- M/S/C: Anne Woolner/Art Schelter/All

Congregational Meeting – Minutes May 15, 2011

Date:	May 15, 2011
Location:	Mount Zion Lutheran Church
Time:	Following 10:00 AM Worship Service
Chair:	Dave Heldman - Council President
Minute Taker :	Chris Kosumovic - Recording Secretary
Scrutineers:	Gerry Roeder, Joan and Jacqueline Schweitzer

c. Election of Council Members

- Helga Juergensen introduced nominated Council members:
 - Tim Erhlich
 - Dorothy Hobson
 - Gilles Lamothe
 - Judi Harris
 - Shawn Rogers
 - Coralee Jyrkama
 - Helga Juergensen
- Dave Heldman asked for any additional nominations.
- Motion made to close nominations.
- M/S/C: Art Schelter/Willie Nassau/All

d. Other Business

- Gerry Roeder identified stewardship as an issue for Mt. Zion and the need for people to get involved with this Committee. Gerry explained the committee currently has just two members and if others are interested to contact him, as the committee will be meeting next month.
- Gerry also identified the need for Ushers and anyone interested to contact him.
- Gerry thanked Pr. Krister for his work in the congregation and for the extra work done while Pr. Tanya is on maternity leave.
- Ginny Erhlich thanked Director of Music, Scott Knarr and Parish Nurse Betty Behm for all they do for Mt.

Section 1 - MEETING AGENDA ITEMS		
1.	Opening Devotions	Dave Heldman - reading last phrase of hymn "I Know My Redeemer Lives"
2.	Count of attendees	Gerry Roeder - confirms a quorum has been achieved
3.	Meeting Called to Order	Dave Heldman
4.	Motion Moved	Kerry Jo Townsend
5.	Motion Seconded	Gilles Lamothe
6.	Motion Read:	A sum of \$2,564.20 be approved as additional salary / benefit expenditure to cover Pastor Tanya's half-time return to work from August 1.

Congregational Meeting – Minutes September 25th, 2011

Presiding: Dave Heldman
Secretary: Margaret Tupling

Dave Heldman opened the meeting by reading Mount Zion’s Mission Statement. He explained how discussion would be handled. Ginny Ehrlich will bring a portable microphone to anyone wanting to raise an item of discussion so all will be able to hear.

Motion: Read by TimEhrlich. “A new term call be extended to Pastor Krister and that such call be made for a term of three years.”
Seconded by Coralee Jyrkama.

Discussion: – asked why the term is for three years
Dave Heldman – We were unable to evaluate the success of the co-pastor model. Another three years will allow for this and give us the ability to change if we want to.

Discussion – Both pastors should be treated equally.
Amendment: Moved by Ann Woolner
- A new call be extended to Pastor Krister with tenure.
Seconded: Ann Crossman.

Discussion: - Support for the amendment voiced. Pastor Krister’s ministry and his constant spirit and courage have been inspirational. In 2008 we decided on a co-pastor model. We made a mistake by calling Pastor Krister for only a three year term. We need to be true to the model and have both pastors on equal ground.

-Point of order called. The amendment to the original motion is being discussed at this time.
- Support for the amendment voiced. In the history of the church, Pastor Tanya was given a three year term call when she was right out of seminary. When this term was finished (probationary period) she was given a full call. Pastor Krister’s probationary period is finished so he should be given a full call.

-It was voiced that we should deal with the first motion before the amendment.
-Clarification received that it is correct procedure to deal with the amendment first.

7.	Discussion	<p>Question: Concern raised for 'why' Pr. Tanya is coming back early - will this impact her financially? Is Pr. Tanya's income going to suffer from this?</p> <p>Answer: Pr. Tanya has worked with Mutual Ministry on her request to return early. She would like to 'get back to the swing of things' before the busy fall season begins.</p> <p>Comment: The amount in the motion will only cost us (over 100 members) \$25.00 each. The ministry team will benefit from Pr. Tanya's early return. Bigger issue is budget - agreed - but Pr. Tanya's return could positively influence this (remind the congregation we support 2 pastors)</p> <p>Question: When Mutual Ministry and Council approved to put this motion to the congregation, did they have a special fund in mind where the money would come from?</p> <p>Answer: No</p>
8.	Question called	Vote (by ballot)
9.	Ballots Counted	
10.	Motion Passed	<u>143 Votes Cast</u> 18 No 125 Yes
11.	Meeting Adjourned	11:45

-Asked if there is any difference financially, or if in the future, we decide we want only one pastor if we accept the original motion or the amendment.

Dave Heldman: Responded that there is no difference. Clarification provided. If a pastor has tenure the church can ask the pastor to leave but the pastor can choose to stay. Stated this was unlikely but could happen.

Gerry Roeder: Announced we had a quorum.

Discussion: - uneasy with the business like meeting. God calls people to serve and “term call and tenure” cuts God out. We are the people of God.

- the rationale behind the original motion was asked for. Dave Heldman: We have been unable to evaluate the co-pastor model. We hope to be able to do this in the next three years.

Tim Ehrlich: This motion gives the congregation a chance to reconsider.

Discussion: - We have always had associate pastors. The pastors are two different people with different strengths. They will figure out how to work effectively together and we will all benefit.

Dave was asked to call a vote on whether we are prepared to vote on the amendment.

The amendment was read.

Amendment: A new call be extended to Pastor Krister and that such call be made with tenure

Vote on proceeding to vote on amendment: Carried

Discussion: No further discussion.

Dave Heldman called the question. Ballots were distributed. If yes is written you accept extending Pastor Krister a call with tenure. If no is written you don't want to extend a call.

Vote: 97 attended the meeting

9 Proxy votes

104 votes

4 spoiled ballots

100 valid ballots

for a 2/3 majority 68 YES votes were needed

97 Yes votes cast.

The amendment to the original motion passed and Pastor Krister will be offered a call with tenure.

Tim Ehrlich: Moved that the ballots be destroyed. Seconded by Richard Crossman.

Dave Heldman thanked Mutual Ministry and Church Council. He thanked everyone for taking the time to come and vote on this important issue.

Dave closed the meeting with Hymn 660, Lift High the Cross.

□ **President**

~ Dave Heldman

The year 2011 has come to a close and during the year we experienced several achievements, some failures, and some very significant comebacks.

August 2011 Pastor Tanya returned from pregnancy leave to resume her roll in our co pastor model. This was a very joyous occasion on her return. Also her daughter Emma continues to make significant health gains.

August 24th Pastor Krister found out he was cancer free. The congregation along with the Pastors experienced another triumphant occasion.

September 25th Pastor Krister term call was renewed with tenure.

Our prayers have been answered with the return of our Pastor's to health and full time service.

Mount Zion Ministries, a very import volunteer operation in our Congregation have described in the Annual Report a summary of their purpose. When you read these reports you will come to the conclusion the importance of these Ministries and the need for additional Volunteers. The Christian Church's were developed and maintain by dedicated volunteers who believed strongly that our Church's teaching must be preserved. We as members of Mount Zion Lutheran Church have the responsibility to continue in our predecessor's diligence to our Faith.

We are still in a deficit position and the rental houses are still in dire need of renovations.

Wheels have been set in motion to examine the rental houses situation. A committee has been formed and will be meeting in early 2012.

Plans for the deficit reduction have started as indicated in the 2012 Budget. The presentation of the Budget has taken a new form in what is termed a “Narrative Budget”. The intent of this form of Budget is to explain

were our contributions are working within our congregation and community. The Finance and Stewardship Committees are combining their talents to examine many possibilities in the process of elimination of the deficit.

Let us not have the deficit become an obsession, lest we forget our main purpose of existence.

What about the year 2012?

Have you ever ask the question of yourself “Why do I go to Mount Zion Lutheran Church”

Do you realize we have 60 different Church denominations in our Community all competing for the same number of persons living in our Community? We have numerous Charitable Organizations that require financial contributions for their work and they also are competing from the same persons living in our Community.

Why are we a member, volunteer, and a financial contributor of Mount Zion Lutheran Church?

- We have a solid co pastor relationship that is a shared Ministry to our Congregation and Community
- We have twenty four Church Ministries that minister to our Congregation and our Community
- We have Sunday school, Open Sesame, and Little Mountain for our children
- We have a Parish Nurse that cares and administers to our sick and shut in members.
- We have a Music Director with a talent that exceeds all of our expectations.
- We have in excess of 130 Volunteers within our congregation.

Mount Zion Evangelical Lutheran Church is fortunate to have Community of believers that are dedicated to maintaining our Christian way of life.

The year 2011 is now in the History Book of Mount Zion Lutheran Church and to be part of that History, I am thankful.

□ **Pastor Tanya Ramer**

2011 Annual Report

Pastor Tanya L. Ramer

We are a welcoming, caring, community, called by Christ and enabled by the spirit, to share God's love by living our faith.

For the year of 2011 I have a short report to give to you, as I only spent 4 months in full time ministry with you (4 months seems like a short time, but lots can happen). Pastor Krister and I re-adjusted our portfolios once again to focus our gifts on the ministries at Mount Zion more intentionally. With the help of Mutual ministry and Council, they have helped to affirm us in these portfolios. My portfolio now consists of the LifeLong Learning in the congregation (Cradle Role, Nursery, Sunday School, Confirmation, Youth programming, and Adult Learning). While I oversee these ministries, the true work is done by the many volunteers who program them, facilitate them and reflect on the ministries. My role is to be a resource person and a supportive presence to the overall Learning in the congregation.

I also relate now to Property committee, who remains busy doing many, behind the scene, jobs to help the church be a welcoming place to our members and outside rental groups.

The staff met regularly and was intentional in their meeting time to discuss the needs, wants and desires for the team as well as some visioning for their ministry in the congregation.

We welcomed new members into the congregation (baptisms and new families) and we said good bye to some friends as well (transfers and funerals). It was a year of growth for many of us. My family would like to say thank you for your support and prayers throughout the 2011 year. Mount Zion truly is living out the family model in the care you gave us and each other this year. And like any family, there are always moments we celebrate and moments when we are challenged.

In 2011 we celebrated weddings, baptisms, affirmation of faith, funerals, and the 20th Anniversary of our Church Secretary. We had a number of successful fundraisers for benevolence ministry, youth ministry and our current budget.

And yet, every year, we are challenged to look at our mission as a congregation (that's why I always list the Mission Statement at the top of my AGM report). Council also felt it important to take another look at our mission statement this past year. At the beginning of each council meeting we devoted 20-30 minutes to each of the descriptor words in our statement. What does it mean when we say we are welcoming, caring, and a community? And where is God, through Christ's model and the gifts of the Spirit, present in the life of the congregation.

Welcoming opportunities:

Worship - We also offered many services throughout Advent, Christmas, Lent and Holy Week to enrich the liturgical life of the congregation. We also celebrated many festivals in our church year (Christ the King, All Saint's, Pentecost) Many had commented that attendance numbers in worship were low at the start of the 2011 year, but we have seen a slow increase in numbers as the year progressed. The growth cycle of the church will always have its ups and downs, but we remain faithful to the preaching of the good news and being a welcoming, caring community. How we live out our faith in the world, will have a direct affect on our worshipping attendance.

Rental Groups - We are currently renting out our facilities to between 10-15 groups on a monthly basis, which does not include the one time rentals that we try to facilitate as well. We also provide parking space to our Muslim brothers and sisters on Friday afternoons.

Caring opportunities:

Outreach - our Service committee shows our capacity for caring when they thoughtfully and prayerfully discern which projects our congregation will support in the calendar year. Whether it's We Care Bags, Food Bank, Mitten Tree, CLWR Emergency Funds, or Food vouchers, this congregation is always ready and willing to support the needs of their community (locally and internationally). Our men's breakfast has begun canvassing the neighbourhood with flyers informing the community of our services and worship opportunities. And our Parish Nurse is connected to the many agencies in our city as well, providing her presence and knowledge to others and receiving their gifts in return to be shared with us.

Community opportunities:

We joined with the Eastern Synod and Seminary in celebrating momentous anniversaries this past Fall. Our congregation held local congregations in prayer on Sunday mornings, participated in an Anniversary worship at St. Peter's (with much ministry facilitated by Scott Knarr), hosted a Caring Conversation event at Mount Zion, and invited community businesses to support the Silent Auction fundraiser at Mount Zion.

My Wider Church Connections

Within the wider church, I continue to serve as a member of the Board of Governors at Waterloo Lutheran Seminary and I have been reappointed to serve another term. I have also worked closely with twelve other Lutheran congregations in preparing an exciting week of Confirmation Camp in August. And in the New Year I have been invited to participate in the next phase of the Eastern Synods In mission for Others program, focusing on developing leadership skills.

Thank yous:

Partners in Leadership: While our ministry depends upon the gifts that are offered by each and every member, there are some whose contributions this year are worth special note, and whose support - behind the scenes - is crucial to our life together. Special thanks go to **Muriel Tillich**, our office secretary, **Scott Knarr**, who served as our Director of Music, **Betty Behm**, our Parish Nurse, and **Pastor Krister** for his collegiality, **Ann Crossman**, our Financial Secretary, **Hank Bax** our treasurer, **Joan and Jacquelyn Schweitzer**, who collate and distribute our newsletters, **Teresa Domanski**, our custodian, and **Burton Huehn**, who looks after yard care and signage changes.

Mount Zion has also been ably served over the past year by our Church Council. Under the capable leadership of **Julie Joza, Dave Heldman, Helga Juergensen, Kirk Swanson, Shawn Rogers, David Murison, Dorothy Hobson, Tim Ehrlich, Judi Harris, Coralee Jyrkama, Gilles Lamothe, and Marg Tupling**, we have been richly served.

Thank you to all the committees and task groups for their dedication and vision for ministry in this place and beyond the walls of Mount Zion in the 2011 year.

I also wish to extend a thank you to Rev. Norman Lange for the ongoing support of the pastoral team. It is wonderful to have his wisdom and pastoral care in ministry.

We have come this far together as a caring community, which supports the many ministry opportunities we are so blessed to be able to offer our community. From our learning ministries to our worship life together, our service and witness opportunities to our on-going needs assessment of the building and property, to our caring ministries which are supported by your tithing, we certainly have a lot to be thankful for this year. And since ministry is an on-going journey, there is still so much more for us to discover with the aid of the Holy Spirit and there are many opportunities for which we will yet be involved in which centers on Christ in our midst.

□ **Pastor Krister Ulmanis**

Dear friends in Christ,

2011 was a year of changing realities – both for myself and for Mount Zion. In my life it meant that my separation became a final divorce. Then my cancer returned and I spent 7 weeks travelling to Princess Margaret Hospital in Toronto for the radiation and hormone treatment.

But throughout this past year, with all the upset it brought to my life, I felt blessed – much blessed - in knowing that I had the opportunity to be on the receiving end of the love and care of the people of Mount Zion. Your prayers and support have been, and are, so very much appreciated. The food during and after the radiation treatment, as well as the volunteer drivers to and from the hospital, was a very real expression of the grace and hospitality of Mount Zion that was extended to me and for which I am so very grateful.

This same expression of the grace and hospitality showed itself in the Call extended to me in the fall of 2011 to continue as your co-pastor. The affirmation about our ministry together showed itself in the changing of the original motion of a 3 year term Call to a regular Call. Thank you for this vote of confidence!

2011 was also a year of changing realities for all who are part of Mount Zion. Pastor Tanya was on maternity leave until the beginning of August when she came back part time for a month before returning to full time in September leaving the congregation with one pastor for a large part of the year. This meant that others in the congregation had to pick up some the things she did and

people responded in the most grace filled way to those challenges.

By far the most visible challenge and change in reality in the year 2011 was the Current Account Debt, which first surfaced in 2009 and then again in 2010 and, at one point in 2011, reached close to \$30,000. The good news is that we made up the funds and ended the year with a small surplus.

HOWEVER, as much as the congregation is to be applauded in its responses to the financial situation – and it is to be applauded - the real trap is that we will do nothing all year about the finances and then take it for granted that someone is going to come through for us again next December. Church Council and the congregation need to begin addressing the issue head on as early in the year as possible. The changing financial reality for Mount Zion is that scrambling in December every year to balance the budget is no longer an option. It has to change!

In response to the deficit members of the Learning Committee undertook a Silent Auction project, and the youth group donated funds from their account as well. Thank you to the youth and thank you to everyone involved in Silent Auction, those who organized the event, those who served, those who donated and those who attended.

Having said that I will go on record, as I did in my November report to Church Council, and say that I am not in favour of using fundraising events to meet our current account budget (btw - nor am I in favour of outside income used for current account expenses). I need to say that I would have no problem with fundraising for special events such as SHOW, Mary's Place, etc.

My reason is that this kind of supplement to the budget often unfairly targets those who are already dedicated and contributing financially to the church, rather than holding all members accountable for the budget they approve at the Annual General Meeting. To use other sources means living beyond our means and puts the congregation in a precarious situation if/when these outside income/fundraising funds are not there. It also makes it hard to propose a budget to the congregation since one will never know exactly how much income can be expected to be generated from fundraising.

On just as important note - Fundraising in a congregation is a very labour intensive exercise. Just ask

the people who did the Silent Auction about all the time they put into this project. This means that when a congregation spends significant time in fundraising it often uses the core group of members and therefore drains the volunteer pool from doing the mission of the church of reaching out to the community at large. Instead, much time and energy is spent on the actual fundraising event which is always an event looking inwards.

For the two reasons I noted above I would say that in my opinion the day to day operating budget (Current Account) should be totally funded by the offering envelope/PAR giving.

The other changing reality at Mount Zion in 2011 was the volunteer base and membership numbers. Mount Zion is not just facing a new changing financial reality, it faces a new changing reality in terms of membership numbers. Discrepancies in member numbers are something Church Council has become very aware of in recent years: there has been a decline in worship attendance, in Sunday Church School attendance, and in the volunteer base we draw on for ministry and service activities – and for financial support.

Accurate membership numbers are important. As we look at the mission and vision of Mount Zion, we cannot pretend that we are the same church we were 10 years ago, or even five years ago (in 2006, Synod records still showed our Mount Zion family as numbering more than 800). So when we look at our finances, our volunteer base, and how we do ministry, it's critical that we take into consideration the major changes in our membership that have occurred. The result is that at the end of 2010 we had 444 members which just five years ago a "comparable" total was 822. Ten years ago it was 810.

Precise numbers may be debatable because there have been changes in reporting and reporting methods over the years. But there is no doubt that there has been a significant change in our membership numbers, and we cannot pretend Mount Zion is the same church it was 10 years ago.

The important part is determining what that means for us now - when we look at the changing reality for Mount Zion, and our Mission and Vision: when we look at the finances, the volunteer base, and how we do ministry. The importance of both outreach and member growth are acknowledged in the congregation's Strategic Directions.

In some ways these changing financial and membership realities for Mount Zion that we are facing in 2012 may seem like we are on a boat staring at a huge wave coming at us. If you have been in that situation you know that you cannot drive the boat sideways or the wave will roll it over, and, at the same time, there is no time to turn the boat around and go back. The only way is to go forward – right into the wave – and come out on the other side. Come out a little wet, but safe and sound, to continue the journey on the smooth water.

In this changing reality I want you to know that I have been on this boat ride with other congregations I have served. We hit the wave head on and came out a little wet, but safe and sound, to continue the journey on the smooth water. The same will hold true for Mount Zion if we are diligent in doing what we need to do to go through the rough waters ahead. The grace filled people of Mount Zion has shown in my time here that we can work together to take this plunge – to ask the tough questions and face them head on - and in that action overcome the obstacles of the large waves that are standing in front of us. After all, we live by Our Mission Statement: ***We are a welcoming, caring community, called by Christ and enabled by the spirit, to share God's love by living our faith.***

As I look back on Year 2011, I want to acknowledge the opportunity and privilege I have to work with the ministry team of Pastor Tanya, Church Secretary Muriel Tillich, Music Director Scott Knarr and Parish Nurse Betty Behm. I thank them for their hard work and talent, and for the support and collegiality they have extended to me.

I also give thanks to God for the late Rev. Dr. Delton Glebe, Rev. Norman Lange, Rev. Dr. Richard Crossman and Rev. Dr. Eduard Riegert for their support, care, encouragement and sharing of their wisdom and experience.

My heartfelt thanks also to the people who so faithfully are part of worship week in and week out: to Scott Knarr again for his work in the music ministry; to the choir members for their music; to our diligent custodian, Teresa Domanski, and to all those who volunteer for any of the ministries for worship.

In addition, I extend my appreciation to the members of Church Council for their leadership; to the many people who serve on committees; to the dedicated teachers in our Sunday Church School; to the Altar Guild; to the *Mountaineer* newsletter group, to our treasurer, Hank

Bax; to financial secretary Ann Crossman, and frankly, to each and every one of *you* who do so much meaningful work in this congregation, known and unknown to the rest of us. *You* are our team ministry.

I join with the apostle Paul when he said; "*I do not cease to give thanks for you as I remember you in my prayers.*" In my daily prayers for Mount Zion and its people, I give thanks to God for the ministry you do in this congregation and in this community. At the same time I give thanks to God for giving me the opportunity to be part of this wonderful and exciting community of faith.

WORSHIP MINISTRY

□ Worship Committee

~ Bill Gastmeier

Committee Chair: Bill Gastmeier

The Worship and Music Committee had an active and exciting year, supporting a number of events and activities and initiating new projects. We are committed to maintaining a varied and inclusive worship experience which respects our Lutheran roots and liturgical worship style while being open to new directions and ideas to engage all of our members.

Committee Responsibilities:

MZLC Bylaw No. 4 Page 6: Worship states:

"This congregation, remembering God's mighty acts in the past, celebrating His abiding presence, and moving toward His promised fulfillment, will listen to the Word of God in Scripture and preaching, receive the Sacraments, and respond with confession, prayer, praise, thanksgiving, and with tithes and offerings. In order to assist members to acknowledge God's rule over their lives, their own unity as Christ's body on earth, and to express their relationship with God in public and in private, the congregation shall gather for worship regularly and, in accordance with the traditions of the Lutheran Church, recruit, equip and support members for leadership in worship, use appropriate worship materials, and make certain that worship has a place in other functions of the congregation".

Our regular duties which flow from the above responsibilities involve the coordination of worship, music, communion and chancel decoration. We are also specifically tasked with the introduction of new Hymnody and Liturgy as we continue to become familiar with the ELW (Evangelical Lutheran Worship resource).

2011 Committee Highlights:

As a result we have been involved in many activities this year, several of which are in cooperation with other committees. These included planning to upgrade the Sanctuary lighting system, planning to expand the choir area to accommodate new choir members and instrumentalists, investigating the installation of a new digital exterior signboard along Westmount Road, and investigating the installation and incorporation of a digital projection system into our worship in the Sanctuary.

The music programme remains a major focus under Scott Knarr's capable direction. The choir generally averages 15 singers (as high as 20 on occasion) and prepares music for every second Sunday on average and all major Festivals. Its' goal is to provide musical support for the congregation through the hymns and liturgy as well as occasional anthem offerings. The committee encourages congregational instrumental contributions such as the "Guitar Choir", flautists, pianists, string players and youthful percussionists. The committee also encourages the occasional hiring of professional soloists and guest musicians for specifically inspirational and uplifting contributions on some Festival Sundays. The overall list of contributors is too extensive to reproduce here and volunteers are always welcome in this regard.

Scott has worked on many projects this year, most notably the Bach Cantata for the final Synod/WLS 150/100 Year Anniversary Celebrations. He will provide much more information on his activities in the accompanying Music Director's report.

Your committee is Bill Gastmeier (Chair), Helga Juergensen, Scott Knarr, Johanna Mildebrath, Ed Riegert, Marg Tupling, Pastor Krister Ulmanis, Pastor Tanya Ramer and David Murison, our council liaison. At our monthly meetings we discuss all these activities, support the Pastors and Music Director, review feedback from the Congregation and plan for worship. We are

open to your comments. Our discussions are lively and meaningful, and we encourage new members.

2012 Planned Goals and Objectives:

In 2012 we plan to continue to provide a meaningful scripturally based Lutheran worship experience to the members of Mount Zion Lutheran Church, and provide our members with educational and personal growth opportunities through participation in the Choir and as instrumentalists, assistant ministers, communion assistants and committee members. We will also continue to support congregational outreach and mission activity through cooperation and support of community wide worship and music events.

2012 Planned Activities:

In 2012 we plan to maintain and partially upgrade the Sanctuary lighting system and expand the choir area to accommodate new choir members and instrumentalists with funds to come from the Capital Budget. We plan to further investigate the incorporation of a digital projection system into our Sunday worship and we plan to complete the investigation of a new digital exterior signboard along Westmount Road and provide a set of recommendations to Church Council in that regard.

2012 Budget

Our budget for 2011 was.....\$7,200.00

2011 expenditure (approx) \$7,000.00

The proposed budget for 2012 is:

Worship/Supplies

Wine, Wafers, Bulletins, Candles, Misc.	\$2,300
Worship Guides	\$350
Flowers	\$350

Worship/Music

Guest Musicians	\$2,200
Organist Supply	\$750
Music	\$1,250
Total	\$7,200.00

□ **Director of Music**

~ Scott Knarr

The past year has definitely been marked by a return to academic life for me personally. Beginning with the course “Lutheran Theology and Song” during the Winter term of 2011, and then continuing with registration in the Masters of Arts in Theology program in September, I have begun to explore the intersection of the Bible and Lutheran theological heritage and how that plays out in our worship and music.

One part of this journey has been concentrating my efforts on musical composition. I began the year by composing a song for the Inshallah choir at Waterloo Lutheran Seminary. My final course project was a series of choral responsories for Holy Week which was presented here at Mount Zion with my seminary professors in attendance. The majority of the music for brass ensemble on Easter Sunday was composed or arranged by myself as it is each year. I also composed several psalm refrains for the Canadian Conference of Catholic Bishops, one of which has been recently published for their 2011 Advent materials. I also arranged a song from the Philippines for soloist, choir and orchestra for the special Anniversary worship service which took place on October 23, 2011.

My major synod/seminary focus this year was on the 100/150 year celebrations, particularly the organization of a synod-wide massed choir which presented Bach's Cantata No. 80 at a service led by Bishop Michael Pryse on October 23. I was involved in every aspect of planning for this event: the liturgical pieces of the worship service, the logistical support of placement of choir and orchestra as well as the screen and projector, coordinating the organists and composing “water music” for cello and organ for the entrance of the water bearers to the font. I was also on the team which planned the special day celebrating the legacy of Dr. Ulrich Leupold in March.

In addition to these activities I assumed my usual role leading music in worship by playing and preparing the choir, cantors and worship assistants as well as instrumentalists, the Guitar Choir, and other special guests. I have met regularly with the pastors to choose hymns and discuss the order of worship, reflected and planned with the Worship and Music Committee, and participated in the Church Council Retreat with staff which occurred in May. I work with each of these

groups of people to enhance worship with new material to help the congregation experience worship in new and lively ways. In addition to special music at Christmas and Easter I also continued to enhance the German Carol Service with bells, flutes and singers. We were very happy to welcome two couples to the choir who are new to our congregation: Pauline Finch & Alfred Durichen, Lenora & Dave Hollinger. This boost to our choir numbers has been an encouragement!

I would like to recognize the dedication, enthusiasm, and ability to adapt and learn of our choir members. Mount Zion is proud to have this fine group of choristers who consistently strive to give their very best to God on behalf of our congregation. Of particular note this year is the leadership given to our synod massed choir as one of the core groups of singers for the October 23 event. That Bach Cantata was no walk in the park!

I wish to once again personally thank the congregation for their generous support which included a special education bursary on Reformation Sunday. This happy surprise has touched me deeply.

LEARNING MINISTRY

~Pastor Tanya Ramer

Committee Responsibilities:

From Our By-Laws: This congregation shall develop an educational program designed to assist persons to grow in grace and faith and in knowledge of the Scriptures and the Lutheran Confession for service and witness in the world. To this end it shall provide learning opportunities with appropriate curriculum, shall recruit, equip, approve and support teachers and shall ensure that adequate study undergirds all functions of the congregation.

Areas of LifeLong Learning at Mount Zion include: Cradle Role, Nursery, Sunday School, Confirmation, Youth Group, and Adult Learning.

2011 Highlights:

Nursery

Donna Harris would like to take this opportunity to thank the volunteers that give their time to the nursery so that parents can worship. Thank you for your continued support Anne Woolner, Betty Schelter, Coralee Jyrkama and Monica Jutzi.

Sunday School

The Sunday School committee has strengthened the children's knowledge and excitement of many core bible stories through the Spark Curriculum.

This curriculum engages the children with activities and relates the lessons to areas of their own lives to help them understand the lesson and the important meaning behind it, "God's message". The leader guides are easy to use for teachers from any range teaching of experience. This is very valuable because it has allowed us to build our teacher base tremendously.

A key component to Sunday church school is introducing the children to the seasons of the church year. We have done this by using the side bulletin board between the lounge and the fellowship hall with a church calendar wheel and changing the board with symbols of the current season. We want to encourage not just learning at Sunday school, but at home with the children's families. We started this by distributing a activity book called "Kids Celebrate" on the first Sunday in Advent and continue for the other church seasons.

In Sunday school we also celebrate our learning and share in group fellowship through affirmation services that the children work on as a group, a birthday celebration for Baby Jesus with cake and juice following the children's Christmas service and a year end review games class in which the children get quizzed on points from the years lessons and compete in games for prizes.

The children also recognize the the efforts of their teachers at the end of the year by presenting them with a small thank you gift.

Confirmation

In 2011 we had a wonderful year of learning with fourteen inquisitive youth. We focused on the Old & New Testaments as well as our Church History. On May 29, we welcomed seven youth into the life of the congregation as they affirmed their baptismal faith.

On September 18, we welcomed six new confirmands to the program, but lost three due to moves/transfers, leaving us with a class of nine. With the start of the Fall program we focused on Martin Luther's Small Catechism (starting with the Ten Commandments and The Creeds). We also took a evening trip to visit Our Lady Of Lourdes, to examine their worship space and compare the similarities/difference in our spaces and our liturgies.

Youth Group

At the beginning of 2011, youth group was being facilitated by Rob Zilles. His goal was to create opportunities for fellowship with our youth in the congregation, as well as with other local Lutheran congregations. The youth went to Canada's Wonderland, hosted a Pancake Supper, and gather for lots of fun activities. A big thank you to Rob for all his work with the youth over the past year.

With Pastor Tanya's return in September, she resumed overseeing the youth program following the same mandate as Rob, to create opportunities of fellowship for our youth and with our local context. The youth attended a Halloween Dance at St. James in New Dundee, they had an evening of brainstorming ideas for 2012, the caroled to our homebound members and shared a Swiss Chalet dinner, and they held a movie night.

Adult Learning

Our Adult Learning has resurfaced in the past year offering a number of learning and faith building topics. We focused on hymnody and the Bible and the Nature of Evil. Thank you to Pastors Krister & Tanya for leading these events. And during our mid-week Advent/Lent services, Jackie Nunns facilitated two opportunities for learning on the book of Isaiah and The Lord's Prayer. Thank you Jackie for sharing your gifts with us.

Our *women's group* met to discuss the book, *The Help*, Facilitated by Jackie Nunns, and it was decided that the book study group should be opened to anyone in the congregation.

Our *men's breakfast* met bi-weekly throughout the year for breakfast. This time of fellowship offered opportunity for our men to discuss current social topics of interest, spiritual dialogue and an all around good time. Thank you to Gerry for facilitating this learning opportunity.

Two books were purchased for the library this year. Our holdings now total 1354 books, 102 videos and 5 audio recordings. No items were purchased or donated to the audio and video collections this year.

2012 Planned Goals and Objectives:

To continue to provide LifeLong learning opportunities to members of Mount Zion and the community at large.

Cradle Role

The Learning committee has been busy establishing a cradle role at Mount Zion. The cradle role will be an intentional ministry to our families who have had their children baptized, that will provide them with opportunities to help their children grow in their baptized lives of faith. This program is still in its beginning stages, but hopes to connect with families at least four times throughout the church year, to offer prayers, provide learning resources, and worship opportunities in the home.

Nursery

The nursery has purchased age appropriate curriculum for the nursery so I look forward to putting that to use in 2012 and sharing with our young members of our Mount Zion Family. *Volunteers are always needed for this worthwhile ministry so if you would like to volunteer your time, please contact Donna Harris.*

Sunday School

We would like to continue to create excitement and fellowship through our program not only with the students but with their families as well. we will do this by continuing on with the special group classes and services, and with the Kids Celebrate activity books to get them talking about God and church at home during the week.

We will also enhance the children's understanding of the Bible and God's messages through the curriculum and the focus on different church seasons and what they mean.

We plan to grow our Sunday School numbers by encouraging the children and teachers to bring friends to church to share in the excitement of learning about God.

Confirmation

In 2012, our class will continue in their studies of the Small Catechism, focusing on The Lord's Prayer and the rites of Holy Baptism, Holy Communion and participate in field trips (which provide opportunities to put hands and feet on what we are learning in class). On Pentecost Sunday 2012, we hope to celebrate with two youth as they affirm their baptismal faith with the congregation. Our 2012 budget will help us to purchase curriculum that is relevant and useful for our learning together, as well as participate in some field trips.

Confirmation Camp is anticipating sending nine youth to camp, in order to participate with nine other Lutheran congregations in the discussion of the Seven Practices

for Spiritual Renewal (the current theme from our National Church).

Youth Group

In 2012 our youth hope to keep growing, not only in numbers, but also in spirituality and outreach to their community. They will continue to host fellowship events (mini-golf, games night, City Wide Scavenger Hunt), host fundraising events (Pancake Dinner, Roast Beef/Pork Dinner, Elmira poultry, etc), and attend the 2012 National youth Gathering in Saskatoon in August – theme – *HyperLink*. Thanks for all the youth who participate in the events.

Adult Learning

In 2012, we hope to continue offering multiple opportunities for Adult Learning in the congregation. We will again be offering learning opportunities following our Mid-week Lent/Advent services. And we will also be offering the Wednesday evening/ Thursday afternoon session in the Spring and the Fall. Topics to be determined.

A book study will be offered again in the 2012 year. If you have suggestions for a good book, that provides opportunity for spiritual reflection, please speak with Pastor Tanya.

The *men's breakfast* will continue to meet bi-weekly in the 2012 year. Watch your e-mail for updates from Gerry Roeder on dates and topics.

Family and Children's Ministry

Family and Children's Ministry initiative is a new opportunity, that seeks to invite families to events for fellowship, learning, and community building. This ministry opportunity will seek to build community within the congregation, but also be extended to the neighbourhood as well.

2012 Budget:

Our budget for 2011 was.....\$4700*

Actual 2011 expenditure.....\$

The proposed budget for 2012 is.....

Nursery	\$150
Sunday School	\$900
Confirmation	\$350
Confirmation Camp	\$310**
Youth Group	\$0 ***
Adult Learning	\$200
Family & Children's Ministry	\$200
Library	\$90
Total \$2200

*The 2011 budget include the cost of sending nine confirmands to camp at a cost of \$295 = \$2655

**This year we have removed the cost for sending the confirmands to camp, as it is an 'in and out' budget number and does not affect Learning's overall budgeting. However, there is a cost of \$310 for the pastor to attend camp, and this does come out of the Learning budget.

This year we are budgeting for 9 confirmands to attend camp at a cost of \$310 = \$2790.

***The youth have their own account to offset costs for programming.

WITNESS MINISTRY

- Committee chair: vacant

Committee Responsibilities:

From Bylaws: 2.3c: This congregation, relying on the Holy Spirit, shall proclaim the Gospel by word and deed and thereby invite all people to repent and believe. The congregation shall recruit, motivate, equip and support its members to witness to their faith at every opportunity in daily life so that the Lord is glorified, the fellowship is strengthened, the lapsed are restored and new members are added to the congregation. It shall provide for the communication of the Gospel through fellowship in the wider Christian community. It shall assure that all congregational functions witness to the faith of the church.

2011 Committee Highlights:

This committee is not really structured as a committee with regular meetings. Throughout 2011 **Coralee Jyrkama** and **Margaret Waechter** together with Pr. Krister have done the organized Witness Committee

work. The main task by this group was the Back to Church (B2C) Sunday held on November 20.

However, outside of the work they did there are other ministries in the congregation that take place that would come under the Witness umbrella. Some of these you will read about in this Annual Report such as the Prayer Vine and the Mountaineer. Other ministries under the Witness umbrella would be the summer post-worship fellowship, the monthly Birthday celebration for members who are 80 years or older, hosted by Anne Woolner and Brenda Wynowsky. In addition we saw in 2011 the return after a few years hiatus of the Advent Hymn sing and potluck supper. A Photo Directory project was undertaken to help us create a family of faith photo album. Dorothy Hobson was the person who did the work to make this happen. Gerry Roeder and the Men’s Breakfast group were the people who distributed flyers in the neighbourhood advertising our worship services for Easter and Christmas. Advertising was also done through the Waterloo Region Record and our outdoor sign. After many years of dedicated service to change the text on the outdoor sign, Burt Huehn has stepped away from this task. Thank you Burt for your dedicated work in this ministry.

Other ministries that come under this committee would be the organization of meals for Pastor Krister during his radiation treatment at Princess Margaret Hospital, as well as organizing the volunteer drivers. Parish Nurse Betty Behm was the person who did this on behalf of the Witness Committee.

The greeters provided a witness ministry of welcome to people attending the regular Sunday worship services as well as information about the congregation to visitors and guests.

2012 Planned Goals and Objectives:

Will continue to provide fellowship opportunities and outreach ministry to members of Mount Zion and the community at large as needed.

This committee feels that in order to better provide fellowship opportunities for the congregation it is vital that appropriate space be found to do so. To that end this committee feel that an *expanded narthex project*, adjacent to the worship area, should be undertaken and completed in 2012 so that people have the opportunity to gather for fellowship following worship.

The current set up with the table for coffee and cake on birthday Sunday have shown that the limited space is not

adequate to provide fellowship events on a regular basis following worship. In addition, the auditorium is not adequate for this ministry either, as it requires long walks to a different part of the building, a walk that includes stairs/elevator and corridors. These are all physical barriers that will deter people from staying and participating on a regular basis. We feel that in the new reality of Mount Zion, where we are actively looking for new members and the opportunity to get to know them, as well as other members we may not know, the expanded narthex project is an urgent matter for the congregation and Church Council to address in 2012.

2012 Planned Activities:

Strengthen the fellowship of the congregation through fellowship events planned so that all family members may participate. Events include, but are not limited to, birthday Sundays, Advent Carol sing and summer fellowship.

Provide advertising of our worship and other events through flyers in the neighbourhood, advertising in local newspapers, website and on the outdoor sign.

In cooperation with the Worship & Music Committee our congregation will try to reach out to new members by organizing a new Witness project, which includes a worship component, which is called “**Messy Church**”. In addition we will organize, together with Worship & Music Committee a second Back to Church Sunday to take place in the fall of 2012.

Work with Church Council to implement an expanded narthex project to be completed in 2012 so that more fellowship opportunities after worship can be provided.

2011 Budget

Our budget for 2011 was.....\$1,500.00

Actual 2011 expenditure

Newspaper advertising	\$1,472.05
Back to Church Sunday material	\$ 160.00
Church Directory	\$ 92.50

Total.....\$1754.55

The proposed budget for 2012

Newspaper advertising \$1,300.00
Back to Church Sunday material\$ 200.00

Total\$1,500.00

Prayer Vine

~ Jean Lange

Another year has passed and with God's Blessings, through our Prayer Vine we continue to pray for those who are in need.

Our Prayer Vine is essential and effective as we as a group and the congregation pray for those less fortunate who are going through difficult times in our community, our country and the world.

Members of the Prayer Vine are Gladys Roeder, Hope Eaton, Bernice Ludwig, Helen Shankar, Rhoda Ernst, Henriette Stumper, Doris Stockman, Ginny & Tim Ehrlich, Jean Lange, Pastor Tanya and Pastor Krister.

A special thank you to all of the above for your time and prayers.

All requests and information are confidential. If there is anyone who would like to join this group, please call Jean Lange at [519-576-8865](tel:519-576-8865).

45 Plus Club

~Dorothy Hobson

We are now meeting only 5 or 6 times a year with much of the emphasis being on outings or social.

- In January Pastor Judy Harris and friends showed slides and told us about their trip to Oberamagau, Italy and Austria.
- In April we were entertained to a toe-tapping afternoon of music with Rev. Ev Mossman and the Music Makers.
- In May a trip to Owen Sound and riding the Chichimaun to Tobermory with lunch on board was enjoyed.
- In June we always enjoy our annual picnic at Betty Behm's cottage on Lake Conestoga.
- A Fall tour to Muskoka and Ste. Marie among the Hurons was enjoyed in October.

- The year closed with our Christmas Social and a fun game of Court Whist.

We have an average attendance of 20-25 but would welcome many more.

Mountaineer

~Karen Gastmeier

The Mountaineer Committee

On the top left hand corner of every edition of *The Mountaineer*, you will note a volume number. We are now on Volume 7 which means that it has been seven years since *The Mountaineer* committee and the publication came into existence. Committee members, Pastors Tanya and Krister, Dennis Eaton, Karen Gastmeier, Jim Widdecombe, Tim Ehrlich, Gerry Roeder and Dave Heldman meet over breakfast monthly to enthusiastically discuss story ideas and writers for future editions.

Along with many members of the congregation, all the committee members take on writing projects. And while the rest of the world is busy twittering and sending tweets, The Mountaineer committee is thankful for the conscientious editing of Jim Widdecombe who we call our "tweaker". All the major articles in the Mountaineer have been touched by his meticulous and sometimes playful "tweakes."

This year a special thank you to Pastor Krister who, over the summer, worked through photocopier problems allowing us to print pictures successfully. Thank you too to Muriel who prints the finished document and to our secret weapons, Jackie and Joan Schweitzer who have for years, folded, stapled and distributed each and every issue.

SERVICE MINISTRY

□ Service Committee

~Judi Harris

Chair: Judi Harris

Members: Ann Crossman, Marg Murison, John Penteker, Ladona Riegert, Shawn Rogers, Mary Thompson, Barb Barnes

Pastoral Support: Krister Ulmanis

Committee Responsibilities –

From the Constitution: *This congregation shall live by faith active in love. It shall motivate, equip and support its members to minister in daily life, to participate as members of a caring community, to serve as Christians in all the institutions and structures of the society of which they are a part, and individually and corporately to promote justice and reconciliation, meet human needs and alleviate suffering. In these efforts the congregation shall co-operate with the Synod and the ELCIC, other Christian churches and other groups in society. It shall make certain that all its functions strengthen the motivation and ability for service.*

The Committee's Terms of Reference: *The Service Committee shall*

- a) *Continually study and monitor the needs of persons in the congregation and the community and decide on ways in which these can be addressed by the members of the congregation and by others.*
- b) *Educate members of the congregation concerning congregational, community and global needs and encourage them to respond in a faithful manner.*
- c) *Help members become aware of the community resources (persons, agencies, programs) which are attempting to respond to human needs.*
- d) *Provide educational materials to our members regarding global hunger concerns and other programs endorsed by our National Church.*
- e) *Recommend community agencies who should be recipients of some of the congregation's annual benevolence gifts.*
- f) *Strive to cooperate with other Christian churches and groups in society who are concerned about responding to human need.*

2011 Highlights: As in previous years this committee encouraged congregational support for Canadian Lutheran World Relief, Habitat for Humanity, the Food Bank of Waterloo Region, House of Friendship, SHOW (Supportive Housing Of Waterloo), Trinity Village and Out of the Cold. The potato blitz for House of Friendship raised \$567 and Mt. Zion walkers collected \$2010. in sponsorships for Trek 4 Kids which enabled 4 kids to attend summer camp. The spring food drive netted 90 lbs. of food and \$295. In the fall we donated 140 lbs of food and \$1320. The Christmas project for CLWR resulted in 132 We Care bags being forwarded. Congregational members were also encouraged to use the *Gifts from the Heart* catalogue for Christmas gift giving.

In June we forwarded a petition to Ottawa and prepared a beautiful banner encouraging the government to implement the *Declaration on the Rights of Indigenous Peoples*.

During the year committee members represented Mt. Zion at the annual meeting of Habitat and fund-raising dinners for both SHOW and House of Friendship.

On behalf of the congregation we forwarded \$250. of benevolence monies for *Trek 4 Kids*, \$500. to Anselma House, \$250. to Marillac Place and \$250. each to *Out of the Cold* ministries at St. John's and St. Matthew's. At year's end the sum of \$100 from the unused committee budget was designated for food vouchers that the pastors can give to those coming to the church for help.

We continue to hold a "paper sponsorship" for a refugee from Eritrea - \$5,000. which was given by a gentleman in the community who wants to bring a friend to Canada.

2012 Goals and Objectives: to continue encouraging congregational support of community agencies that work to alleviate poverty and human need

2012 Planned Activities: In addition to our ministry with the Food Bank, the House of Friendship, Canadian Lutheran World Relief and the lunch for Habitat for Humanity workers, we are initiating "*Adopt A Cause*". Each quarter of the year we will highlight the work of a community agency and encourage contributions according to their "wish list". In 2012 these agencies will be *Mary's Place, Pride Stables, Anselma House* and *Roof*.

2012 Budget

Our budget for 2011 was\$250.
Actual 2011 expenditure\$250.
The funds were used for banner supplies, the Habitat lunch & food vouchers.

The proposed budget for 2012 is \$250.

□ Community Garden

~ Joan Brunger

Mount Zion Community is settling into a yearly routine. This year we had two new gardeners join us. The gardeners enjoy the gardening experience and the plots were well tended. We continue to compost as much waste organic material as possible and recycle this back onto the garden.

In 2005, Ontario passed the Accessibility for Ontarians with Disabilities Act. Its purpose is to implement and enforce five accessibility standards; customer service, transportation, information and communication, employment and the built environment. Barrier-Free Community Gardens are in line with Region of Waterloo's accessibility strategy. Barrier free gardens provide an opportunity for everyone to garden. November 22 was the launch of 4 such garden projects in Waterloo Region. The celebratory activities were held at Trinity Village Care Centre, one of the four gardens within the region to be given money to develop such a project at their garden. The main paths are wheelchair accessible so wheelchair bound people can come to enjoy the garden.

Please call Joan or Alfred at 519-885-3314 if you are interested in gardening at Mount Zion this year.

□ Open Sesame

~Carol Ziegler & Ann Crossman

It is hard to believe that on September 12, 2011 Mount Zion's Headstart Preschool "OPEN SESAME" began its 42nd year of helping families with special needs children in our community.

In 1970 there were at least 4 headstart preschools in KW and now we are the only one remaining. There is no cost for children accepted into our program and referrals come mainly from KidsAbility. Open Sesame is Mount Zion's oldest outreach project in "Mission for Others."

For those of you who are new members, we should explain a little more about Open Sesame. The program operates Monday, Tuesday, and Wednesday mornings from 9:00 to 11:30 and is licensed by the Ministry of Children and Youth Services under their Day Nurseries Act. We have one ECE (Early Childhood Education) teacher and two or more classroom assistants for 12 children. It is the high ratio of adults to children which makes our headstart preschool so successful and unique.

We would not be able to continue without the dedication of our many volunteers who return year after year as well as our new ones. Now that so much is expected of children before entering Junior Kindergarten, our job at Open Sesame is more important than ever. A Big Thank You to each of you who work directly with our special needs children, including some students from Wilfrid Laurier University who help us when available.

We also offer a Parent Support Group which meets each Monday morning. Their infants and toddlers are looked after by nursery volunteers, while the parents are involved in a program of parent education, which includes sharing concerns about raising a special needs child. The Parent Support Group is led by our supervising teacher Kathleen Cote, while our Monday teacher Nikki Proctor works with the children in the classroom.

This year we had the Volunteer Orientation Meeting on October 3rd so that those students who volunteer as part of their university course could attend. We are very grateful this year to have two new volunteers from Mount Zion- Jackie Nunns and Joyce Brown. All new volunteers are required to provide us with a criminal reference check. At the meeting, Mount Zion's Parish Nurse, Betty Behm, instructed us in the use of an epi-pen as one our children has a peanut allergy.

Our classroom has a new carpet this year thanks to Little Mountain Parent Participating Preschool. They use our classroom on Thursday and Friday mornings. We share cleaning, telephone, and playground inspection costs with them.

A Big Thank You to Carl Thompson for Open Sesame's ongoing fund raiser – selling grocery cards. This is how it works - Grocery cards can be purchased any Sunday from Mayda Scoins or Ann Crossman by giving them cash or a cheque made out to Open Sesame. You may also call Mayda at (519) 576-7711 or Ann at (519) 884-3077 if you wish to buy cards during the week. We sell Zehr's, Sobey's, and Food Basics cards. The Zehr's cards can also be used at Value Mart and the Big Canadian Super Store while Sobey's cards can also be used at FreshCo. Open Sesame receives \$.05 on every \$1 or \$5.00 on every \$100 you spend on groceries. Open Sesame raised approximately \$1450 in 2011 selling grocery cards. Also, a Big Thank You to those participating and hopefully more members from Mount Zion will consider helping to support us in this manner. Your groceries do not cost more, but you are simply paying for them in advance. Each time you use your grocery card, the cashier will tell you how much is remaining for future purchases.

We were chosen by the Eastern Synod to receive a \$2000 grant from the ELCIC Compassionate Justice Initiatives. We again received a grant of \$5000 from the Kavelman-Fonn Foundation which was facilitated by David and Margaret Shoemaker. We also received generous financial support from many of you who continue to believe in the importance of Open Sesame.

We are looking forward to our Christmas Party on December 12th. The Open Sesame parents have been busy making personalized books for their children, while Kathleen Cote has been purchasing interesting gifts made possible by a donation. These will be given out by Santa – Dave Heldman. He has kindly agreed to substitute for Jim Millar who is recovering from two broken arms.

We are ending this report with excerpts from letters we received last May from grateful parents. These letters convey the importance of Open Sesame and show how lives have been changed because of our Mission for Others.

1. "I just want to thank you so much for the wonderful program you are running. Our son was diagnosed on the autistic spectrum last year

and really needed the socialization your program offered."

2. "Thank you for letting us come to this great school. It gave him great opportunities to learn and to communicate with other kids. His speech and behaviour has improved considerably."
3. "The first change to our son was his speech skills. He didn't talk in either English or Chinese. He was very quiet and played by himself. He was extremely frustrated when he didn't know how to express himself, screaming and rolling on the ground. Now he knows how to use both languages. He speaks English at school and talks to me in Chinese. The second change to our son has been his social skills. He knows that he has to wait when other kids are playing with a toy that he really wants. Now he no longer screams at his brother. My friends say that he has changed a lot in his behaviour and that he looks like a gentleman now. The third change is his diet. He refused the fruit and vegetables at home and we worried about his nutrition. After he went to Open Sesame, I always bought the fruit he had eaten at school. Now he accepts some fruits and veggies."

"There have been a lot of changes in our son since he first went to Open Sesame. He is happier and getting healthier. He knows the rules when he plays with other kids and can self discipline. Now there is happiness in my home and less complaints to each other."

"I am really grateful for the chance that our son had to go to such a good school. There is one very important part I want to mention, and that is the Parent Support Group. The parents can share their experiences at the meeting, discuss problems, and find answers for them. I enjoyed it very much. "

Thank you to everyone who continues to support Mount Zion's "Mission for Others", Open Sesame, with your gifts of time and money.

COMMITTEE MEMBERS

Co-ordinator – Carol Ziegler
 Treasurer – Ann Crossman
 Secretary – Dianne Frombach
 Teacher/Supervisor – Kathleen Cote
 Assistant Teacher – Nikki Proctor
 Members at large – Mayda Scoins, Ruth Stromberg, Elinor Phillips
 Council Liaison – Helga Juergensen, Dorothy Hobson

OTHER VOLUNTEERS

Shirley McCall, Mag Horman, Ladona Riegert, Carolyn Doubleday, Virginia Slack, Bernice Huehn, Valerie Weber, Melissa Dolbeer, MacKenzie Ross, Arnav Rahman, Jason Schacter, Barb Heldman, Mary Helen Harrigan, Helen Chen, Carissa Lawther, Kathleen Simpson, Pat Edwards, Bianka Tattel, Samantha McClintock, Patricia Hung, Suzanne Myer, Jana Kelly, Hope Eaton, Jackie Nunns, Caitlin Hishon, Angela Myers, Joyce Brown, Megan Kelk, Olivia Fraczkowski, Lisa Cranston, Dave Heldman, Tim Ehrlich, Burt Huehn, Dick Crossman, Betty Behm, Art Schelter

2012 Planned Goals and Objectives

To continue to provide support to families with Special Needs Children in our community, and deal with any government changes that may affect Open Sesame.

2012 Planned Activities

To further implement our new program called “Emergent” which helps children with their individual development.

2012 Budget

Our Budget for 2011 was.....\$22,000
 Actual 2011 expenditure.....\$19,280

The proposed budget for 2012 is

Church Benevolence	\$ 5,000
Church Personal Donations	\$ 6,250
Synod Grant	\$ 2,000
Kavelman-Fonn Foundation	\$ 5,000
Region of Waterloo	\$ 2,300
Grocery Cards	\$ 1,450
TOTAL	\$22,000

Health Council

~ Marg Tupling

COUNCIL MEMBERS: Virginia Slack, Rita Schaus, Marg Tupling

Committee Responsibilities:

“This congregation shall live by faith in love. It shall motivate, equip and support its members to visit the sick, the imprisoned, and minister to the poor and the distressed: to serve as Christians in all the institutions and structures of society of which they are a part; and individually and corporately to foster justice, overcome oppression, alleviate suffering and care for the earth. In these efforts the congregation shall cooperate with the synod and the church wide agencies of the Evangelical Lutheran Church in Canada, other Christian churches and other groups in society. It shall make certain that its other functions strengthen the motivation and ability for service.”

The Health Council assists the Parish Nurse in the meeting of her Ministry within the congregation and community. It focuses on the physical, psychosocial, and spiritual health of the congregation and broader community.

2011 Committee Highlights:

The Parish Nurse and Health Committee:

- provided an educational event focused on fitness across the lifespan
- sponsored the soup luncheon in September, with proceeds going to the Alzheimers Society
- physical, social and spiritual health were encouraged during the Walk to Bethlehem.

The Parish Nurse has continued to be busy walking along side congregational members as they faced health issues. She continued to provide blood pressure monitoring, a monthly prayer station during worship and valuable health information in the Mountaineer on a monthly basis. She has facilitated a new mothers’ group. Betty arranged for Mount Zion to participate in a blood donor clinic on November 26th. AED (automated external defibrillator training was provided after worship on December 4th.

The Parish Nurse also has liaisons with the Friendly Visitors and the Community Kitchen.

The Health Council has been renewed this fall with the addition of two new members.

2012 Planned Goals and Objectives:

- To develop a vision and mission statement.
- To recruit new members to Health Council.
- To review and update the terms of reference for the Health Council.

2012 Planned Activities:

- Host a celebratory potluck dinner for the Bethlehem walkers on January 6th and launch a “Walk to Jerusalem” at this time.
- More in depth training for the defibrillator.
- Host a family bowling event followed by a potluck supper in February.
- Plan and run two health related educational events.
- Host Souper Sunday.
- Co-ordinate the development of a cook book in recognition of fifteen years of Parish Nurse Ministry at Mount Zion. The cookbook will be ready for sale by Souper Sunday in September.

2012 Budget

Our budget for 2011 was.....	\$450.00
Actual 2011 expenditures	
bus ticket.....	\$24.60
office supplies.....	\$39.00
new blood pressure monitor.....	\$200.00
TOTAL.....	\$263.60

The proposed budget for 2012:

Maintenance of defibrillator	\$150.00
Bus passes	\$50.00
Journal (JCN) and miscellaneous	\$50.00
Replacement for Hand sanitizers	\$50.00
Fellowship events	\$50.00
Supplies for Walk and start up for cook book	\$100.00
TOTAL.....	\$450.00

Parish Nurse

Betty Behm R.N., BScN.

Responsibilities:

This ministry serves members of the congregation through individual contacts and health promotion events

addressing the physical, emotional and spiritual needs of members of the congregation, providing support for individuals and families. The roles of the parish nurse include, but are not limited to, health counseling, promoter of volunteers, acts liaison to community resources, health promotion and education and advocacy.

2011 Highlights:

Many parishioners were visited in their homes and in hospital and the parish nurse accompanied many people to hospital, doctors and for diagnostic testing. Referrals to community agencies were made. The parish nurse works along side of the pastors to assist in meeting the needs of the congregation through home visits, prayer and sharing the sacrament of Holy Communion.

Met with the pastors regularly to discuss the healthcare needs of the church community and shared hospital, home and bereavement visits .

Provided a Prayer and Healing Station on the third Sunday of each month during regular worship services

Along with Friendly Visitors and co-ordinator Sharon Egerdeen, participated in monthly visits to our homebound members. Attempts to recruit new visitors were made.

Refers needs to Henriette Stumper, who coordinates meals for people recovering from illness. This little known resource known as Mount Zion’s Community Kitchen has been of benefit to members experiencing health needs.

Facilitated “Young Moms” group. Moms (with infants and/or preschool age children) came together to discuss issues pertinent to child rearing, balancing life, child health and community resources. This group is in constant flux as moms return to work following their maternity leaves.

Souper Sunday in September provided a time of fun and fellowship with a free will offering to the Alzheimer’s Society of Kitchener- Waterloo.

The Walk to Bethlehem, a resource developed by a parish nurse in Michigan was a successful congregational event which promotes physical wellbeing and spiritual development .

2012 Planned Goals and Objectives:

To continue to provide spiritual and emotional support to those in need both within the community and in the greater community, our neighbours, as required.

Continue to work with the Health Council to provide educational and fun filled events which promote health of Body, Mind and Spirit.

To work with the pastors to ensure the physical, emotional and spiritual needs of our members are being addressed.

Work with the Health Council to develop vision and mission statements which reflect mission statements of the church.

2012 Planned Activities:

January 6, a potluck supper to celebrate our participation in the Walk to Bethlehem will be held. Certificates will be awarded to all participants in this event which promotes physical, emotional and spiritual well being. This will also serve as the beginning of the Walk to Jerusalem to continue regular healthy practises.

Work with members of the 45 Plus group to provide a Pot Luck Luncheon with guest speaker from Warm Embrace in February which will include outreach to another church in our area.

February 26 an afternoon of bowling, followed by a supper will promote physical activity and fellowship for all ages.

September Soup-er Sunday

Review the Friendly Visitors committee to determine is viability so that organized, regular visits are made to shut-ins and members in need. Continue to reach out to the homebound members.

Review and revamp the Community Kitchen community ministry

Budget

Budget for 2011 was\$

Actual 2011 expenditure ... Registered Nurses Association of Ontario Fees and Liability Insurance\$ 357.48

The proposed budget for 2012 remains the same as 2011. RNAO fees and Liability Insurance..... \$357.48

SUPPORT MINISTRY

□ Mutual Ministry

~ Kirk Swanson

As a confidential support group, Mutual Ministry's key responsibilities include reviewing the ministry efforts of the pastoral staff – in relation to the mission of the congregation; and facilitating communication between the pastors, between pastors and staff, and between pastors and congregation.

During regular meetings throughout 2011 the Committee stayed in close contact with Pastors Krister Ulmanis and Tanya Ramer as they worked through health and leave issues and ministry challenges.

At the direction of Church Council, much time was devoted to conducting a review of Pastor Krister's term call and service to the congregation, and preparing a recommendation for Council. This led to a new call being extended at a special congregational meeting in October of 2011.

Earlier in the year, the Committee worked closely with both pastors when they sat down to review and discuss how to move forward with their co-pastor ministry when Pastor Tanya returned from maternity leave (in August). The pastors used Mount Zion's *Strategic Directions* to focus on the needs and dreams of the congregation and develop Co-Pastor Portfolios which were recommended to Council, and subsequently approved. Goal setting, portfolios review, and communications will continue to be priorities for the Committee in 2012.

In addition to Pastors Tanya and Krister, Committee members in 2011 included Karen Gastmeier, Pauline

Poole, Jim Widdecombe and Kirk Swanson (Council Liaison). Council President David Heldman also attended most meetings. In January, 2012, Jim Widdecombe will complete his term, and Joan Brunger will be welcomed as the Committee's newest member.

Stewardship Committee

~ Gerry Roeder

Chair: Gerry Roeder

Members: Tim Ehrlich, Judi Harris, Richard Heimbecker, Shawn Rogers, Mel Schmidt, Joan Schweitzer

Pastoral Support: Krister Ulmanis

Committee Responsibilities –

From the Constitution: *This congregation, in faithfulness to God, shall provide leadership, organizational structures, facilities and funds, to enable fulfillment of its mission, and shall strive to maintain effective stewardship practices, regularly evaluate the total life and ministry of the congregation, and recruit, equip, and support members of the congregation to provide these activities.*

The Committee's Terms of Reference: *The Stewardship Committee is present to lead the congregation, through education, communication, and encouraging personal involvement, about how we use our resources of time, talent, tissue and treasure in response to God's love in our lives.*

2011 Highlights: For some years Mt. Zion has not had a Stewardship Committee and the current committee held its first meeting on April 11, 2011. Just prior to that, Pastor Krister and Gerry Roeder attended a Stewardship Conference in Cambridge.

Early on we shared our understanding of stewardship as *“recognizing that all that we have is a gift from God, and that when we give to our church we're giving back to God what is God's in the first place.”* Committee members also read two challenging books by J. Clif Christopher entitled *Not Your Parents' Offering Plate* and *Whose Offering Plate Is It?*

Many discussions have taken place concerning the work that lies ahead for us, especially in the areas of education and communication.

Two accomplishments to date are these:

1. Introduced and recommended a “Narrative Budget” for Mt. Zion
2. Initiated the compilation of an accurate active member list

2012 Goals and Objectives: We are working on several things –

1. A “Welcome to Mt. Zion Kit” for new members that will help them learn about our congregation, our ministries and our mission.
2. Stewardship education via the *Mountaineer*, Sunday bulletins and occasional Sunday morning personal stories.
3. A series of home meetings to bring members together and share our vision for the challenges and opportunities for ministry that lie ahead
4. The encouragement of members to increase the percentage of their income as their offering in support of Mt. Zion and its ministries. For example –

Annual Income - \$20,000

1%	2%	3%	4%	5%	6%
\$200.	\$400.	\$600.	\$800.	\$1,000.	\$1,200.

This means that if you are currently giving 3% of your income, we will challenge you to try for 4%, if you are at 5% to try for 6% and so on

5. The delivery of offering envelopes to those who have not picked them up by the end of January.

2012 Budget

Our budget for 2011 was.....\$0

The proposed budget for 2012 is

Home Meetings \$500.

Supplies \$200.

Miscellaneous \$100.

TOTAL.....\$800.

Property Committee

~Art Schelter

Members of Committee: Chairperson Art Schelter
 Jake Stumper, Arnie Schaus, Burt Huehn, Dick Crossman, Doug Eidt, Gilles Lamothe

2011 Highlights

Leaky Toilets -Repaired

Furnace Repairs (Circulating pump bearing leaking)
Outside retaining Wall by Landscaping Company
Hot Water Tank Replaced Upstairs
Water Bills High- Found water leak in upper sanctuary floor heating.- Repaired.

Rental Properties

237 Dawson Basement water leak. Installed new drain pipe outside

235 Roof gutter repaired. Trees stumps removed Top soil added.

Other repairs completed on both rental properties

Mixing valves replaced and emergency lighting unit replaced.

Roof above meeting room repaired.

Numerous maintenance issues addressed throughout the year. as reported to the property committee.

Work Parties organized as required.

Projects for 2012

Sunday School visual windows in doors to be installed

Water Fountain to be repaired

Quilt Room- remove carpet and install tile

YMCA request door bell

Carpets to be cleaned.

Budget

Property Budget for 2011 - \$18,100.00

Actual Expenditure 2011 - \$17, 858.00

Proposed Budget 2112 - \$18,100.00

Many hours of volunteering are provided in this ministry of the congregation. Thank you to all who help when called upon .

Ad Hoc Task Group

~ Bill Gastmeier

This group was formed to address several specific items of a technical nature which fell between the cracks of the other committees. It coordinates its activities with Worship and Music and the Property Committees in terms of direction and reporting and has no budget of its own. In the past year it has continued to investigate means of improving the Sanctuary lighting dimmer panel and participated in a trial worship service incorporating a digital projector and screen in the Sanctuary.

The members of Ad Hoc Technical Committee are Tim Erlich, Bill Gastmeier, Scott Knarr and Paul Norris Lue. In the coming year we will continue to consider ways of improving our worship experience through the use of technology and look forward to your feedback.

PARISH STATISTICS 2011

PASTORAL ACTS

Baptisms:

Emmet William Andrade	August 7
Tyley Minna Delion	August 28
Sophia Maitlyn Bell	October 16

Affirmation of Faith / Confirmation

 May 29

Isabeau Glebe	Erin Lange
Ashley Harper	Landon Myre
Ryan Harper	Hayden Poole
Elana Heibert	Daniel Vogel
Taylor Lamothe	Joshua Zilles

Marriages:

Einar Carlsen & Jennifer Baker	June 19
Alan Vander Beek & Erin Spicer	June 25
Rick Lauzon & Carleigh Tillich	October 2

Deaths/Funerals:

Helen Raymond	January 9		
Gertrude Leupold	January 28	Rev. Dr. Delton Glebe	May 11
Leslie Grant	March 7	Mary Poeschner	August 17
Marjorie Erler	March 30	Ingrid Schreiber	August 30
Diane Waugh	April 13	Dorothy Knechtel	December 4

Transfers in / New members:

Lloyd & Doris Berg
Rev. William & Joyce Brown
Melissa Dolbeer
David & Lenora Hollinger
Scott Knarr
Judy & Piper Paleczny
James & Linda Schneider
Gordon & Mary Slethaug

Transfers out:

George & Shirley Cross
David, April, Connor, Faith Scida
Robert & Marsha Trutter

Removed from membership roster:

Patti, Kaitlyn, Kevin, Kyle Clark
Philip, Deborah, Samatha, Jessica Panchaud
William, Nina Schafrick

Barbara & David Richtermeier
Richard & Donna Roberts

MEMBERSHIP STATISTICS

MEMBERSHIP *

Year	Baptized Members	Confirmed (voting members)	Children
2011	451	403	48
2010 **	795	555	240
2009	739	642	97
2008	874	671	203
2007	861	666	195

* The reporting of membership in Annual Reports (The Scope of Mount Zion's Ministry) 2006 – 2010 does not correspond with the reporting of membership to the ELCIC.

** Numbers derived using the ELCIC formula starting from 2009 numbers reported to the ELCIC.

YEAR	2007	2008	2009	2010	2011
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RECEIVED BY:

- Baptism	2	0	3	9	3
- Transfer	13	0	3	2	6
- Affirmation of Faith	0	0	6	3	5

RELEASED BY:

- Death	7	5	10	8	9
- Transfer	5	8	10	11	8
- Removed	0	0	0	10	14

WORSHIP ATTENDANCE

	Year	Total # services	Average attendance
Sunday 8:45	2011	29	35
	2010	32	37*
Sunday 10:45 /10:00 (summer)	2011	52	121
	2010	52	119*
Non Sunday Worship	2011	21	52
	2010	17**	86***

* Not all Sundays had recorded attendance figures

** Includes Mid-week Advent & Lent worship for which no attendance was recorded

*** Average attendance for Non Sunday worship for which attendance was recorded

□ Finance Committee

~Richard Brubacher

Well, what an exciting wrap to the old year!

The response from you, the committed members of Mount Zion was truly amazing in the way you answered the call to clear the deficit by December. The accumulation of monthly deficits from January through October had reached almost \$30,000, but your response enabled us to end with a surplus of \$3,137 in the current account. Thank you! Your finance committee is much relieved as are many others. As a wise member reflected to me, "Never underestimate the power of faith". How true!

The year 2011 was truly that transitional year, (seems we've been saying that for a few years) when we have finally been able to experience a full ministry team following the return of Pr. Tanya from maternity leave. This has obviously had an impact on our financial life as well, in that supporting this model financially is now an ongoing reality. The financial reports included later in this annual report, detail the financial aspects of undertaking our ministry. In addition to meeting our commitments in the current account of almost \$300,000, our benevolence activities in support of the broader church and the community totaled over \$75,000, and \$11,000 was added to our capital reserves.

In 2012, we face continuing challenges that will require us to be vigilant in our financial life in supporting our chosen ministry model. Our budget for 2012 as proposed contains no growth in expenditures other than the impact of the full complement of ministry staff for the full year. Despite this, our requirements to fund the current account will require increased support of approximately \$45,000 more than 2011. This increase represents approx 15% growth, and will challenge each of us.

Your Finance Committee was chaired for most of the year by Jim Van Hemmen, and we thank him for his fine contributions, and wish the Van Hemmen's happiness in their relocation to Toronto. As a Finance Committee, we will continue to monitor and inform the congregation on progress monthly. I wish to thank our able treasurer, Hank Bax, and our financial secretary Ann Crossman for their efforts. They are supported by Muriel and the counting teams, and the rest of the Finance Committee - Cam Ballantyne, Bob McDermott, Dave Heldman (council liaison) and both Pastors.

Financial Reports

The financial reports for Mt. Zion are displayed in this section and reflect the activity for the year 2011 with comparison to budgets and the prior year. In addition, the proposed budgets for 2012 are indicated in support of the planned activity for the New Year.

Index of reports

- a) Current Account – (In support of ongoing ministry & programs)
- b) Benevolence Accounts – (In support of the broader church & community outreach)
- c) Capital Account – (In support of our facilities with upgrades & major repairs)
- d) Special Funds – (Designated for specific purposes)
- e) Summary of Total Receipts & Disbursements
- f) Balance Sheet
- g) Summary of Contributions by giving units.

Mount Zion Lutheran Church
Statement of Receipts and Disbursements

The current account reflects the costs and income associated with the support of ongoing ministry & programs. This includes the permanent staff and committee expenses as well as the general costs associated with the operations of the church.

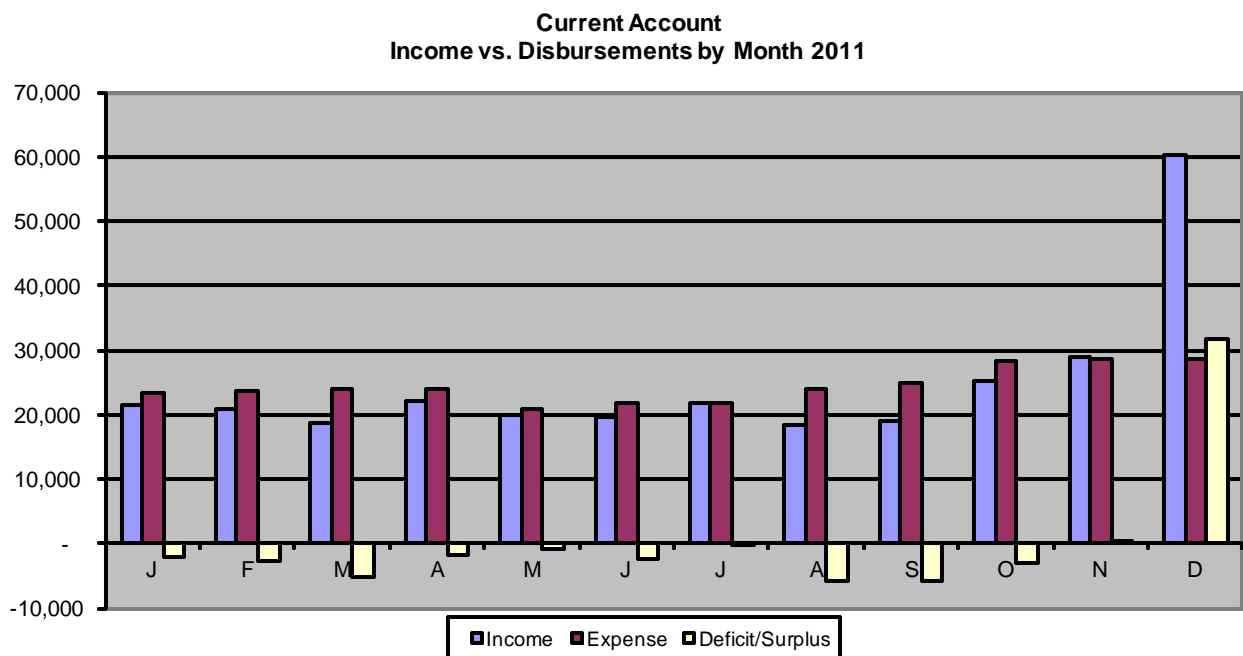
The expense budgeted for the current account in 2011 was \$295,473 (after adjustment for the early return of Pr. Tanya in August). The actual expenses incurred were very close to budget at \$293,632.

The total receipts for the year totaled \$295,769 which exceeded budget by \$296, and allowed for a surplus of \$2,137 in the current account. This value was further improved by a \$1,000 contribution from the Youth to help eliminate the accumulated deficit before year end. The final result was a surplus of \$3,137 in the current account.

CURRENT ACCOUNT		2010		2011		2012
		Actual	Budget (expected)	Actual	Budget (maximum)	Budget
Receipts						
Envelope (incl Easter, Thanksgiving, Christmas)		\$ 241,349	\$ 247,000	\$ 241,707	\$ 247,000	\$ 250,000
Plate		2,956	2,500	2,230	2,500	2,500
Income:	Education Min.	1,814	2,500	1,644	2,500	2,790
	Worship & Music	580	800	692	800	600
Rental of Facilities & Parking		9,508	8,300	15,589	8,300	10,300
Rental Income:	235 Dawson St.	14,160	14,160	14,160	14,160	14,160
	237 Dawson St.	13,840	15,300	13,925	15,300	15,300
Other Receipts		23,623	1,700	5,823	1,700	
Additional Income Needed to break even			3,213		43,263	44,745
Total Receipts		307,830	295,473	295,769	335,523	340,395
Disbursements						
<u>Staff Costs</u>						
Co-Pastor (T. Ramer)	Salary	30,634	13,345	13,343	35,581	35,581
	Housing	10,382	6,200	6,200	16,533	16,533
	Car Allowance	1,744	995	995	2,652	2,652
	Continuing Ed.	178	668	247	2,000	2,000
Co-Pastor (K. Ulmanis)	Salary	40,431	41,897	41,897	41,897	41,897
	Housing	16,310	16,533	16,533	16,533	16,533
	Car Allowance	2,616	2,652	2,652	2,652	2,652
	Continuing Ed.	1,894	2,000	1,929	2,000	2,000
<u>Ministry Support</u>						
Pastoral Supply / Extra staff costs		700	2,000	1,425	-	-
Parish Nurse		15,701	15,814	16,172	15,814	15,814
Secretarial		16,575	16,824	16,824	16,824	16,824
Custodian		16,331	16,535	16,217	16,535	16,535
Staff Benefits		37,901	34,103	33,952	40,595	41,581
Staff Retreat		-	500		500	
Music Director Fee		24,709	26,308	26,308	26,308	26,308
Treasurer Fee		9,234	8,774	9,254	8,774	8,994
Youth Program Worker		1,125	-		-	
Honoraria		600	600	600	600	600
		227,065	205,748	204,547	245,798	246,504
<u>Committees</u>						
Property Management		17,470	18,100	17,858	18,100	18,260
Worship - Supplies		3,980	3,700	3,709	3,700	3,000
Worship - Music		3,648	3,500	3,658	3,500	4,200

Communication Committee			-	500	-	500	500
Stewardship Committee			-	750	161	750	800
Learning			2,544	4,700	3,029	4,700	4,990
Witness			1,386	1,500	1,755	1,500	1,500
Finance			1,845	1,100	967	1,100	1,100
Health Council			-	450	205	450	450
Service (Min. in Soc.)			93	250	248	250	250
Service-Food Vouchers			-	250		250	
Church Council			-	250	200	250	
			30,966	35,050	31,790	35,050	35,050
Church Operating Costs							
Insurance			4,374	5,000	1,475	5,000	4,600
Telephone/Internet			2,169	2,500	3,128	2,500	2,500
Hydro, Water			8,694	8,500	11,919	8,500	13,000
Heat			12,413	14,600	12,921	14,600	14,500
Office Supplies & Equip.			7,541	7,500	7,821	7,500	7,500
Conventions & Conferences			2,566	2,000	1,710	2,000	1,500
Bank Charges & Interest			1,120	1,200	1,408	1,200	1,500
Property Expenses:	235 Dawson St.		4,276	5,150	4,533	5,150	5,366
	237 Dawson St.		4,365	5,225	4,584	5,225	5,375
GST/HST Expense			2,709	3,000	3,874	3,000	3,000
Miscellaneous			16,830	-	3,922	-	-
			67,057	54,675	57,295	54,675	58,841
Total Disbursements			325,088	295,473	293,632	335,523	340,395
Surplus (Deficit)			(17,258)	-	2,137	-	-
Transfers from Other Accounts - (Youth Funds)				-	1,000		
Total change in Current Account - Surplus			(17,258)	-	3,137	-	-

The graph below reflects the expenditure and receipts pattern experienced on a monthly basis over the year. You will note that receipts were lower than expenses in each month from January through October resulting in an accumulation of deficits totaling \$30,000 by October. This was reversed in December with the very gratifying response by the members of Mt. Zion to eliminate the 2011 deficit and end in a surplus position of \$3,137.



Mount Zion Lutheran Church
Statement of Receipts and Disbursements

The benevolence account consists of two sections, - Regular Benevolence (envelope designated), and Special Benevolence Designated Appeals.

The Regular Benevolence portion is budgeted and is in support of the Synod, Open Sesame special needs, and a small portion allocated to community benevolence as directed by the Service committee. In 2011, total receipts were \$39,570 from envelope benevolence which was below the budgeted amount of \$48,000. These funds were distributed to Synod for \$38,070, and \$1,500 to community causes. Open Sesame did not require specific funding beyond what was received from designated appeals in 2011. An additional amount of \$4,298 was remitted to Synod representing income from our Endowment fund from 2010, as approved at our last annual meeting to make up for a shortfall in Synod support in 2010.

The special Benevolence - Designated appeals which are unbudgeted, realized receipts of \$32,720, and was disbursed as designated to the various charities as noted below.

BENEVOLENCE ACCOUNT

	2010	2011		2012
	Actual	Budget	Actual	Budget
<u>REGULAR BENEVOLENCE (Budgeted)</u>				
Receipts				
Envelopes	\$ 41,885	\$ 48,000	\$ 39,570	\$ 42,000
Other - Transfer from Endowment	3,983		4,298	-
	45,868	48,000	43,868	42,000
Disbursements				
Synod Benevolence	37,385	41,500	38,070	35,500
Synod - Special for prior yr shortfall	3,983		4,298	
Open Sesame	3,000	5,000	-	5,000
Community Benevolence	1,500	1,500	1,500	1,500
	45,868	48,000	43,868	42,000
Surplus (Deficit)	-	-	-	-

SPECIAL BENEVOLENCE - DESIGNATED APPEALS - (Unbudgeted)

	2010	2011
	Actual	Actual
RECEIPTS & DISBURSEMENTS		
Canadian Lutheran World Relief	\$ 9,422	\$ 12,108
Waterloo Lutheran Seminary Appeals	1,135	705
W.L.S. Auxiliary	502	550
Habitat for Humanity	225	235
Open Sesame	13,325	11,565
Basket of hope	-	25
KW Food Bank	1,925	2,167
Out of the cold		35
Food vouchers		795
Scouts		25
House of Friendship	528	567
Alzheimer Society	-	226
Mary's Place		726
Mtz Retreat & Tape fund		340
Lutheran Campus Ministry	90	55
Camp Edgewood	370	820
Funeral Fund	2,425	
S.H.O.W.	4,365	1,460
Canada (Eastern) Lutheran	45	316
	34,357	32,720

Mount Zion Lutheran Church
Statement of Receipts and Disbursements

The capital account reflects the costs associated with major expenditures for facility upgrades and repairs as well as payment for acquisition of new equipment or expansion of facilities. Costs in this category would be incurred on an irregular basis, as needs become apparent for repairs, or planned for acquisition of major facilities or equipment.

Both receipts and disbursements were very close to budget in 2011 and a surplus of \$10,656 was realized. These funds will be used to cover expected future costs for repairs to our facilities as the needs arise.

CAPITAL ACCOUNT	2010	2011		2012
	Actual	Budget	Actual	Budget
Receipts				
Envelope Receipts	\$ 13,227	\$ 15,000	\$ 11,626	\$ 12,500
Interest Income	560	500	678	500
Contribution from Funeral Fund			2,735	-
	13,787	15,500	15,038	13,000
Disbursements				
Equipment Purchases		1,000	-	1,000
Capital Improvements	26,040	4,000	4,382	5,000
	26,040	5,000	4,382	6,000
Surplus (Deficit)	(12,253)	10,500	10,656	7,000

The Special funds accounts reflect the activity and balances of funds that have been designated for specific purposes as noted below. The value of these funds is \$106,258 at year end, and reflects receipts of \$10,037, disbursements of \$4,781, and net transfers to other accounts of \$5,298. These funds are unbudgeted.

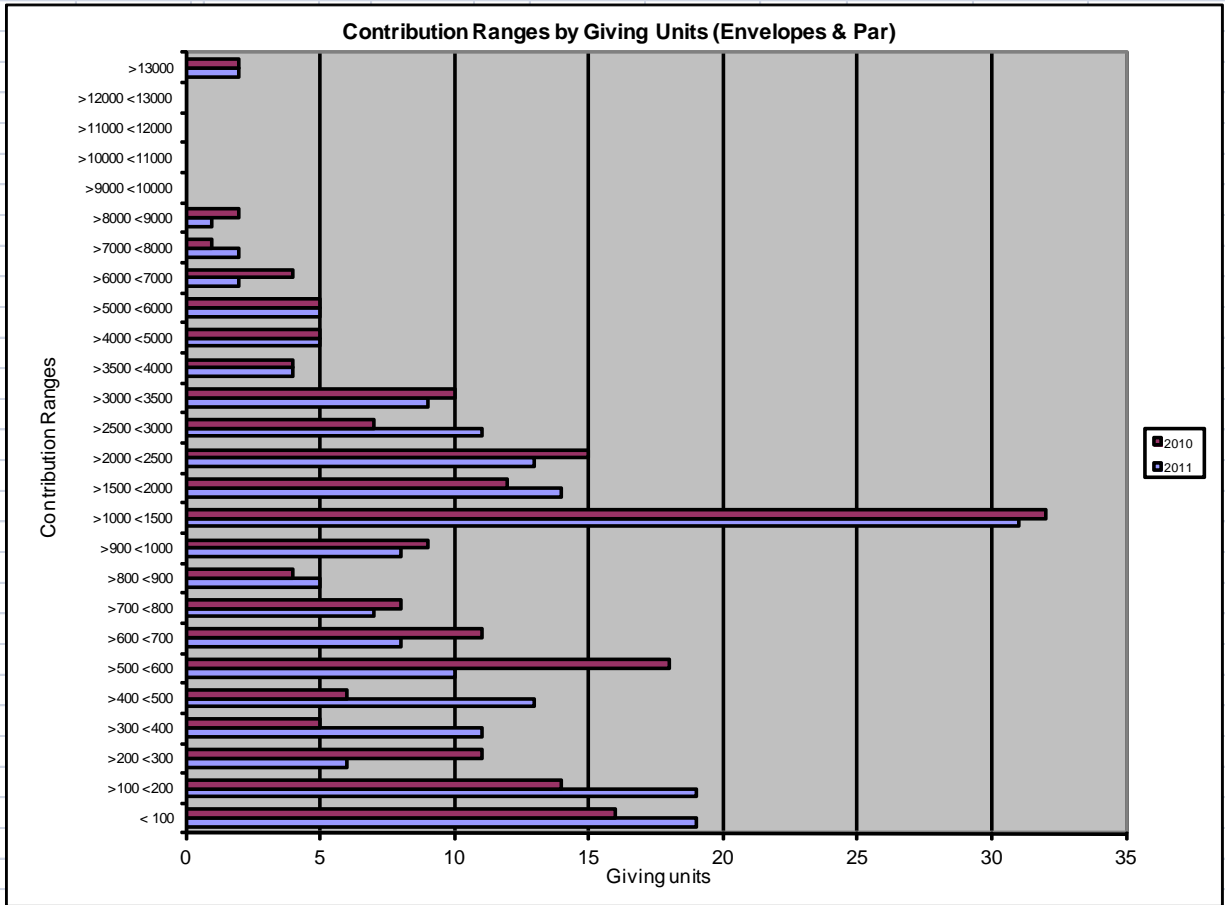
SPECIAL FUNDS ACCOUNTS	2010	2011
	Actual	Actual
Opening Balances	\$ 102,828	\$ 106,300
Receipts		
Music on the Mount Fund	892	2
Memorial Fund	858	4,367
Spiritual Retreat Fund	101	201
Youth Fund	5,720	1,169
Refugee Fund	5,000	
Endowment Fund - Gain on investments 2010		4,298
	12,571	10,037
Disbursements		
Music on the Mount Fund	746	572
Memorial Fund	511	
Youth Fund	4,780	2,257
Endowment Fund - Loss on investments 2011	-	1,953
	6,036	4,781
Transfers - In (Out)		
Youth Fund transfer to Current		(1,000)
Endowment Fund - transfer to Benevolence - Synod	(3,062)	(4,298)
	(3,062)	(5,298)
Closing Balances - Special Funds		
Music on the Mount Fund	2,348	1,779
Memorial Fund	7,886	12,253
Spiritual Retreat Fund	1,029	1,230
Youth Fund	8,715	6,627
Refugee Fund	5,000	5,000
Endowment Fund	81,323	79,370
Total Special Funds	106,300	106,258

Summary of Total Receipts vs. Disbursements					
		2010	2011		2012
		Actual	Budget (expected)	Actual	Budget
Receipts (incl. transfers)					
Current Account		\$ 307,830	\$ 295,473	\$ 296,769	\$ 340,395
Benevolence Account		45,868	48,000	43,868	42,000
Benevolence Special Appeals		34,357		32,720	-
Capital Account		13,787	15,500	15,038	13,000
Special Funds		7,650		10,037	-
Total		<u>409,491</u>	<u>358,973</u>	<u>398,431</u>	<u>395,395</u>
Disbursements (incl. transfers)					
Current Account		325,088	295,473	293,632	340,395
Benevolence Account		45,868	48,000	43,868	42,000
Benevolence Special Appeals		34,357		32,720	-
Capital Account		26,040	5,000	4,382	6,000
Special Funds		11,822		10,079	-
Total		<u>443,175</u>	<u>348,473</u>	<u>384,680</u>	<u>388,395</u>
Net Funds Generated (Used)		<u>(33,684)</u>	<u>10,500</u>	<u>13,751</u>	<u>7,000</u>

Balance Sheet as at December 31, 2011 with prior year comparisons				
		Dec. 31, 2010	Dec. 31, 2011	
Current Assets				
Petty Cash		\$ 150	\$ 150	
Current & Benevolence Bank Account		15,289	15,078	
Capital Bank Account & Investment Account		45,357	55,698	
Rent Deposit Account		2,430	2,432	
Accounts Receivable		3,555	7,217	
Grocery Card Program Float		3,000	3,000	
		<u>69,781</u>	<u>83,576</u>	
Special Funds				
Music on the Mount		2,348	1,779	
Memorial Funds		7,886	12,253	
Spiritual Retreat Fund		1,029	1,230	
Youth Funds		8,715	6,627	
Refugee Funds		5,000	5,000	
Endowment Fund		81,323	79,370	
		<u>106,300</u>	<u>106,258</u>	
Fixed Assets				
Land and Church Buildings		781,897	781,897	
Furniture and Fixtures		22,174	22,174	
Organ		204,000	204,000	
235 Dawson Street		82,975	82,975	
237 Dawson Street		24,137	24,137	
		<u>1,115,183</u>	<u>1,115,183</u>	
Total Assets		<u>\$ 1,291,264</u>	<u>\$ 1,305,017</u>	
Liabilities				
Rent Deposit		2,430	2,432	
Prepaid Refugee Expenses		5,000	5,000	
		<u>7,430</u>	<u>7,432</u>	
Congregational Equity				
Property		1,116,183	1,116,183	
Current Account Surplus		26,829	29,967	
Special Funds		19,977	21,888	
Capital Account Surplus		39,522	50,177	
Endowment Fund		81,323	79,370	
		<u>1,283,834</u>	<u>1,297,585</u>	
Total Liabilities & Equity		<u>\$ 1,291,264</u>	<u>\$ 1,305,017</u>	

Mount Zion Lutheran Church
Summary of Envelope Use for 2011 and 2010

No. of Contributors		Contribution Ranges		Summary of Envelope Contributions (all accounts)		
2010	2011				2010	2011
2	2	\$ 13,000	and over	Total number of Regular Envelopes	149	150
0	0	12,000	to \$ 13,000	Total number of Par Contributors	52	55
0	0	11,000	to 12,000	Total number of Envelope & Par contributors	201	205
0	0	10,000	to 11,000	Total contributions (Reg. & Par)	\$ 332,279	\$ 317,402
0	0	9,000	to 10,000	Median Giving	\$ 982	\$ 975
2	1	8,000	to 9,000	Average per giving unit/year	\$ 1,653	\$ 1,548
1	2	7,000	to 8,000			
4	2	6,000	to 7,000			
5	5	5,000	to 6,000			
5	5	4,000	to 5,000			
4	4	3,500	to 4,000			
10	9	3,000	to 3,500			
7	11	2,500	to 3,000			
15	13	2,000	to 2,500			
12	14	1,500	to 2,000			
32	31	1,000	to 1,500			
9	8	900	to 1,000			
4	5	800	to 900			
8	7	700	to 800			
11	8	600	to 700			
18	10	500	to 600			
6	13	400	to 500			
5	11	300	to 400			
11	6	200	to 300			
14	19	100	to 200			
16	19	-	to 100			
201	205					



**OPEN SESAME HEADSTART PRESCHOOL
2011 STATEMENT OF RECEIPTS AND DISBURSEMENTS AND 2011 BUDGET**

	<u>2011 Budget</u>	<u>2011 Actual</u>	<u>2012 Budget</u>
<u>RECEIPTS</u>			
Region of Waterloo Subsidies	\$ 1000	\$ 0.00	\$ 0
Region Wage Enhancement	2000	2072.00	2000
Region Wage Improvements	300	255.75	300
Mount Zion Benevolence	5000	0.00	5000
Personal Donations	7300	6365.00	6300
Grocery Cards	1400	1465.00	1400
Bank Interest	0	.37	0
Christmas Party Gift	0	200.00	0
Memorial	0	0.00	0
Synod Grant	0	2000.00	2000
Kavelman-Fonn Foundation Grant	<u>5000</u>	<u>5000.00</u>	<u>5000</u>
Total	\$ 22,000	\$17,358.12	\$ 22,000

Balance Forward from previous year

6274.80
\$ 23,632.92

EXPENDITURE

Salaries	\$ 15,000	\$ 15,081.26	\$ 15,225
C.P.P.	470	443.23	500
E.I.	360	373.89	400
Food	180	10.47	50
Supplies	2000	1056.59	2000
License	10	10.00	10
Conferences	100	75.00	100
Equipment	2000	700.96	2000
Office Supplies	200	34.62	100
Christmas Party	250	200.00	200
Bank Charges	30	31.20	35
Criminal Reference Check	40	0.00	40
Cleaning	650	719.49	750
Phone	420	287.01	300
Field Trips	50	0.00	50
Parent Group	50	0.00	50
Playground Inspection	<u>190</u>	<u>180.80</u>	<u>190</u>
Total	\$ 22,000	\$19,204.52	\$ 22,000

Cash on Hand

4428.40
\$23,632.92