

Mount Zion

Annual Reports 2015

Annual Congregation Meeting February 14, 2016

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

Mount Zion Evangelical Lutheran Church

Annual General Meeting Sunday, February 8, 2015

Call to Order

The meeting was called to order at 11.23am by President, Tim Ehrlich.

Opening Prayer

Pastor Philip Mathai opened with prayer, asking for God's grace and presence in all our discussions.

Establishment of Quorum

Gerry Roeder confirmed that a quorum was present. (70 individuals)

Approval of Agenda

Motion to adopt the agenda as printed.

M/S-- Judi Harris /Art Schelter. Carried.

Approval of Minutes

Motion to approve the minutes of the 2014 Congregational Meetings:

-Annual General Meeting, Feb. 9

-Special Congregational Meeting, Oct. 26

-Special Congregational Meeting, Dec. 7

M/S -Alfred Durichen/Pat Edwards. Carried.

Chairman's Opening Remarks

Tim thanked all who have given so much of themselves to the church. He also pointed out the valuable contribution of Pr. Philip, Scott Knarr, Betty Behm, and Muriel Tillich. He highlighted the contribution of Richard Brubacher, the Finance Chair. He asked Pr. Philip to make comments before the meeting. His comments included reminding us who we are; that the Spirit should lead us; and we should go forward together, though we have differences. He also thanked everyone in the congregation for the support that has been given to him and his family this past year.

Presentation of 2015 Budget

Richard Brubacher was called upon to review the 2014 financials and present the 2015 budget.

Richard first began by thanking the Finance Committee members:

Hank Bax -Treasurer; Ann Crossman - Financial Secretary; Bob McDermott;

Rita Schaus - Council Liason.

Some highlights from the 2014 budget were:

- For the year, member receipts were short of plan by \$20,975 and 8.6%, however, receipts are \$4,500 higher than the prior year. The shortfall seems to be due to reduced membership rather than a reduction in remaining member support. Giving units in 2011 were 205; 2014 were 156.
- Spending in most areas other than Property is within guidelines, however, in Property the overspend is \$3,125 due primarily to the heavy snow removal costs incurred in the early part of the year.
- Overall contributions to Benevolence and Special appeals totaled \$59,174 being 16.0% of total revenue. This is down slightly from the historic range of 16-18%.
- The final Current Account deficit of \$13,006 for 2014, when combined with our prior years surplus of \$5,986 will mean that we enter the year 2015 in an overall deficit position of \$7,020.
- Bank Balance Dec. 31 - \$(10,800) overdraft
- We still owe the Capital Account \$27,380 which was borrowed in 2013 to fund activities. This was intended to be repaid from Current Account surpluses if and when incurred.

The 2015 Budget was reviewed. Some highlights were:

- The initial 2015 budget requests called for modest increases to staff and programs which would have resulted in a deficit of \$26,500. This was considered unsupportable.
- Changes made to original budget
 1. Revenue reductions (no net growth) \$(3,868)
 2. Staffing costs to remain at 2014 levels \$ 6,640
 3. Committee expenses reduced to minimum service levels, with following impacts \$13,700
 4. Total reductions \$16,472

2015 Budget Overview

- A 2014 carry-forward deficit of \$7,020 will result in a net unfunded debt of \$17,048 at year end.
- This will challenge us as we go into the new year and will ultimately require funding from other sources.

Questions from the floor

Q. Alfred Durichen. How is synod benevolence calculated?

Mount Zion Evangelical Lutheran Church Congregational Meeting May 24, 2015

A. People designate the amount they want to give.
Q. Warren Stauch. Have treasurers from various congregations met to discuss similar financial issues?
A. No.

Q. Warren Stauch. Are we covered by insurance to rent our parking lot
A. Yes.

Q. Ed Riegert. What is required to be approved for a license to rent our housing properties?

A. A total safety inspection is necessary the first year and ensuing years. Licensing rates are set by the city, and we will not know the amount until after inspection.

Motion to approve the budget.

M/S – Richard Brubacher/Arnie Schaus. Carried.

Committee Reports

Motion to adopt the committee reports as printed.

M/S -- Warren Stauch, Willi Nassau. Carried.

As Chair of the Mutual Ministry/Support Committee, Ginny Ehrlich, thanked Pr. Philip, Scott Knarr, Betty Behm, and Muriel Tillich for their ministry to each other, the congregation, and the greater community. She also thanked the retired pastors within our congregation who willingly give of their services.

Ann Crossman thanked all who served the Open Sesame program, and commended the congregation for its benevolence contributions as well as all the services that are given to the community.

Election of Council Members

Pauline Finch, Robb Wilson, and Joyce Brown are continuing their terms.

Rita Schaus and Anne Woolner let their names stand for re-election.

Alfred Durichen and Karen Gastmeier agreed to stand for election.

Motion to close nominations

M/S-- Ginny Ehrlich/Warren Stauch. Carried.

The Secretary cast a vote to elect Rita Schaus, Anne Woolner, Alfred Durichen, and Karen Gastmeier to Council.

New Business

There was no new business. Rita Schaus thanked Tim Ehrlich for his outstanding leadership and commitment to the congregation as Chair of Church Council. Jackie Nunns thanked all who were leaving Church Council and the service they have given.

Closing Prayer

Pr. Philip gave a closing prayer.

Adjournment

Motion to adjourn the meeting.

M/S -- Brent Quiring/Anne Woolner. Carried.

Meeting adjourned at 12:40pm.

Respectfully submitted,

Mary Slethaug, Secretary

The meeting was called to order at 11.29am. by the Church Council President Karen Gastmeier. Pastor Philip opened with prayer.

The official notice of the meeting was read by the secretary.

Karen gave some history regarding how and why to-days meeting was called.

“At the March Council meeting, discussion took place on what to do with the houses on Dawson Street. It was decided to have a “Town Hall” meeting, where members of the congregation could voice their opinions, ask questions and have input as to the future of the houses.

This meeting was held on April 26th after the Church Service hosted by Robb Wilson. There was worship and conversation over lunch. The conversation continued when those attending broke into small groups. Each group was given a piece of a puzzle to write their ideas on. Those pieces made a cross which now hangs on a wall in the church.

The message from the meeting was that the house at 237 Dawson Street had to have some renovations done in order to rent it out, to have some income from it, after two years of sitting empty.

Gerry Roeder reported there were 74 people present, more than enough for a quorum. Alfred Brunger read the motion -

“Be it resolved that the Congregational Council be authorized to borrow funds not exceeding \$40,000.to finance renovations to the house at 237 Dawson Street”. Moved - Alfred Brunger, Seconded Anne Woolner, Carried.

Questions from the floor -

*Jim Miller – What are the various costs of financing? What is the interest rate?

*Richard Brubacher – The Property and Finance Committees have met to discuss financing. Short term the Line of Credit that has been established for \$100,000. will be used.

The interest rate is 1% over prime. Prime is 2.85% . Interest rate is 3.85%.

*Judi Harris – How many years will it take to pay off the \$40,000?

*Richard – With rent income - 6 to 8 years.

*Jackie Nunns – At the Town Hall meeting, there was concern that a decision to fix the houses did not close off any future use.

*Karen – Council has to discuss that.

Respectfully submitted, Rita Schaus,
Secretary.

Ballots were handed out.

A reminder from Karen - The ballots are to be marked "Yes" or "NO".

The voting results were – Total votes cast – 82.

Regular yes votes – 65. Proxy yes votes – 8. Total yes votes – 73. Regular no votes – 6. Proxy no votes – 3. Total no votes – 9. Motion passed.

Motion to destroy ballots. M,S,C. Motion to adjourn at 11.58am. M,S,C. Pastor Philip closed with prayer.

Mount Zion Evangelical Lutheran Church Congregational Meeting November 15, 2015

The meeting was called to order at 11.20am. by the President Karen Gastmeier. Pastor Philip offered the Opening Prayer.

A "Thank You" was extended, by Karen, to the Call Committee and Council for their involvement in the process that led to the Call to Scott.

It was established there was a Quorum{75 people} and Tellers had been appointed.

The recommendation was read by the Secretary -

"Mount Zion extend a call to Scott Knarr as Diaconal Minister of Music and that it be a part time call of 20 hours a week for a term of three years to begin on Jan. 1, 2016."

Mary Thompson gave a brief outline of the procedures followed by the Discernment and Call Committees, the degrees held by Scott and what his involvement at Mount Zion would be. He would be responsible to the Bishop and Church Council, attend Council meetings and speak, plan worship and serve on the Service Committee

Richard Brubacher spoke on the Financial costs of covering salary, housing and benefits. Ballots were distributed and collected – Members were reminded that a vote of "YES" is to extend a call, a vote of "NO" is not to extend a call. A 2/3 majority is needed.

There were 75 votes cast. The 2/3 majority would be 50. Results were 74 – YES, 1 – NO. Call extended.

The "Letter of Call" is on file, if anyone wishes to read it. Motion to destroy ballots. M/S/C.

Meeting adjourned at 11.45am.

□ President

~Karen Gastmeier

Mount Zion began the year in a positive, but cautious, mindset. Positive, because Pastor Philip with his calm and unruffled influence was nearing his first year anniversary. Positive, because council had approved Scott Knarr's internship. But the congregation was still cautious as they approved an austerity budget recognizing the dwindling attendance and where our demographic profile is pointing.

As I review last year, three major things come to mind.

Getting Our House in Order (237 Dawson) Early in the year, council held an extra meeting to assess our year's work. At this meeting we assembled a small wall of boxes with each box representing an area of concern for 2015. We identified three top priorities but it was apparent that the first thing we needed to do was solve the puzzle of 237 Dawson. In order to do this council held its first Town Hall meeting. It was council's thought that a more relaxed environment would make for easier conversation. Thirty-nine people came out and provided council with some much needed guidance. Their message was to proceed with renovating 237. Council began the process of the making that happen and I am delighted to report that on May 24, the congregation voted to approve the financing of the renovations. I am even more delighted to say that the renovation is now complete thanks to the property committee and a group of dedicated volunteers. Alfred Brunger estimates that over 1345 volunteer hours went into the project. On behalf of council and the congregation, I want to thank each and every one responsible for all those hours of work. The transformation is astounding.

The diaconal process. Also identified at the Town Hall meeting is that the congregation should move forward with Scott Knarr's Diaconal Process. Mary Thompson chaired a subcommittee charged with discerning how the skills and gifts of a deacon could enhance the life of the congregation and could contribute to the effectiveness of the ministry team. As a result of the work of that subcommittee council recommended that the congregation call Scott Knarr to the half-time position of Deacon of Music Ministry. Again I am delighted to report that became a reality at a general meeting on November 15. Thanks to Mary Thompson, chair, Alfred Brunger, Ginny Ehrlich, Jason Rochon and Pastor Philip for accomplishing this task.

Betty Behm's Retirement Word of Betty's retirement came as a surprise to me her ministry had become a focus at Mount Zion. It was bittersweet news in that we knew

she would be missed but at the same time we celebrated her retirement with her on June 14.

Church council endorsed a plan to proceed with hiring a Parish Nurse. Just a few short weeks ago, Health Council announced that they had found, interviewed and hired a candidate. **Christine Ramseyer** will start her work at Mount Zion on Feb. 16. That is another celebration yet to come.

Betty's retirement celebration was just one of many celebrations held here at Mount Zion in 2015. We celebrated the ministry of Open Sesame and its volunteers on May 31. We celebrated with Scott and his partner John White as they married on August 7. We hosted the ordination of Janaki Bandara on March 1 and the installation of Mark Harris as Dean of Waterloo Lutheran Seminary on October 14. We worshiped in the park, the Bishop came for lunch, we danced at Thanksgivingfest, had breakfast at sunrise on Easter Sunday. Yes, it was an eventful year.

Through the business, we worshipped, prayed, played and worked together strengthening our community as we used our gifts to be in mission for others. Thanks to Deacon Scott., Pastor Philip, Richard Brubacher, Muriel and the members of the 2015 council, Alfred Brunger, Vice President, Rita Schaus, Secretary, Pauline Finch, Robb Wilson, Joyce Brown, Alfred Durichen, Ann Woolner for their support during this eventful year.

□ Pastor Philip Mathai

What does "church" mean? Is it a country or a social club where one is just a member to meet his or her social needs? Is it just a fellowship or a gathering of people coming together to discuss philosophy or ideology? If we gave serious thought to the question, church is a community, a community of people that are claimed by God in baptism, woven together and empowered to be Christ's very presence where we are. This is a place to worship, a place to serve, a place to learn, a place to be cared for and be comforted, and a place to be challenged. Our mission statement very aptly describes what we are about as a community of faith and what we are to strive for: *We are a welcoming, caring community, called by Christ and enabled by the spirit, to share God's love by living our faith.* Looking back at the past year, one could discern the Spirit guiding us to continuously discern new and different ways; to share the gospel, to love our neighbor and to be the church.

The worship life of the congregation remains one of our deepest and most profound strengths. We were blessed with the ministry of Deacon Intern Scott Knarr, with his exceptional gifts for music ministry and service. We were

able to journey with him through his preparation for ministry as a deacon of the church and look forward with joyful anticipation to his consecration as Diaconal Minister of Music. Planning our worship together has been a delight and the many comments about the flow of the service, choice of songs and so on has been an affirmation of what we do. The choir, other musicians, and the various other teams – assisting ministers, communion assistants, lectors, ushers, greeters, altar guild, and others – contributed to making our worship experience here meaningful and blessed.

As a congregation, we were very open to stepping outside our comforts in our worship style, liturgy, music and so on, allowing us to experience the Divine in new ways and see our faith through other lenses. Opening our worship space and celebrating with the Seminary community, during the installation of new faculty and The Rev Mark Harris as Principal Dean, along with sisters and brothers from the Aboriginal, Muslim, Buddhist and Jewish communities was an indicator of our practice and living out radical hospitality and openness.

The service ministries of this congregation shape the core of our discipleship. Our focus on service is really admirable and something to be proud of. We do not shy away from extending our hands of help and have been sensitive to the needs within the congregation and also very involved in meeting the needs of those around us. Besides the *Adopt a Cause* projects we are also involved in a host of other service projects. The two suppers we hosted at Ray of Hope was an opportunity not only to serve and be of help but they also gave us an opportunity to see for ourselves a need in our immediate surroundings that for the most part goes unnoticed.

I must make mention of the service of the members of the Property Committee and other volunteers in how they gave of their resources, time and energy to renovate the house on Dawson. This gives us a sense of optimism in what we can do together, as we look to the future.

Mt Zion is a congregation that welcomes a diversity of viewpoints. We do not shy away from studying and embracing the teachings of Jesus even when they push us beyond our comfort zones. We are a congregation that values discussion and encourages questions, one that welcomes everyone because we recognize that our place at the table is not because of our deserving but because of God's boundless grace. The Men's Breakfast and the Adult Studies are occasions when we have been able to think of and grapple with various issues.

Our Youth and Sunday School programmes, though small, has been active through the year. Besides their own activities, they have been also involved in the life of the larger congregation by participating in leading worship during special occasions. From last Fall we again have a confirmation class! We do confirmation together with other churches in the area. Once a month the group meets

at the seminary for a full day. We also meet here at church once a month.

The middle of last year we bid farewell to Nurse Betty Behm, who served our community faithfully for over 18 years. Her caring and compassionate ministry was a comfort and succor especially to a number of our senior members. Her calming and insightful presence was a delight! The ministry of visiting our seniors and others that cannot join us on Sundays is always a delight. With the retirement of Nurse Betty the team of CareRing Visitors shared in the ministry of visiting and being that connection between the shut-ins and the larger congregation.

Last year we bid farewell to nine of our dear members in death. Being allowed to journey with them through their last days and with the families has been humbling. The community always came together in being a source of comfort and support through times of loss and grief.

We continued to accompany Deacon Intern Scott in his journey with the First Nations community, during his internship. This was a rewarding experience to all of us. This was an opportunity to live out our faith in ways that we were not at all used to and we rose to the challenge. This in turn opened further opportunities to work alongside our sister congregations in the Ministry Area and continue this partnership with our sisters and brothers of Six Nations.

We have been blessed with very committed and faithful leadership in the council and the various committees, who gave of their time and gifts for the service of the congregation. It has been a delight to work with them. The sense of responsibility and concern for the life and ministries of the congregation, both present and future, was discernible and gave me a sense of confidence.

Our congregation's commitment to and connection with the larger church is also to be appreciated. I serve on the Candidacy Committee of the Eastern Synod and also sit on the Interfaith Grand River Committee as one of the ELCIC representatives. Attending the National Convention of the ELCIC last summer was an enriching experience.

Besides Scott and Betty, Muriel Tillich is the other member of staff that I work with. She keeps the office going and is the face of the congregation to many that come through the doors during the week. She is a bank of information about the congregation given the many years that she has been with Mt. Zion. The sense of collegiality and commitment of the staff is something that I am grateful for and appreciate very much. I look forward to having Nurse Christine Ramseyer as our new Parish Nurse.

My thanks to the various committees, especially the Council and the Mutual Ministry committee, for all your support in making my task that much easier! I am grateful for the opportunity to minister here at Mt Zion. Though we are getting up there in age demographically, we are

blessed to be an active and engaged congregation and the promise for the year ahead is great. By the time we meet for the AGM the meeting for charting our course would be over, giving us some sense of focus in moving forward. Whatever that be, let us continue to give of ourselves in gratitude to God, and rejoice that God has led us to this place where we can grow in grace while living out God's call to serve, so that we continue to be a place to worship, a place to serve, a place to learn, a place to be cared for and be comforted, and a place to be challenged. Amen. Thanks be to God!

□ Diaconal Minister of Music

~ Scott Knarr

What a challenge it is to summarize all the things we have done together this past year in ministry at Mount Zion. My diaconal internship was a time of learning about this faith community and the many ways in which congregation members participate in God's mission for our world.

I give thanks to God for the faithfulness and inspiration of our choir members who give of themselves year after year to uplift and energize our worship. It is truly a gift for me to count these friends among my most dedicated musician companions. A song that fills our heart is a prayer to God, and many, many prayers were sung this year. My gratitude to each and every one of you for your service to God and this community. I was particularly proud of our contribution to the ecumenical event at the New Apostolic Church on Margaret Avenue in October. We were awesome!

I give thanks to God for musician friends of all kinds – guitar, brass, flute, handbell, drums, clarinet, cello. So many people have added to our weekly praise in so many ways I cannot name you all. We are blessed to be able to express God's diversity in this marvelous, eclectic soundscape.

I give thanks to God for my Diaconal Internship Committee: Pastor Philip, Sister Anne Keffer, Judi Harris, Bill Gastmeier and Mary Thompson. They walked with me patiently, and at times prodded me into reflecting and responding to needs and concerns. It was a joy to meet with them on a regular basis through my year of internship and to introduce them to my new friends at Six Nations of the Grand River. They helped me to refine my skills and awareness in the accompaniment of others and a deeper awareness of God's presence.

I give thanks to God for the Deacon Discernment Committee: Mary Thompson, Pastor Philip, Alfred Brunger, Ginny Ehrlich and Jason Rochon. This committee nurtured a vision for diaconal ministry here at Mount Zion and communicated it to the Church Council and the congregation. Once again, Mount Zion is leading the way by calling me to serve as Diaconal Minister of Music – a first in the Eastern Synod. With a sense of adventure we are embarking on a new journey together, embracing music as a means to reach out beyond ourselves and into the wider community.

I give thanks to God for the Health Council and Nurse Betty Behm. Together we organized three wonderful afternoon hymn sings which encouraged residents from Trinity Care Village and others to come to Mount Zion to sing with the organ. I composed a special song on the occasion of Nurse Betty's retirement which we marked in worship in June. The transition time without a nurse was challenging for staff and we eagerly anticipate the arrival of Nurse Christine.

I give thanks to God for the Service Committee and the Adopt-a-Cause program. *Music for the Spirit*, the music camp at Six Nations, was our project for the second quarter of 2015 and the congregation's support through financial contributions, gifts of instruments, prayers, and volunteer leaders helped to make this event the overwhelming success that it was. The projects and requests for assistance that the Service Committee reviews and responds to are myriad and have widespread impact in our local community and beyond. I'm sure their committee report will share that news!

I give thanks to God for the opportunities to stretch myself during the internship through leading adult learning and composing new music for our worship. I was privileged to have some time set aside to reflect, pray and compose words and music that explored various themes in their liturgical context. I also learned how to become a better guest and relate openly and honestly with our Six Nations neighbours. These relationships continue to grow and strengthen as we walk together.

I give thanks to God for our devoted ministry team at Mount Zion: for the caring and warm leadership of Pastor Philip, for the insightful and spirited ministry of Nurse Betty, and for the attentive and hospitable greeting we always receive from Muriel Tillich – the heart of our church office. I am grateful to be in ministry with each of you and I look forward to living into my call as deacon in the church.

Parish Statistics 2015

PASTORAL ACTS

Baptisms:

Isabella Sarah Easo	June 20
Veronicka Andrade	September 20
Hazel Margaret Elizabeth Hesselink	December 6

Affirmation of Faith / Confirmation May 18, St Matthews:

None during the year of report

Funerals:

Doris Groce	January 24
Barbara Overgaard	April 4
Arnie Schaus	April 15
Bob Fleischauer	June 12
Elmer Frombach	July 6
Rhoda Ernst	July 11
Joyce Townson	September 23
Frieda Eichholz	October 27
Kurt von Schilling	December 28

Transfers in / New members:

Marie Dwyer
George and Anna Mulamoottil
Reid and Cathy Spencer
Eapen and Omana John

Transfers out:

None during the year of report

Removed from membership roster:

None during the year of report

Membership Statistics

MEMBERSHIP	Year	Baptized Members	Confirmed (voting members)	Children
	2015	429	371	60
	2014	428	373	57
	2013	430	377	53
	2011	451	403	48

YEAR	2011	2013	2014	2015
Received by:				
- Baptism	3	5	5	3
- Transfer	6	1	8	7
- Affirmation of Faith	5	8	2	0
Released by:				
- Transfer	8	9	8	0
- Death	9	15	7	9
- Removed	14	11	2	0

Worship Attendance	Year	Total # services	Average attendance
Sunday	2015	52	99
	2014	52	106
	2013	53	116
Non-Sunday	2015	16	47
	2014	15	53*
	2011	21	52

* Average attendance for non-Sunday worship includes Good Friday, Christmas Eve/Day and Midweek Advent and Lent services.

WORSHIP MINISTRIES

□ Worship and Music Committee

~Committee Chair: Bill Gastmeier

The Worship and Music Committee is 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.

2014 Committee Highlights:

The committee has been involved in many activities this year, several of which are in cooperation with other committees and a number of volunteers. These included:

- Implementation of an Easter Sunrise Service and Breakfast
- Bishop's visit and Ordination Service in March
- Mark Harris installation service as Dean of Seminary in October
- Removal of several pews to increase wheelchair accessibility and provide a space for children in worship
- Continued involvement of the “Hand bell” and “Guitar” choirs in Worship

- Working with the Learning Committee to incorporate youth involvement in worship services
- Support of communion through the sacristy volunteers
- Support of ministry through the coordination and training of Assistant Ministers
- Maintenance and upgrading of the Organ, Piano and Sanctuary lighting, audio and projection systems
- Easter, Thanksgiving and Christmas chancel decorations
- Pulpit and Organ Supply
- Supporting Scott in his transition from Diaconal Intern to Deacon and providing music outreach to youth at Six Nations
- A combined workshop by Dr. Gerard Yun for the Mount Zion and WCCA Chinese Philharmonic choirs
- Reinstatement of hand and foot washing at Maundy Thursday Service

The music program remains a major focus under Scott Knarr's capable direction. The choir generally averages 15 – 20 singers (more than 20 on occasion) and prepares music every second Sunday on average and all major Festivals. Our goal is to provide musical support for the congregation through the hymns and liturgy as well as occasional anthem offerings. The choir also actively participates in events involving the larger church and community on occasion. This October we sang at an ecumenical event at the New Apostolic Church.

The committee encourages congregational instrumental contributions such as flautists, pianists, string players and percussionists. The “guitar” and “hand bell” choirs have provided musical accompaniment and Anthems at several services this year and a new Children's hand bell choir was formed. The committee also encourages the involvement of talented soloists and guest musicians for inspirational and uplifting contributions on some Festival Sundays and when the choir is participating.

Thanks to Dave Murison, Alfred Brunger and Karen Gastmeier for preparing video presentations for use in our services. Interested persons are welcome to speak with David to explore volunteer opportunities.

Your committee in 2015 was Bill Gastmeier (Chair), Pauline Finch our council liaison, Lenora Hollinger, Helga Juergensen, Scott Knarr, Johanna Mildebrath, David Murison, Pastor Philip and Stephanie VonSchilling. At our monthly meetings we discuss all these activities, support the Pastor and Music Deacon, review feedback from the Congregation and plan for

worship. We are open to your comments. Our discussions are lively and meaningful. New members are welcome.

2015 Planned Goals and Objectives:

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 continue to support congregational outreach, mission activity and social justice through community wide worship and music events.

2016 Planned Activities:

- Further incorporating our new projection system into Sunday worship on an occasional basis on request and as a hymn board.
- Upgrade our lighting control system to increase its functionality and incorporation into worship events
- Upgrade the sound system to include handheld wireless microphones for congregational use.
- Support Scott in his Diaconal Music Ministry with us and his work with Six Nations and the Two Rivers Ministry Area.
- Formalize the Choral Scholar program in the fall, partially funded by "Music on the Mount".
- Continuing to work closely with the Learning Committee to encourage youth participation in worship, the congregational picnic and adult learning, particularly in the context of Advent and Lenten Services.

Budget

Our budget for 2015 was \$5,500 expense with \$500 donated back for \$5,000 net cost.

2015 actual was \$5,059 expense with \$943 donated back for \$4,116 net cost.

The proposed budget for 2016 is: \$7,300 expense with \$1,200 donated back for \$6,100 net cost.

Which is similar to our pre-austerity budget and for the first time includes budgeting for a Choral Scholar, Organ and Piano Tuning (transferred from the Property Budget), support for the World Day of Prayer event and a full brass quintet at Easter.

LEARNING MINISTRIES

CRADLE ROLL REPORT- (Susan Brubacher)

We have a total of 9 children on our cradle roll at present. Three new children have been added this year and three have attained the age of 3 and have been invited to participate in our Sunday School Program. The cradle roll children receive the "Splash" newsletter every month until the age of 3. These newsletters give parents practical and enjoyable ways to help their children grow in faith from an early age. They also receive a CD each year with singable songs, a birthday card and a "Remembering Your Baptism" card on the anniversary of their baptism. This program is a wonderful way of supporting, encouraging and connecting with our young families.

Sunday School (Anne Woolner)

In June, the Sunday School held their Teacher Recognition Service at the annual church picnic in Waterloo Park. The weather, church service, potluck lunch and games (especially the water balloon toss) all helped to create a wonderful multi-generational church worship and social experience.

Once again we had a successful Vacation Bible School in July due to the many amazing volunteers who assisted with the program. It was great to see so many of our church family join us on our last day of VBS when we had our "Birds of Prey" demonstration.

This year we have started a new curriculum called "Whirl" which follows the lectionary of the church. The curriculum includes videos, stories, activities and plans for the group sessions at the beginning of Sunday School.

This Christmas, the Sunday School filled five "We Care" bags as part of their outreach. They also led the service on Dec. 20 with their Christmas Program "A Night in Bethlehem" followed by the Jesus birthday party.

We are always looking for more teachers to teach, so please contact Anne Woolner if you would like to teach one or more Sundays. It is an opportunity to get to know our younger members and be a part of the spiritual growth.

Youth (Anne Woolner)

The Youth have been very busy raising funds to send five of our youth and one leader to the National Youth Gathering in PEI this summer.

The Youth put on a Pancake Supper for Shrove Tuesday, which was quite well-attended. They tried something new this year, having an Easter breakfast between the two Easter Services. As part of their fundraising, they also sold Mint Smoothies and held a Mexican Dinner with salsa dancing lesson afterwards. The Youth also participated in a Youth Service and the Passion Play on Palm Sunday.

They finished off the year by going Christmas Caroling to some of our shut-ins, followed by a pizza supper and a Christmas gift exchange. This is always a very rewarding afternoon as our visits are so appreciated.

Next year, we are fortunate to have Frederick and Christopher Mertz who will be helping with our Youth Group.

Confirmation

This year we have Aiden Boyd and Lauren Harris in the confirmation class. We meet once a month with youth from congregations in Cambridge, Kitchener and Waterloo at the Seminary for the whole day. The schedule would include a presentation on a topic followed by activities that would allow the youth to experience and

think about the topic for the day. This is a great time to come together and learn, network and form new friendships. The class also meet once a month at church, after service on a Sunday, for additional learning and project activities.

Adult Learning (Jackie Nunns)

During Lent 2015, Deacon Intern Scott designed a series of Wednesday midweek services integrating learning with the readings and music of Holden Evening prayer. The theme was *Wilderness: as desolation; as beauty; in our lives; in our faith community; and God's work*. The conversation and learning times were facilitated by Joy Philip, Jackie Nunns and Deacon Intern Scott.

On Wednesday evenings in Advent, people gathered for Holden Evening Prayer, with learning and conversation after. We used the song, "Between Darkness and Light" as the theme for the series. Together the group explored dark times and light; failure and success; loneliness and community; and endings and beginnings. Those who participated expressed the importance of sharing our experiences with each other.

☐ Church Library

2015	Donated	Purchased	Disc or Transferred	HOLDINGS
Books	0	0	10	1237
Sound and Video Recordings	0	0	0	104
Talking Books	0	0	0	11
Other	0	0	0	
Total AV Holdings				115
Total All Items				1352

SERVICE AND WITNESS MINISTRIES

□ Stewardship Committee

Chair: Judi Harris

Members: Warren Stauch, Mel Schmidt, Joan Schweitzer

Ex Officio: Pastor Philip Mathai Council Liaison:
Alfred Brunger

Committee Responsibilities –

From Operating Bylaw #1: Article 2.3e: *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.*

2015 Highlights:

- Names of persons who filled out the *Share Your Gifts* forms as part of the 2014 fall Stewardship emphasis were forwarded to the appropriate committee chairs for follow-up.
- A number of 2015 offering envelopes not picked up at church were delivered.
- Pastor Philip followed up with a suggestion arising from *Sharing Conversations 2* and, together with his wife, Joy, hosted several Sunday luncheons for purposes of fellowship and discussion of church life.
- The Terms of Reference for the Stewardship Committee were updated and approved by church council.
- On Sunday, May 3, **Jeff Pym** of *Lutheran Planned Giving* gave a presentation on *Providing for the Future* which 23 members attended. As a result of this presentation 2 couples that we know of re-worked their wills to include gifts to the church.
- A fall Stewardship emphasis at worship was held on 3 consecutive Sundays: October 11, 18 and 25. This year's theme was that of the 2015 national church assembly – *Liberated by God's Grace* and the emphases were *for generosity in*

giving`, *for service with others*` and *for renewing the earth*`. The presenters included **Judi Harris, Ginny Ehrlich** and guest, **Caterina Lindman**. Thanks to much help from **Alfred Brunger** the new AV equipment in the sanctuary was used to great advantage for this series.

- Several articles were written for the *Mountaineer* and occasional *Discipleship Nuggets* were included in Sunday bulletins.

2016 Goals and Objectives:

1. Deliver 2016 offering envelopes that have not been picked up.
2. Follow-up with *The Tree Project*.
3. Continue encouraging Mt. Zion members to be generous in the use of money, time and talent.
4. Work on a new Stewardship emphasis for 2016.
5. Support Pastor Philip if he continues with occasional Sunday luncheons for fellowship and discussion of Mt. Zion's mission and ministry.

2016 Budget: The committee requests \$100. for miscellaneous expense.

□ CareRing Callers

Facilitator: Judi Harris

Visitors: Melissa Dolbeer, Judi Harris, Mary Jean Lange, Jacquelyn & Joan Schweitzer, Anne Woolner, Carol Ziegler

Phone Visits: Mary Baumgart, Gladys Roeder, Rita Schaus, Mary Slethaug

Keeping in touch with our elderly and ill members is a much-needed and much appreciated ministry here at Mount Zion.

Mount Zion's CareRing Callers are those who have volunteered to make personal visits or phone calls to members still at home who are no longer able to worship as regularly as they would like and others who now reside in retirement homes or care-giving facilities.

During the past year (2015) there were 20 members who received a monthly visit or phone call and 3 members in long term care whose health issues were such that visits were not recommended by their family.

As Mount Zion members continue to age more visitors will be needed. If this ministry sounds like something you could do, and if you can give a half day of time per month, please speak with Judi Harris (519.883.8276 or revjudi@rogers.com).

□ Prayer Vine

~Mary Jean Lange

People learn more about one another when they share their joys and strengths. They offer support and seek updates on conditions. They look out for one another and the list grows and so do the connections. Our prayer lists power is also evidence as visible, concrete proof that God is at work in our lives.

Another year has passed and 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 are: Gladys Roeder, Hope Eaton, Bernice Ludwig, Helen Shankar, Henriette Stumper, Doris Stockman, Ginny & Tim Ehrlich and Mary Jean Lange.

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

All requests and information is confidential.

□ Communications

~Karen Gastmeier

The Mountaineer continues to be the major part of the committee's work. It is now entering its 12th year of publication. We published nine issues in 2015. Dennis Eaton continues to chair our breakfast meetings. Members of the committee are Pastor Philip, Tim Ehrlich, and Dave Heldman. Pauline Finch continues to edit and write copy as required. One of her stories written for the Mountaineer was reprinted in the Canada Lutheran. We are blessed to have her talent in our little group.

We continue to look for new story ideas as well as covering the events and work of the congregation.

We thank all of you who continue to update the congregation on the work of your committees. Your writing makes the publication more relevant.

Thanks to Joan and Jacquelyn Schweitzer who continue to collate, fold and deliver as they have every month since we began.

Website. We made significant changes to both the website and how we manage it last year. Previously we contracted with a local firm to do major updates to the site. We have

opted to use Wix, a relatively simple and less expensive option for the site.

It is my hope that we prepare a low cost printed brochure this year.

□ Service Committee

Members: Ann Crossman, Marg Murison, Ginny Ehrlich, Ladona Riegert, Kirk Swanson, Mary Thompson, Scott Knarr, Diane Frombach

Committee Responsibilities –

From Operating Bylaw #1, Article 2.3d: *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.*

2015 Highlights: **3 very successful Adopt-A-Cause** projects in 2015 the committee again chose to focus on 3 for the first 9 months and use the final quarter for encouraging support of the food bank, the Mitten Tree and Canadian Lutheran World Relief's *We Care Bags* initiative.

Mount Zion members were generous once again in help given to Monica House (\$875 plus items from their wish list), Working Center (\$1085.) and Music for the Spirit (\$2768. plus a \$500. matching grant from *Faith Life Financial* and miscellaneous items). Members also filled 103 *We Care* bags and loaded the Mitten Tree with 'warm winter woolies' that went to *Anselma House*.

We continued our support for the *House of Friendship* through a February potato blitz which raised \$331. and participation in *Trek for Kids* wherein the Mount Zion walkers were sponsored for \$1045. Once again we supplied a lunch for those working on the *Habitat for Humanity* build site and gave \$1,400 plus food items to the *Food Bank of Waterloo Region*. Members were also encouraged to remember loved ones with a Christmas gift from the CLWR *Gifts from the Heart* catalogue.

An ongoing initiative in 2015 was purchasing, preparing and serving two dinners at the *Ray of Hope* Community Centre. Many members volunteered their time and found the experience to be an 'eye-opener'.

The \$1700. in benevolence funds which the committee allocates on behalf of Mount Zion were used to support a member family in need and the remainder given to Historic St Paul's for their Kitchen Cupboard ministry, along with a small donation to the SHOW house and our own grocery card program.

We continue to appreciate the work of Ann Crossman and all the volunteers who porter residents to the weekly worship services at *Trinity Village*, to those who serve tea there from time to time and to Joan and Jacquelyn Schweitzer who take care of the Mitten Tree.

During this past year deacon intern Scott Knarr has attended committee meetings and he, along with Mary Thompson, keep us informed of their involvement with *Six Nations of the Grand River*. Our relationship with our indigenous neighbors continues to grow.

2016 Goals and Objectives: As always – to encourage and challenge one another to generosity in our response to human need in our community and beyond.

2016 Planned Activities: We will continue to support agencies with which we have an ongoing relationship and encourage congregational support for our first *Adopt-a-Cause* agency already chosen: *Lutherwood*.

□ Community Garden

~Alfred and Joan Brunger

For the 2015 season, we welcomed back all but one of our 2014 Mount Zion Community Gardeners. And what a good year it was for growing! We started the year with the rental of a rototiller for those gardeners who wished to dig up their plots, and also to prepare the ground at that back of 237 Dawson Street for 3 extra elongated plots for this growing season. If anyone knows of a rototiller and gas powered grass trimmer we could borrow on a semi-annual basis please contact the garden coordinators, Joan and Alfred Brunger (519-885-3314).

Our very avid gardeners start early and continue until past the first frost. We were able to enhance the garden pathways this autumn with leftover pavers from 237 Dawson Street. These help keep down the weeds, minimize trimming, and make for easier walking. Thank you to the Property Committee and Art Schelter for all of their fine work in maintaining the grounds and trees in and around the garden and church.

The gardeners enjoy the many benefits of gardening, such as healthy food, stress reduction, exercise and community building, as they continue to work together. Elders giving gardening advice, young people helping older gardeners with maintenance, sharing of plants and produce, and looking after each other's plots while they are away are just some of the ways the gardeners interact. The rainwater collection system from the church roof continues to work well and greatly reduces our water bill. We did not get any compost from the Region of Waterloo this year, simply using our own compost.

Our most noticeable improvement this year was the addition of numbered signs for each plot and signs to identify Mount Zion Community Garden. As we think of what could build towards in the future, we envision a divided compost structure to organize the process (built out of concrete blocks), at least one raised garden bed, more plots until the land is needed for other purposes, a butterfly garden, and maybe you could add an idea. Everyone is welcome.

Please speak to Jason Rochon, Joyce Brown, Virginia Slack, Joan or Alfred Brunger if you would like to learn more about the gardening experience or would like to share an idea.

□ Open Sesame

~Carol Ziegler & Ann Crossman *Joan Brunger*

We are nearing the half way point of our 46th year of existence and contemplating what the future may hold for Open Sesame. We are thankful for all of the efforts that it takes to keep the school open and welcoming. We are thankful to the church for providing the wonderful facilities, to the people that teach, volunteer and are the human face of the school, to the supporters such as the ELCIC Synod, the Region of Waterloo, to the benefactors from within and outside the church and to the Open Sesame Committee members. Thank you for continuing to believe in the importance of Open Sesame.

Presently we operate with 1 ECE (Early Childhood Educator) and 2 volunteer classroom assistants each day. With a decreasing volunteer base, which we have always drawn upon, and increased concerns for children's safety and security it is becoming increasingly difficult to meet these needs and satisfy the Ministry of Education requirements.

We feel it is important for Mount Zion's newer members to understand more about Open Sesame. Therefore the next few paragraphs are devoted to them.

Open Sesame Headstart Preschool is a program for 2 1/2 to 4 year old special needs children. This preschool operates Monday, Tuesday, and Wednesday mornings from 9:00 to 11:30 and is licensed by the Ontario Board of Education. It is the high ratio of 3 adults to 12 children in the classroom that makes our headstart preschool so successful and unique.

Our main objective is to improve the lives of our special needs children and their families and to improve their language development and social skills. This will help our special needs children start their schooling at the same level of competence as other children. Society has learned that children with special needs require extra help to succeed in school. Without this help, they often become labeled as slow learners and trouble makers throughout their school years and often do not become contributing members of society as adults.

Open Sesame is the only Headstart Preschool in the KW area and is highly regarded by the Children Services Department of the Region of Waterloo. We help families access services that are available and in some cases can help speed up interventions when time is of a critical nature when we are discussing developmental needs.

Jana Kelly oversees a Parent Support Group which meets each Monday morning. The parent's infants and toddlers are cared for by nursery volunteers while the parents are

involved in a program of parent education where they share concerns about raising their special needs children. This group becomes a caring, supportive community even though they come from various cultural, social, and economic backgrounds. The parents are very grateful that there is no cost to them for their children to attend Open Sesame Headstart Preschool.

We work in collaboration with many social service partners. Our referrals come from KidsAbility, Kid's Link, Healthy Babies Healthy Children, and Family and Children Services. We also receive wage enhancement and operating funding subsidies from the Region of Waterloo. The KidsAbility workers come during our school day to assess the children's abilities so that both agencies can better help with the children's needs.

A big thank you to Carl Thompson for Open Sesame's ongoing fund raiser – selling grocery cards. 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. We sell Zehr's (Value Mart, No Frills), Sobey's (Freshco) and Food Basic grocery cards in denominations of \$50 and \$100. Open Sesame receives 5% of all cards sold, and this year we raised \$1487.50. We want to thank those participating and hopefully more members of 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.**

The 10 children referred to us are doing well and the parents are looking forward to their parent-teacher interviews in February. Our volunteers are enthused about the changes they have seen in our pre-schoolers since September.

In February we will be receiving a \$2000 grant from The Savvas Chamberlain Family Foundation. They have promised to continue supporting us each year with this same amount for the next 3 years. We thank them for making this commitment to Open Sesame.

Each Fall we apply to the ELCIC for the Compassionate Justice Initiatives Grant. We are pleased to report that we received a \$3000 grant.

We will end with two letters which we believe are addressed to each of you who support Open Sesame.

1. "Our family would like to thank everyone that has a part to play in making Open Sesame available for our children. It has been such a positive experience over all for them. They have learned so many social skills in this safe, secure setting, that will help them so much in "big kid" school. It's also been exciting to hear their speech

grow by leaps and bounds. I also love the multi-cultural aspect of Open Sesame. At this young age, our children are already realizing that we live in a big world, with lots of unique cultures and languages. Thank you Open Sesame for playing a big role in our children's development in the last two years!

2. My kid has attended your preschool and it has touched and affected our lives enormously in a very positive way. I can say this, the opportunity was so huge and my kid's experience was very exciting and educative even at the level of navigating and exploring other community resources. So my heart-felt wish is the school will continue to operate for the many years to come and touch a lot of families lives. Thank you so much for everything.

COMMITTEE MEMBERS

Coordinator – Carol Ziegler, Treasurers – Ann Crossman and Joan Brunger, Volunteer Coordinator and Parent Group Leader- Jana Kelly, Secretary –Mayda Scoins, Teacher-Supervisor – Darlene Bokma, Assistant Teacher –Jodi Wilson – January to May, Members at large – Ruth Stromberg, Helga Juergensen, Karen Packull, Council Liaison –Joyce Brown

OTHER VOLUNTEERS

Barb Heldman, Helen Dubrick, Pat Edwards, Jennifer Lawley, Carolyn Doubleday, Hope Eaton, Shirley McCall, , Anne Woolner, Joan Brunger, Art Schelter, Carl Thompson, Betty Behm, Linda Skinner, Jana Kelly, Mag Horman, Kaitlin Dedman, Virginia Slack, Louise Marchesseault, Ashley Withall, Laura Damico

□ Health Council

~Marg Tupling and Mary Slethaug Co-chairs
Members: Rita Schaus (council liaison), Virginia Slack, Richard Heimbecker, Stephanie Von Schilling
Exofficio members: Betty Behm, Parish Nurse, Pastor Philip Mathai

2015 Committee Highlights

- Movie Afternoon – Richard Heimbecker arranged for a showing of the film “Left Behind and Pastor Philip led a discussion about the related theology
- Organ Donation Presentation by Don Stewart
- Book Discussion – “Still Alice” by Lisa Genova discussing early onset Alzheimer’s Disease
- Letter sent to the government about the prohibitive cost to many of the Shingles vaccine

- Assisted Scott Knarr with three Fellowship of Song events
- Retirement of Nurse Betty with a celebration of her ministry at Mount Zion
- Task force formed to recruit a new Parish Nurse
- Hosted OMAS SISKONA – a member of the Stephen Lewis Grandmothers to Grandmothers Campaign – to share “The African Grandmother’s Tribunal – Seeking Justice at the Front Lines of the Aids Crisis
- Purchased the 2015 Blue Book Directory of Community Services in Waterloo Region to be kept in the church office to assist Pastor Philip and the New Parish Nurse-
- Purchase of new battery and pads for the automated external defibrillator and update of first aid kits
- Thank you to for all your help and support to Richard Heimbecker and Virginia Slack who have left Health Council
- Betty Behm remains on Health Council and Stephanie Von Schilling was welcomed back to Health Council
- Bulletin Board displays: Cardiovascular Health; Canadian Food Guide; Immunization Boosters; Care for the Care Giver; Aging Well; Breast Cancer; Oral Health; Parkinson’s Disease
- Facilitated the Prayer Station once a month

2016 Planned Activities

- Hire a new Parish Nurse - Christine Ramseyer has now accepted the position
- Book discussion – “The Illegal by Lawrence Hill
- Training for the AED (automated external defibrillator)
- Assist Deacon Scott with a Hymn Sing
- Work with Gloria Ryder, Chaplain at Trinity Care Village, to host a workshop on dementia friendly churches
- Assist with a commissioning service for Nurse Christine Ramseyer with a light lunch
- Possible book discussion and movie presentation – book and movie to be selected
- Continue to develop bulletin board displays on a variety of health related topics
- Continue to facilitate the prayer station
- Maintenance of first aid kits and AED

SUPPORT MINISTRIES

□ Mutual Ministry

Chair: Ginny Ehrlich Members: Helga Juergensen and Dick Crossman

Committee Responsibilities: The Mutual Ministry Committee is a committee of the Church Council and functions on behalf of the congregation. It reports to the Council, normally through the Council liaison person. This committee may discuss items of a confidential

nature. It serves as a personal and confidential support group to the staff and pastor(s). This committee focuses on the relational and compensation aspects of the pastor(s) and staff.

One committee functions as support for all staff (2014 Council approval).

Activities 2015:

- reported to Council; made recommendations to Council; liaison to Finance Committee
- reviewed/ updated employment agreements; salary recommendations to Finance Committee
- performance reviews; goal setting
- ongoing staff and pastor support -1:1 meetings, group meeting
- ongoing discussions related to roles, assignments, expectations
- staff meetings/luncheons attended by Committee members and a Council representative
- supported office management needs, e.g. computer support, document development, data organization, office coverage during vacation, daily church business
- encouraged and supported communication with staff, Council, Executive and members
- oversaw workplace safety and employee needs
- updated documents (secretarial, financial, security and safety)
- representative on Deacon Discernment committee and on Parish Nurse hiring team
- farewell support and exit interview for retiring Parish Nurse, Betty Behm
- Deacon Internship support
- supported Finance Committee transition to new Bookkeeper and re-alignment of Treasurer role: Richard Brubacher joined the Council Executive; Tim Ehrlich was hired as Bookkeeper (July 2014 when Hank Bax resigned to move out of town)

□ Property Committee

Members: Art Schelter (chair), Ross Schlegel, Alfred Durichen (council liaison), Bill Brown,

Martin Juergensen.

The year of 2015 was a very busy year. In addition to our normal church repairs in July our Property committee took on the job of renovating the house at 237 Dawson Street.

Property Committee had done an extensive report and gave Council a budget of \$40,000.00. Once proposal was approved, work began. The house was finally completed in December and came in under budget. Many thanks to all who volunteered of which we had over 1,345 hours of volunteered time.

When working at 237 Dawson Street we had our lunches and had numerous conversations. We were able to solve a lot of problems for the church, however we never reported them to anyone.

We found that the renovation project drew a lot of interest from the numerous volunteers and congregational members. It seemed to draw a lot of toughness and excitement with working on the house. Again many thanks to all who had a hand in fulfilling our project to completion.

Listed below are the items we repaired for 2015.

- repaired lights in classroom
- installed 3 pot lights in narthex.
- repaired 2 fan motors for heating in hallway door exits.
- installed casters on moveable stand.
- repairs to organ.
- replaced recirculation motor outside boiler room.
- installed blackout curtains in pastor's office.
- installed ABS pipe for drain on water heater.
- replaced vacuum breaker on janitor sink hose.
- trimmed trees at houses.
- painted pastors office.
- replaced toilet in women's washroom.

For 2016

- repair the roof on shed for Open Sesame in spring.
- inspect 235 Dawson Street re: Rental Licence with City of Waterloo
- roof repair.

□ Ushers Committee

~Gerald Roeder

I would like to thank all of the Ushers who assisted with this important service this past year. These individual's assist to ensure our worship experience is organized, comfortable and enjoyable for everyone. However, it continues to be a challenge to recruit new individuals to assist, so we have had to reduce of number of teams from six to five. Special thanks to our Usher Captains – Warren Stauch, Mel Schmidt, Alfred Brunger, Joan and Jacquelyn

Schweitzer. If you are interested in helping in this area, contact any one of the Usher captains or me.

☐ **Sunday Morning Greeters**

~ Joan Schweitzer

Thank you to all the Mount Zion congregation members plus their family who have agreed to be Greeters on Sunday mornings. This is a valuable ministry for our own members and new people attending worship.

It is a nice, friendly and warm welcoming function that you perform. I want to thank the ladies that help me call our members to greet. They are: Diane Jones, Joan Brunger, Mary Jean Lange, Shirley Hillier, and Isabel Stalkie. Anyone interested in being a greeter on Sunday mornings. Please contact Joan Schweitzer.

□ Finance Committee

~ Richard Brubacher

Committee Members: Richard Brubacher – Chair & Treasurer, Tim Ehrlich - Bookkeeper, Ann Crossman – Financial Secretary, Robert McDermott, Rita Schaus – Council Liaison, Pastor Mathai.

Committee terms of Reference - MZLC Bylaw #1, Article 2:3, Section e (Support) states:

“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 support members of the congregation to provide these activities”.

Accountability: This committee is a committee of the Church Council and shall function on behalf of the congregation. It shall receive guidance and direction from the Council and shall make recommendations and suggestions to council. It shall report to the Council at all regular Council meetings, normally through the Council liaison person.

Responsibilities:

- Oversee the financial affairs of the congregation to ensure prompt payment of all obligations and the forwarding of Benevolence monies to the Synod & others as designated.
- Exercise responsibility for the congregations banking procedures, insurance programs and tax matters, and oversight of all funds and investments of the congregation and making recommendations to the Council regarding all congregational assets and liabilities.
- Coordinating and working with all committees and the Council in preparation and presentation of annual budgets for approval at the annual congregational meeting.
- Ensure that reports are submitted to Revenue Canada in order to maintain our congregational status as a charitable institution.

2015 Committee Highlights:

- Reviewed and discussed financial results monthly with recommendations as appropriate for council.
- Prepared and reported to Council and committee chairpersons monthly financial results compared with budgets, and prior periods with commentary.
- Provided monthly summary financial updates for inclusion in the Mountaineer & bulletin boards.
- Prepared budget recommendations as directed by the congregational council.

- Participated with Council in Congregational meeting for approval to renovate 237 Dawson.
- Reviewed contracts and rental agreements and revised with recommendations for adjustments as deemed appropriate.
- Provided updated procedures for financial controls in the handling of cash.
- Prepared terms of reference for Treasurer & bookkeeper roles to facilitate an organizational change following resignation of Hank Bax as Treasurer & the resultant re-organization of finance.
- Engaged the services of Jackie Nunns & Rita Schaus to undertake the annual review of all 2015 financial records of the bookkeeper and reports to the congregation for accuracy and reasonability as required by our bylaws, with no material adverse issues identified.

I wish to thank Hank Bax, our former Treasurer (resigned in July), our Bookkeeper Tim Ehrlich, and our Financial Secretary Ann Crossman for their efforts. They are supported by Muriel Tillich and the counting teams, and the rest of the Finance Committee – Bob McDermott, Rita Schaus (council liaison) and Pastor. We are looking for at least one new member to assist on our committee, and anyone interested in providing your experience and expertise in helping to guide the congregation’s finances should contact me or any committee member for further information.

Mount Zion Evangelical Lutheran Church
2015 Financial Review & Proposed 2016 Budget

The financial reports for Mount Zion are displayed in the following pages, and reflect actual activities for the year 2015, and the 2016 budget being proposed for approval at the AGM February 14, 2016.

The report is presented in several sections representing the accounting for Receipts and Disbursements within the various categories as follows:

Current Account	- In support of ongoing ministry & programs
Benevolence Accounts	- In support of the broader church & community outreach
Capital Account	- In support of our facilities with upgrades & repairs
Rental Properties Account	- In support of our rental properties (New for 2015)
Special Funds Accounts	- Restricted Funds – Designated for specific purposes
Balance Sheet & Summary	- Summary & Statement of Financial Position at year end

2015 Overview

The year 2015 began with some uncertainty following a nagging deficit from the prior years in the Current Account, and a 2015 budget calling for a further \$10,028 deficit. In addition, following a Congregational meeting in May, approval was provided to invest \$40,000 in renovations to our rental property at 237 Dawson to be funded with an existing line of credit. All of this gave the Finance committee and the Council cause for concern. However, God moves in mysterious ways as evidenced by many positive things that occurred in 2015 to enable us to end the year favourably.

- We ended in a SURPLUS position of \$11,198 in the Current Account – some \$21,000 better than expected. Thanks be to God!
- Benevolence giving increased 6.9% over the previous year with \$63,267 contributed to some 18 needy local organizations as well as the broader church as represented by our Synod.
- Some members were led to respond in unique ways.....
 - A senior member made a special donation of publically traded securities which provided a \$6,890 start to a “Deficit Reduction Response”. Others added further funds to enable a \$9,865 total response.
 - Another member provided a donation of securities equivalent to 3 years of donations upfront, effectively acting as a forgivable loan to help mitigate finance costs as we renovated 237 Dawson.
 - Members of the Property Committee and others committed to volunteering over 1300 hours to renovate 237 Dawson. This provided a unique bonding experience for the participants and an effective result overall.
 - Memorial funds of \$11,000 have been contributed in recognition of 11 members who passed away this year. In addition Joyce Townson remembered Mt Zion in her will with a bequest of \$10,000 designated to our Mission Endowment fund.
- The congregation approved the support of our Deacon Intern Scott Knarr as he felt led to becoming a Deacon of the church, following which he has been called as our “Diaconal Minister of Music” in 2016.
- The retirement of our Parish Nurse in June was met with mixed emotions. While wishing Betty a long and happy retirement, we were unsuccessful in finding a replacement in the second half. While this caused a positive budget variance, this ministry void was felt by many.
- Average contributions per giving unit/year to all accounts increased to \$1,975, with 152 contributors in 2015. I believe this reflects increased support from many members, however when compared to \$1,889 in the prior year with 156 contributors, we have lost some members as evidenced with the numbers who have passed on this year.

In so many ways, I believe we can truly say of 2015 results...Thanks be to God!

2016 Budget Proposal

The 2016 budget proposal included in the accompanying statements reflects a **deficit in the Current Account of \$12,315.**

Budgeted spending in the Current Account is \$264,315 which is 2.6% higher than the 2015 approved budget. When compared to actual spending in 2015 however the increase is \$20,775 and 8.5% higher. Key assumptions follow:

- Staff & Ministry Support - \$169,325 - No increases in staff positions, however a change in Scott Knarr's role from Director of Music, to Diaconal Minister of Music following our 50% call to Scott. Inclusion of Parish Nurse based on a February expected start date. Economic increases of 2% in line with Synod guidelines are included.
- Committee Expenses - \$55,450 – Increased expense includes economic increases and modest increase in program costs including \$1,600 for confirmation camp (partially offset with \$1,200 camp fees shown in income)
- Church Operating Costs - \$39,540 – reflects higher costs for utilities, including a new membership data base system to replace outdated current systems.

Budgeted income in the Current Account is \$252,000 which is \$2,738 less than 2015. Member receipts reflect modest increases, however some one-time items experienced in 2015 may not be realized in 2016. Additional funding of \$12,315 or a 4.9% increase would enable a balanced budget. To close the budget gap, we may need to look for opportunities to expand our income from rentals, or from additional member support.

Our proposed budget for Benevolence as designated on our envelopes is \$32,000. This is in support of Synod \$24,900, Open Sesame \$5,000 & Community Benevolence \$1,600 as directed by our Service committee and a Pastoral Discretionary fund of \$500. This Benevolence category is a modest increase over 2015. Special Benevolence areas including our Adopt A Causes are not typically budgeted as members contribute as deemed appropriate when various causes are identified.

Richard Brubacher – Chair, Finance Committee

Mount Zion Lutheran Church

Statement of Receipts and Disbursements - CURRENT ACCOUNT

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

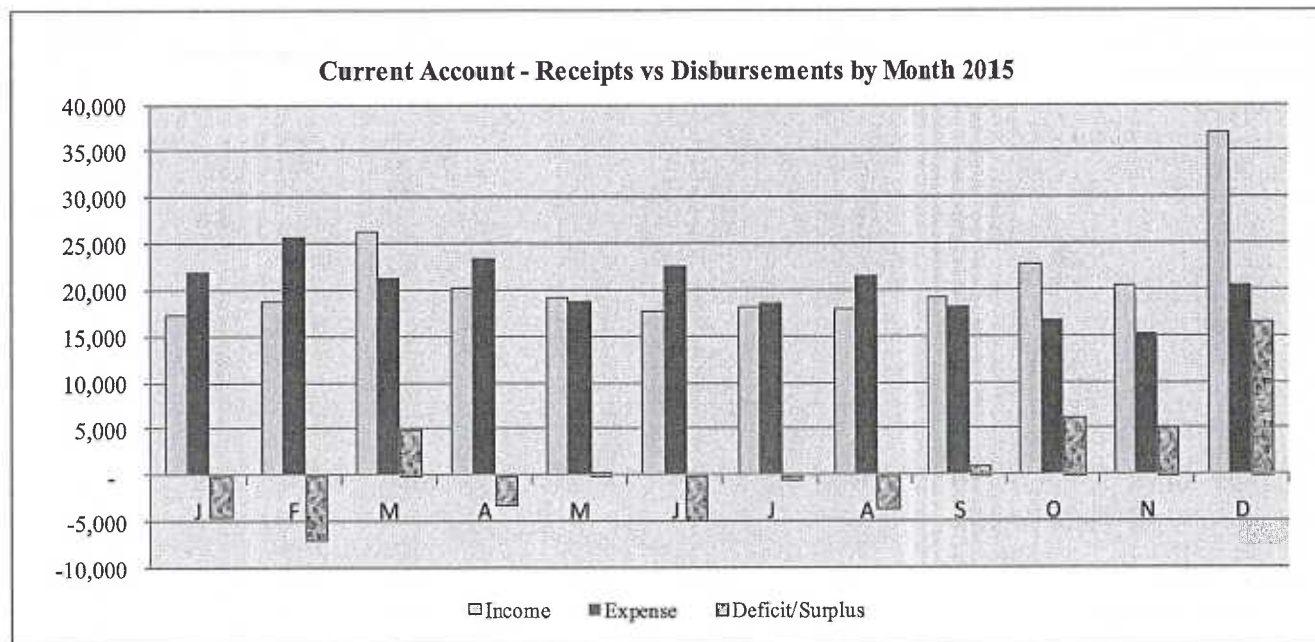
The results for 2015 in the current account were favourable with a final year surplus of \$11,198 compared to a budgeted deficit of \$10,018. This \$21,216 improvement was due to higher than planned receipts accounting for \$7,035, and lower expenses accounting for \$14,191. A successful "Deficit Reduction Response" contributed to the higher receipts, and reduced expenditures were primarily due to the retirement of our Parish Nurse with no replacement was found in the second half.

The surplus of \$11,198 when combined with our carryover position from the prior years of \$7,020 in deficit leaves us in a cumulative position in the current account of \$4,178 surplus.

CURRENT ACCOUNT	2012	2013	2014	2015		2016 Budget
	Actual	Actual	Actual	Approved Budget	Actual	Proposal
Receipts						
Envelope (incl specials)	\$ 257,523	\$ 216,409	\$ 220,861	\$ 220,108	\$ 215,471	\$ 223,600
Plate	2,247	1,835	2,338	2,295	1,724	2,000
Income:						
Education Min.	1,379	515	100	-	-	1,200
Worship & Music	842	1,188	1,650	500	943	1,200
Rental of Facilities & Parking	21,151	16,848	25,811	24,800	23,157	24,000
Rental property Income: 235 Dawson St.	12,980	15,340	-	-	-	-
237 Dawson St.	14,025	5,452	-	-	-	-
Deficit Reduction Response					9,865	-
Other Receipts	3,093	10,569	2,994	-	3,579	-
Total Receipts	313,240	268,155	253,753	247,703	254,738	252,000
Disbursements						
<u>Staff Costs</u>						
Pastor (Tanya)	57,041	-	-	-	-	-
Pastor (Krister / Philip)	63,328	-	63,223	68,017	67,752	70,273
Deacon (Scott Knarr)						28,052
<u>Ministry Support</u>						
Pastoral Supply / Extra staff costs		43,668	5,066	1,500	1,125	1,500
Additional Staff Support	-	743	3,791	2,400	2,203	2,550
Parish Nurse	16,488	18,213	17,938	17,876	8,563	16,763
Secretarial	17,160	17,631	17,504	17,504	17,504	17,854
Staff Benefits	40,663	9,537	18,230	18,846	18,065	24,083
Music Director Fee	26,834	26,252	26,777	26,777	26,777	-
Deacon Intern		-	4,800	9,600	9,600	-
Bookkeeper Fee	8,834	8,774	8,774	8,774	8,243	7,500
Honoraria	600	600	600	600	600	750
Total Staff & Ministry support	230,949	125,417	166,702	171,894	160,431	169,325
<u>Committees</u>						
Property Management	17,280	23,313	28,125	20,500	19,952	21,500
Property Mgmt - Janitorial Services	18,278	20,071	19,689	18,763	19,868	20,500
Worship - Supplies	2,620	3,224	3,090	2,500	2,791	2,800
Worship - Music	4,227	3,743	4,053	3,000	2,268	4,500
Communication Committee	-	-	685	1,000	75	700
Stewardship Committee	154	-	143	150	25	100
Learning	2,544	2,190	2,082	1,500	1,549	3,300
Witness	2,352	1,740	2,182	-	161	-
Finance	1,214	1,052	1,156	1,000	845	950
Health Council	152	324	130	300	290	350
Service (Min. in Soc.)	250	250	267	200	-	-
Staff Support		471	404	250	243	250
Church Council						500
	49,072	56,378	62,006	49,163	48,067	55,450

CURRENT ACCOUNT	2012	2013	2014	2015		2016 Budget
	Actual	Actual	Actual	Approved Budget	Actual	Proposal
Church Operating Costs						
Insurance	4,355	4,411	4,518	4,774	4,605	4,800
Telephone/Internet	2,277	2,773	2,472	2,600	2,272	2,600
Hydro, Water	8,631	7,879	8,293	8,600	8,589	9,300
Heat	8,782	4,664	6,385	6,200	6,230	6,500
Office Supplies & Equip.	8,267	8,409	9,478	9,500	8,820	10,000
Conventions & Conferences	1,336	1,676	2,099	2,000	2,215	4,340
Bank Charges & Interest	1,579	1,564	1,847	3,000	1,794	2,000
Rental Property Exp. 235 Dawson St.	4,879	5,384	-	-	-	-
237 Dawson St.	4,592	10,879	-	-	-	-
GST/HST Expense	5,970	-	-	-	-	-
Miscellaneous	1,379	786	2,961	-	517	-
	52,048	48,425	38,052	36,674	35,042	39,540
Total Disbursements	332,069	230,220	266,760	257,731	243,540	264,315
Surplus (Deficit) - normal	(18,830)	37,935	(13,006)	(10,028)	11,198	(12,315)
Transfers from (To) Other Accounts	-	27,380	-	-	-	-
Reorganization costs (Severance) liability	74,446	(7,620)	-	-	-	-
Surplus (Deficit) after transfers etc.	(93,276)	72,935	(13,006)	(10,028)	11,198	(12,315)

The graph below reflects the pattern of expenditure and receipts experienced on a monthly basis in 2015. The pattern of expenditures is relatively evenly distributed at an average of approx. \$20,000 per month, however the pattern of income is more erratically distributed with 32% realized in the 4th quarter. This results in many months where expenses exceed receipts. Continued emphasis on PAR (Pre-authorized Receipts) would help to level the income, and members are encouraged to consider this.



Statement of Receipts and Disbursements - BENEVOLENCE ACCOUNTS

The benevolence account consists of two sections, - Regular Benevolence (envelope designated), and Special Benevolence -Designated Appeals. Both accounts totalled \$63,267 in 2015 representing 17.5% of total income.

The regular Benevolence portion is budgeted and is in support of the Synod, Open Sesame, and a small portion allocated to community benevolence as directed by the Service Committee. In 2015 receipts were \$31,469 including \$905 from the Endowment earnings. Distribution of funds were \$28,769 to Synod, \$1,700 to community benevolence, and \$1,000 to Open Sesame. With higher receipts and less than plan support required by Open Sesame, we were able to exceed our commitment to Synod by \$3,164. The Special Belevolence- Designated Appeals realized receipts of \$31,798 and 11% greater than the prior year. Disbursements were made to 18 organizations as noted below.

BENEVOLENCE ACCOUNT	2012	2013	2014	2015		2016 Budget
				Approved		
REGULAR BENEVOLENCE (Budgeted)	Actual	Actual	Actual	Budget	Actual	Proposal
Receipts						
Envelopes	\$ 38,908	\$ 33,045	\$ 29,430	\$ 31,200	\$30,564	\$ 32,000
Benevolence - Service committee		-	500		-	-
Other - Transfer from Endowment	933	-	665		905	-
	<u>39,842</u>	<u>33,045</u>	<u>30,595</u>	<u>31,200</u>	<u>31,469</u>	<u>32,000</u>
Disbursements						
Synod Benevolence	36,408	31,545	26,930	24,700	27,864	24,900
Synod - Special for prior yr. shortfall	933	-	665		905	-
Open Sesame	1,000	-	1,500	5,000	1,000	5,000
Community Benevolence	1,500	1,500	1,500	1,500	1,700	1,600
Other (Pastoral Discretionary fund)					-	500
	<u>39,842</u>	<u>33,045</u>	<u>30,595</u>	<u>31,200</u>	<u>31,469</u>	<u>32,000</u>
Surplus (Deficit)	<u>-</u>	<u>-</u>	<u>(0)</u>	<u>-</u>	<u>-</u>	<u>-</u>
SPECIAL BENEVOLENCE - DESIGNATED APPEALS - (Unbudgeted)						
	2012	2013	2014	2015		2016 Budget
RECEIPTS & DISBURSEMENTS	Actual	Actual	Actual	Actual		Proposal
Canadian Lutheran World Relief	\$ 8,769	\$ 8,154	\$ 3,622	\$ 7,537		
Waterloo Lutheran Seminary Appeals	665	685	630	660		
WLS- Delton Glebe Counseling Centre				1,655		
W.L.S. Auxiliary	432	315	440	430		
Misc. Trek 4 kids, Praise Appeal	45	1,189	-	-		
Habitat for Humanity	130	150	120	125		
Open Sesame	15,143	10,705	11,499	12,175		
KW Food Bank	1,975	750	2,894	1,400		
Out of the cold	40	25	35	-		
Food vouchers	360	565	1,976	505		
Scouts	55	35	25	40		
House of Friendship	605	331	280	331		
Alzheimer Society	206	235	357	-		
Mary's Place Adopt a cause	1,403	-	-	-		
Pride Stables Adopt a cause	2,492	-	-	-		
ROOF Adopt a cause	1,932	-	-	-		
Anselma House Adopt a cause	1,810	-	-	-		
Nutrition for Learning Adopt a cause		1,876	-	-		
Parents for Community Living Adopt a cause		1,498	-	-		
Under One Roof Adopt a cause		1,478	-	-		
Marillac Place Adopt a cause		-	1,356	-		
Ray of Hope Adopt a cause		-	1,325	1,067		
Lisaard House Adopt a cause		-	1,923	-		
The Working Centre Adopt a cause				1,085		
Music for The Spirit Adopt a cause				3,268		
Monica Place Adopt a cause				875		
Mtz Retreat & Tape fund	380	-	540	-		
Lutheran Campus Ministry	60	55	60	70		
Outdoor Ministry -Edgewood Adopt a cause	293	2,184	1,170	325		
S.H.O.W.	380	225	225	230		
Canada (Eastern) Lutheran	219	230	102	20		
	<u>37,395</u>	<u>30,687</u>	<u>28,579</u>	<u>29,000</u>	<u>31,798</u>	<u>28,000</u>

Statement of Receipts and Disbursements - CAPITAL & RENTAL PROPERTY ACCOUNTS

The capital account reflects the costs associated with major expenditures for facility upgrades and repairs and the acquisition of new equipment or expansion of facilities. Costs in this category are incurred on an irregular basis.

Total receipts in 2015 were \$7,383 with disbursements of \$1,005 for a net increase of \$6,378. This compared with a budgeted decrease of \$15,600. The favourable result is due to minimal major costs in 2015, and an emphasis on the improvements to our rental property by the Property committee which became the priority.

Note: A transfer of \$27,380 was made in 2013 to fund Current Account activities which was intended to be repaid from Current Account surplus as incurred in future. No repayment has been made to date as insufficient surplus has been generated since. Our Current account ended with a surplus in 2015, and when combined with prior deficits now stands at \$4,178 surplus at December 31, 2015.

CAPITAL ACCOUNT	2012	2013	2014	2015		2016 Budget
	Actual	Actual	Actual	Approved Budget	Actual	Proposal
Receipts						
Envelope Receipts	\$ 11,748	\$ 8,179	\$ 8,897	\$ 10,000	\$ 6,989	\$ 9,000
Interest Income	736	439	473	500	394	400
Misc.-Endowment Int., A/V fund	-	-	13,688	-	-	-
Church Maintenance - Grant funds	3,000	-	-	-	-	-
	<u>15,484</u>	<u>8,618</u>	<u>23,057</u>	<u>10,500</u>	<u>7,383</u>	<u>9,400</u>
Disbursements						
Equipment Purchases	-	519	992	-	1,005	-
Nursery Equip	-	-	115	-	-	-
Projection A/V System	-	-	20,177	-	-	-
Capital Improvements	23,565	590	4,756	10,000	-	25,000
Rental Property	981	-	-	-	-	-
	<u>24,547</u>	<u>1,109</u>	<u>26,040</u>	<u>10,000</u>	<u>1,005</u>	<u>25,000</u>
Surplus (Deficit)	<u>(9,062)</u>	<u>7,509</u>	<u>(2,983)</u>	<u>500</u>	<u>6,378</u>	<u>(15,600)</u>
Transfers - from (to) other funds	<u>12,169</u>	<u>(27,380)</u>	<u>7,428</u>	<u>-</u>	<u>-</u>	<u>-</u>
Surplus (Deficit) - Capital	<u>3,107</u>	<u>(19,871)</u>	<u>4,445</u>	<u>500</u>	<u>6,378</u>	<u>(15,600)</u>

The Rental Property Account is a new Accounting for our Rental Properties started in 2014. This was previously included in the Current Account. This change provides more transparency into the total financial implications of our Rental properties including the ongoing upgrading that will be required to maintain the property values.

Results for 2015 reflect a deficit of \$39,175 which is \$41,335 worse than plan. This was a result of the \$39,151 of Capital improvements to 237 Dawson following congregational approval to upgrade the property. This approval followed our budget meeting which resulted in this deviation to the original budget plan. The property is currently being advertised for lease.

RENTAL PROPERTY ACCOUNT	2012	2013	2014	2015		2016 Budget
	Actual	Actual	Actual	Approved Budget	Actual	Proposal
Receipts						
235 Dawson Rental Income	-	-	\$ 14,160	\$ 14,160	\$ 14,160	\$ 14,160
237 Dawson Rental Income	-	-	-	-	-	16,200
Interest Income	-	-	1	-	0	-
	<u>-</u>	<u>-</u>	<u>14,161</u>	<u>14,160</u>	<u>14,160</u>	<u>30,360</u>
Disbursements						
235 Dawson Expenses - Current Exp	-	-	5,349	6,000	5,702	7,800
235 Dawson Expenses - Capital Improve.	-	-	-	-	-	-
237 Dawson Expenses - Current Exp.	-	-	7,078	6,000	8,484	7,050
237 Dawson Expenses - Capital Improve.	-	-	-	-	39,151	-
Interest Expense	-	-	-	-	-	-
	<u>-</u>	<u>-</u>	<u>12,426</u>	<u>12,000</u>	<u>53,336</u>	<u>14,850</u>
Surplus (Deficit)	<u>-</u>	<u>-</u>	<u>1,734</u>	<u>2,160</u>	<u>(39,175)</u>	<u>15,510</u>
Transfers - from (to) other funds	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Surplus (Deficit) - Capital	<u>-</u>	<u>-</u>	<u>1,734</u>	<u>2,160</u>	<u>(39,175)</u>	<u>15,510</u>

Statement of Receipts and Disbursements - SPECIAL FUNDS ACCOUNTS

The Special Funds accounts reflect activity and balances of funds that have been designated for specific purposes as noted below.

The value of these funds is \$104,538 at year end, and reflects receipts of \$22,471, disbursements of \$7,270, and transfers to other accounts of \$3,896. These funds are unbudgeted, and normally not available for general use purposes. Of particular note is a \$10,000 donation to the Endowment Fund from the estate of Joyce Townson.

SPECIAL FUNDS ACCOUNTS	2012	2013	2014	2015
	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>
Opening Balances	\$ 106,258	\$ 92,864	\$ 98,864	\$ 93,233
Receipts				
Music on the Mount Fund	2	2	1,501	502
Memorial Fund	2,429	2,184	6,912	8,822
Spiritual Retreat Fund	1	1	1	0
Youth Fund	11,465	2,494	4,261	3,147
Refugee Fund				
Endowment Fund Receipts				10,000
Endowment Fund - Gain on investments	5,363	6,873	5,424	-
	<u>19,260</u>	<u>11,554</u>	<u>18,100</u>	<u>22,471</u>
Disbursements				
Music on the Mount Fund		325	450	350
Memorial Fund				3,906
Spiritual Retreat Fund		85	320	-
Youth Fund	14,552	471	8,879	-
Refugee Fund	5,000	-	-	-
Endowment Fund - Loss on investments				3,014
	<u>19,552</u>	<u>880</u>	<u>9,649</u>	<u>7,270</u>
Transfers - In (Out)				
Music on the Mount Fund				
Memorial Fund transfers to Capital	(12,169)	-	(6,928)	-
Spiritual Retreat Fund				
Youth Fund transfer to Current				
Music on The Mount to Capital(A/V)		-	(500)	-
Endowment Fund - transfers to Benev. &	(933)	(4,673)	(6,653)	(3,896)
	<u>(13,102)</u>	<u>(4,673)</u>	<u>(14,081)</u>	<u>(3,896)</u>
Closing Balances - Special Funds				
Music on the Mount Fund	1,780	1,457	2,009	2,161
Memorial Fund	2,513	4,697	4,682	9,597
Spiritual Retreat Fund	1,231	1,148	829	829
Youth Fund	3,539	5,562	944	4,091
Refugee Fund	-	-	-	-
Endowment Fund	83,800	86,000	84,770	87,860
Total Special Funds	<u>92,864</u>	<u>98,864</u>	<u>93,233</u>	<u>104,538</u>

This schedule is a combination of all Receipts and Disbursements for all fund categories as noted on the preceding pages, reflecting receipts of \$362,020, disbursements of \$372,314 resulting in a \$10,294 use of funds in 2015.

Summary of Total Receipts vs. Disbursements						
	2012	2013	2014	2015		2016 Budget
	Actual	Actual	Actual	Budget	Actual	Proposal
Receipts (incl. transfers)						
Current Account	313,240	\$ 295,535	\$ 253,753	\$ 247,703	\$ 254,738	\$ 252,000
Benevolence Account	39,842	33,045	30,595	31,200	31,469	32,000
Benevolence Special Appeals	37,395	30,687	28,579	29,000	31,798	28,000
Capital Account	27,653	8,618	30,485	10,500	7,383	9,400
Rental Property Account			14,161	14,160	14,160	30,360
Special Funds	19,260	11,554	18,100	-	22,471	-
Total Receipts - All accounts	437,389	379,438	375,673	332,563	362,020	351,760
Disbursements (incl. transfers)						
Current Account	406,516	222,600	266,760	257,731	243,540	264,315
Benevolence Account	39,842	33,045	30,595	31,200	31,469	32,000
Benevolence Special Appeals	37,395	30,687	28,579	29,000	31,798	28,000
Capital Account	24,547	28,488	26,040	10,000	1,005	25,000
Rental Property Account			12,426	12,000	53,336	14,850
Special Funds	27,654	5,554	23,730	-	11,166	-
Total Disbursements - All accounts	535,953	320,374	388,130	339,931	372,314	364,165
Net Funds Generated (Used)	(98,564)	59,064	(12,458)	(7,368)	(10,294)	(12,405)

The Balance Sheet reflects the financial position of the Congregation as at December 31 for the years noted.

Balance Sheet ending values at dates noted						
	2012	2013	2014	2015		2016 Budget
	Dec. 31	Dec. 31	Dec. 31	Budget	Dec. 31	Proposal
Current Assets						
Petty Cash	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100
Current & Benevolence Bank Account	3,406	(3,100)	(10,800)	(21,648)	32,112	7,862
Capital Bank Account & Investment Acco	57,923	38,052	42,497	42,997	48,875	33,275
Rental Property Account			1,734	3,894	(37,441)	(21,931)
Rent Deposit Account	2,437	1,162	1,168	2,400	1,169	2,700
Accounts Receivable	2,388	5,987	5,487	3,000	6,622	3,000
Grocery Card Program Float	3,000	3,000	3,000	3,000	3,000	3,000
	<u>69,254</u>	<u>45,200</u>	<u>43,186</u>	<u>33,743</u>	<u>54,437</u>	<u>28,007</u>
Special Funds						
Music on the Mount	1,780	1,457	2,009	2,009	2,161	2,161
Memorial Funds	2,513	4,697	4,682	4,682	9,597	9,597
Spiritual Retreat Fund	1,231	1,148	829	829	829	829
Youth Funds	3,539	5,562	944	944	4,091	4,091
Endowment Fund	83,800	86,000	84,770	84,770	87,860	87,860
	<u>92,864</u>	<u>98,864</u>	<u>93,233</u>	<u>93,233</u>	<u>104,538</u>	<u>104,538</u>
Fixed Assets						
Land and Church Buildings	781,897	781,897	781,897	781,897	781,897	781,897
Furniture and Fixtures	22,174	22,174	22,174	22,174	22,174	22,174
Organ	204,000	204,000	204,000	204,000	204,000	204,000
235 Dawson Street	82,975	82,975	82,975	82,975	82,975	82,975
237 Dawson Street	24,137	24,137	24,137	24,137	24,137	24,137
	<u>1,115,183</u>	<u>1,115,183</u>	<u>1,115,183</u>	<u>1,115,183</u>	<u>1,115,183</u>	<u>1,115,183</u>
Total Assets	\$ 1,277,301	\$ 1,259,247	\$ 1,251,603	\$ 1,242,159	\$ 1,274,158	\$ 1,247,728
Liabilities						
Accounts Payable	1,396	-	4,807	1,500	47	1,500
Accrued Liability - Severance	74,446	-	-	-	-	-
Rent Deposit	2,437	1,162	1,168	2,400	1,169	2,700
Deferred Revenue	-	-	-	-	37,609	20,600
	<u>78,280</u>	<u>1,162</u>	<u>5,975</u>	<u>3,900</u>	<u>38,825</u>	<u>24,800</u>
Congregational Equity						
Property	1,115,183	1,115,183	1,115,183	1,115,183	1,115,183	1,115,183
Current Account Surplus/(Deficit)	(66,949)	5,986	(7,020)	(17,048)	4,178	(8,137)
Special Funds	9,064	12,864	8,463	8,463	16,678	16,678
Capital Account Surplus	57,923	38,052	42,497	42,997	48,875	33,275
Rental Property Account Surplus/(Deficit)			1,734	3,894	(37,441)	(21,931)
Endowment Fund	83,800	86,000	84,770	84,770	87,860	87,860
	<u>1,199,021</u>	<u>1,258,086</u>	<u>1,245,628</u>	<u>1,238,259</u>	<u>1,235,333</u>	<u>1,222,928</u>
Total Liabilities & Equity	\$ 1,277,301	\$ 1,259,247	\$ 1,251,603	\$ 1,242,159	\$ 1,274,158	\$ 1,247,728

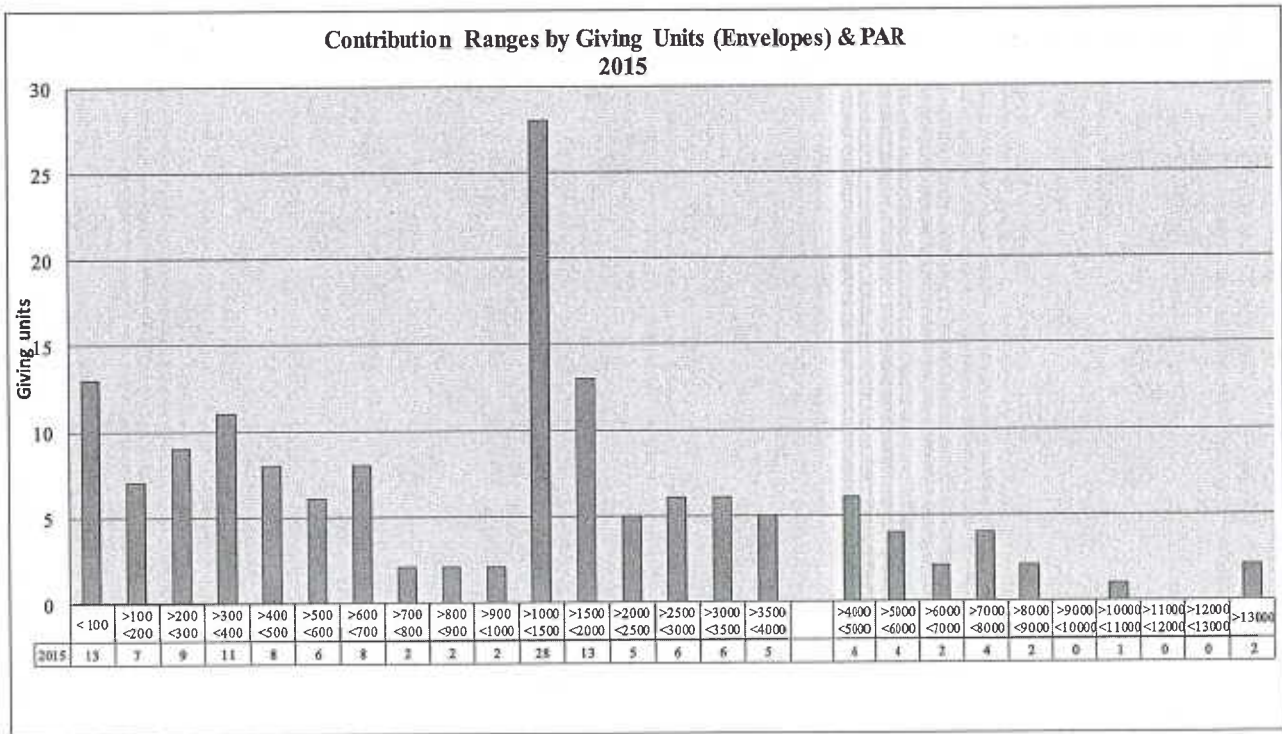
Summary of Envelope Use for 2015 (and comparisons to prior years)

Number of contributors				
2011	2012	2013	2014	2015
2	2	1	2	2
-	-	1	-	-
-	-	-	-	1
-	1	-	-	-
1	2	1	2	2
2	4	2	3	4
2	-	2	1	2
5	5	3	2	4
5	7	7	7	6
4	3	5	7	5
9	5	4	4	6
11	11	10	10	6
13	12	16	7	5
14	18	9	9	13
31	33	28	31	28
8	5	3	3	2
5	3	6	7	2
7	9	8	7	2
8	7	7	4	8
10	13	6	4	6
13	5	4	4	8
11	8	7	13	11
6	11	13	10	9
19	12	14	8	7
19	16	15	11	13
205	192	172	156	152

Contribution Ranges		
\$		\$
13,000	& over	-
12,000	to	13,000
11,000		12,000
10,000		11,000
9,000		10,000
8,000		9,000
7,000		8,000
6,000		7,000
5,000		6,000
4,000		5,000
3,500		4,000
3,000		3,500
2,500		3,000
2,000		2,500
1,500		2,000
1,000		1,500
900		1,000
800		900
700		800
600		700
500		600
400		500
300		400
200		300
100		200
-		100

Summary of Contributions (all Accounts)

	2012	2013	2014	2015
Regular Envelopes Contributors	137	117	103	96
Par Contributors	55	55	53	56
Total Number of Contributors	192	172	156	152
Total Contributions	\$ 336,943	\$ 283,123	\$ 294,641	\$ 300,151
Median Giving	1,200	1,003	1,095	1,120
Average per Giving unit/year	1,755	1,646	1,889	1,975



OPEN SESAME HEADSTART PRESCHOOL

2015 STATEMENT OF RECEIPTS AND DISBURSEMENTS AND 2016 BUDGET

	<u>2015 Budget</u>	<u>2015 Actual</u>	<u>2016 Budget</u>
<u>RECEIPTS</u>			
Region Wage Enhancement	\$ 1862	\$ 2421.03	\$ 3000
Mount Zion Benevolence	5000	1000.00	5000
Personal Donations	4738	4375.00	5000
Grocery Cards	1400	1487.50	1500
Synod Grant – Justice Initiative	3000	3000.00	3000
Chamberlain Family Foundation	2000	2000.00	2000
Rhoda Ernst Memorial	N/A	2255.04	0
Bank Interest	<u>0</u>	<u>0.01</u>	<u>0</u>
Total	\$18,000	\$ 16,538.58	\$ 19,500
Balance Forward from previous year		+ \$ 966.54	
		\$ 17,505.12	
<u>EXPENDITURE</u>			
Salaries	\$ 13,500	\$ 12,625.12	\$13,000
C.P.P.	400	347.88	400
E.I.	350	307.56	320
Food	50	31.97	40
Supplies & Equipment	1425	1093.00	1500
License	10	10.00	10
Honorariums	0	0	500
Office Expenses	100	180.80	200
Christmas Party	200	194.77	200
Bank Charges	35	30.00	35
Cleaning	800	650.00	700
Phone	450	560.00	1000
Parent Group	50	17.67	50
Fire Inspection	300	270.00	300
Playground Inspection	180	180.80	180
Raising the Bar	50	50.00	50
Professional Development	<u>100</u>	<u>50.00</u>	<u>100</u>
Total	\$18,000	\$ 16,273.26	\$ 18,635
Cash on hand		+ \$ 1231.86	
		\$17,505.12	

This also does not reflect a Personal Donation of \$1000 that was received December 31st.

Covenant Concerning the Life and Ministry of the Eastern Synod, ELCIC

The days are surely coming, says the LORD, when I will make a new covenant with the house of Israel and the house of Judah. Jeremiah 31:31

Our competence is from God, who has made us competent to be ministers of a new covenant, not of letter but of spirit; for the letter kills, but the Spirit gives life. 2 Corinthians 3: 5-6

Preamble

The Evangelical Lutheran Church in Canada, its synods and congregations have been engaged since 2011 in a process of structural renewal. During this same period our National Bishop, Susan Johnson, has called on members of our church to engage in a process of personal spiritual renewal.

This historic moment of regeneration in the life of our church provides a timely opportunity to renew the promises made when congregations first came together, more than 150 years ago, to create our synod.

The Synod and its congregations are committed to ministry together for the sake of God's mission in the world. Our common purpose is the work that marks us as "a church in mission for others" – namely the things we do together that we could not do on our own.

Our covenant with each other is grounded in a promise that we all make to God and to the world. We commit ourselves to be a biblical, confessional, gospel-centred church which is open and welcoming to all people, and participates respectfully and constructively in the lives of the communities of which we are a part. This document makes clear the cooperative basis of our relationship. It affirms that we are a covenant people.

In this covenant, we acknowledge and affirm our determination to remain accountable to one another in the ways stated, and to call each other to account when the reality does not live up to the promise. We declare our commitment, with God's help, to live in a renewed relationship with each other. Our covenant is not of letter, but of life-giving spirit.

As the Bishop and Synod Council of the Eastern Synod, ELCIC, we promise that we will do the following.

With respect to **Communication with congregations**, we will:

1. Be honest about the condition and circumstances of the church in all of our dealings;
2. Listen respectfully to what congregations are saying;
3. Consult with congregational leaders, as appropriate, on matters that affect synodical or congregational life;
4. Keep congregations informed of news and developments that are relevant to them;
5. Communicate synodical initiatives to congregations, and explain how they can help;
6. Provide timely responses to requests for information from congregations;
7. Be transparent in financial reporting to congregations and members;
8. Use methods and technologies that are both efficient and effective.

With respect to **Mission and ministry**, we will:

1. Provide public leadership in society and in situations which are beyond the capacity of congregations to address at a local or area level;
2. Sustain the theological integrity of the church in a challenging and creative way.
3. Provide leadership, support and direction to congregations, ministries and rostered ministers when expressions of the church are developing, declining, restructuring or dying;
 - o Provide training and support for lay leaders;
 - o Inspire, equip and assist congregations to engage in ministry beyond their local community.
4. Ensure that our programs address current issues and remain relevant to current conditions in our mission context;
5. Provide education and support to ministry candidates and continuing education to rostered ministers;
6. Act within approved budgets to provide staff, programs and resources for identified priorities.

With respect to **Ministry vacancies**, we will:

1. Be honest and fair in assessing the needs of congregations and the capabilities of rostered ministers;
2. Recommend interim pastors and assist congregations in finding an appropriate rostered minister when a vacancy occurs.

As a congregation of the Eastern Synod, ELCIC, we promise that we will do the following.

With respect to **Communication with the Synod**, we will:

1. Keep the bishop and synod staff informed of all relevant developments in the congregation;
2. Be honest about our condition and circumstances;
3. Remain respectful in relationship, even when we disagree;
4. Respond to requests for information and reports in a timely, accurate and reliable manner;
5. Meet deadlines for remittances and registrations;
6. Strive to use available methods and technologies that are both efficient and effective.

With respect to **Communication with our members**, we will:

1. Educate and inform our members about the Synod and all expressions of the wider church;
2. Share specific information with our members when requested to do so;
3. Forward requests for information to the appropriate individual or group so they can respond on our behalf;

With respect to **Direction and leadership of the Synod**, we will:

1. Participate in programs offered by the Synod that benefit congregational ministry;
2. Participate in collective, collaborative ministry that involves the wider faith community, and offer leadership when appropriate.
3. Listen to and act on direction from the Synod, particularly in times of financial difficulty, membership decline, leadership vacancy, or congregational conflict;

With respect to **Synodical governance**, we will:

1. Send delegates to Synod Assembly and pay the congregation's share of their expenses;
2. Ensure that delegates have opportunities to discuss agenda issues with the congregation both before and after Assembly;
3. Empower delegates to participate in Assembly debates and, after consideration of all points of view, vote as their conscience dictates;
4. Be governed by the decisions made at Synod Assemblies on matters affecting congregational life.

With respect to **Financial support of the Synod**, we will:

1. Provide funding for the administrative structures and common ministry programs of the wider church;
2. Ensure that our financial support is both generous and proportional to our capacity to give;
3. Remit payments on a regular and timely basis;
4. Increase our giving proportionately when increases to the synodical budget are approved by the Synod in Assembly.



Our Ministry Story 2016

THE EASTERN SYNOD is an expression of the church that links the ELCIC, ministry areas and congregations. The Synod exists to enable us to do things together that we are not able to achieve on our own.

This is the story of how we plan to fulfill that purpose in 2016. The gifts of money that you and your congregation contribute through your benevolence offerings will be invested in ministries that carry out our mission priorities. The more generous the giving, the more we can accomplish—together.

CAPABLE LEADERS: \$962,000 (36%)

The largest share of the budget will be invested in developing leaders who will provide vision and energy to meet the challenges of ministry in the 21st century. With your help, we will:

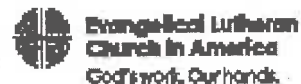
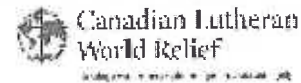
- ◆ **CONTRIBUTE** to Waterloo Lutheran Seminary's theological formation of lay and ordained leaders with monthly grants
- ◆ **SUSTAIN** outdoor ministry and leadership development for children, youth and adults at our church camps in Nova Scotia and Ontario
- ◆ **CREATE** opportunities for youth and young adults to grow in faith and action, at national and synodical youth gatherings
- ◆ **NURTURE AND GUIDE** candidates through the process leading to ordained and diaconal ministry
- ◆ **PROVIDE** continuing education programs for lay and clergy leaders through the Dubrick Summer Institute for Ministry

EFFECTIVE MISSION PARTNERSHIPS: \$619,000 (23%)

As a synod we know we can't do everything by ourselves; we need **PARTNERSHIPS** with other organizations to maximize our effectiveness. Our major partner is our national church, the ELCIC, which coordinates global mission, ecumenical efforts and ministry rosters. When we provide a substantial grant to the national church, the ELCIC's partners become our own, including:

- ◆ Canadian Lutheran World Relief
- ◆ Evangelical Lutheran Church in America
- ◆ Anglican Church of Canada
- ◆ Kairos: Canadian Ecumenical Justice Initiatives
- ◆ and other ecumenical partners

In addition, we will maintain formal relationships with the Evangelical Lutheran Church in Guyana and the Evangelical Lutheran Church in Jordan and the Holy Land, for mutual learning and assistance.



VIBRANT LOCAL MINISTRIES: \$760,000 (29%)

Most local ministry is carried out by congregations, organized into ministry areas. Bishop Pryse, along with his assistants, area deans and ministry directors, will continue to devote the largest proportion of their time to supporting congregational ministry. With your support, in 2016 they will:

- ◆ **NURTURE** newer congregations and emerging faith communities (such as thirdspace community in Waterloo)
- ◆ **HELP** congregations find pastors well matched to the needs of their specific situation
- ◆ **ENCOURAGE** local community outreach through new program grants for creative mission projects

- ◆ **LEAD** discussions with congregations interested in collaborating in new forms of ministry
- ◆ **MEDIATE** when congregations are in conflict or crisis
- ◆ **TRAIN** members of Area Ministry Teams
- ◆ **PROVIDE** workshops and practical resource materials for congregational leaders

Local ministry includes creative ways to link congregations with students on post-secondary campuses in Halifax, Montreal, two sites in Ottawa, Kingston, Toronto, Guelph, Waterloo, and London.

FOCUSED FRAMEWORK: \$324,000 (12%)

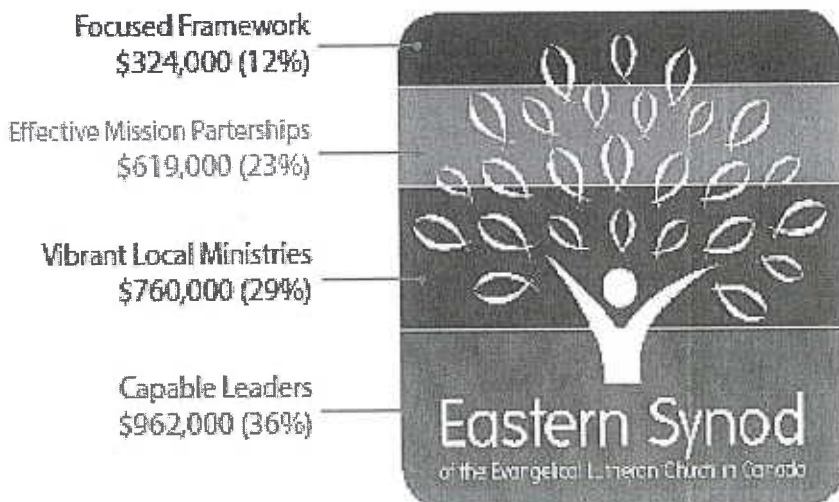
All ministry requires infrastructure to be effective. We will continue to provide a framework that enables effective ministry while focusing resources where they do the most good. With your help, in 2016 we will:

- ◆ **COMMUNICATE** via the synod website, social media, videos and the Eastern Synod Lutheran and the Leaders' Edition newsletters

- ◆ **MANAGE** the affairs of the synod through Synod Assembly, Synod Council, standing committees and task forces
- ◆ **CONTINUE** to provide good service from the Synod office

With God's help and your generous offerings in 2016, we can continue to be a church *In Mission for Others*.

Total Eastern Synod Budget: \$2,665,000



To see detailed financial information, visit easternsynod.org, click on the orange "Treasurers/Financial Info" button on the home page and scroll to the "Eastern Synod Budget and Audited Financial Statements" section.

